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GENERAL INTRODUCTION

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MESSAGE FROM THE CHAIRMAN OF THE BOARD

One of the significant plans that SHS successfully implemented in 2022 was to increase its charter capital to over

VND 8,131 billion,

making SHS one of the securities companies with the largest charter capital in Vietnam stock market.



Dear Valued Shareholders, Investors, Business Partners and Customers,

We have gone through the year 2022 with many ups and downs, fluctuations in the economy, politics and society both domestically and internationally. These major changes have had a significant impact on SHS' business plans. Although the Covid-19 pandemic has been pushed back, Russia's "special military operation" in Ukraine, rising interest rates and inflation have created a whirlwind, sweeping away all the accumulated achievements of the Vietnamese stock market in 2021. As of December 31, 2022, VN-Index closed at 1,007.09 points, nearly 34% lower than the peak of 1,528.57 points set on January 6, 2022, marking the world's largest decline in the year.

In that context, in spite of maximum efforts, SHS only recorded a profit before tax of VND 197.3 billion in the year, reaching 9.7% of the set plan and 88.75% lower than that of last year. One of the significant plans that SHS has implemented in 2022 is the successful increase in its charter capital to over VND 8,131 billion, making SHS one of the securities companies with the largest charter capital in Vietnam stock market. We consider this a crucial step, improving the Company's financial capacity, creating a premise for building and development of competitive capacity in the new period. This step is even more meaningful in the context of the stock market falling into a severe crisis with lingering consequences until 2023. It can be affirmed that, SHS has steadily overcome many difficulties in 2022, maintained stability and safety in all activities, laying the foundation for new development steps.

Entering 2023, despite Vietnam's economy still facing unpredictable risks of inflation and high interest rates, the stock market is at an attractive valuation. Public investment activities will be the main driver of the economy. Many policies and legal regulations are expected to change, and forecasted to continue supporting the recovery and revival of the stock market. With this outlook, SHS will always be cautious, confident and steady in moving forward, leveraging its advantages and focusing on providing services to stable, long-term growth and financially transparent enterprises.

Also in 2023, in addition to business tasks, a key focus is to comprehensively enhance the management system's capacity to make effective use of the new charter capital. The organizational structure and processes of the entire system will be reviewed, adjusted, updated and standardized to meet the requirements of the capital scale.

With the persistent commitment of "Taking customers' net asset growth as the driving force", we place the company's activities in 2023 on comprehensively improving the quality of services and brokerage activities, with the expectation of bringing SHS back to the top of the largest market share of the Vietnamese stock market. In 2023, SHS will continue to focus on resources to promote digital transformation projects which are closely linked to diversifying, improving the quality and convenience of products and services to better serve customers' needs. This is a task that we must complete at all costs in 2023, laying a solid foundation for transitioning to an asset management-oriented operating model with the set direction.

We believe that with the solid foundation built over more than 15 years of formation and development, the SHS team will overcome the current difficult period, seize and effectively exploit business opportunities to develop strongly and remain persistently for exceptional success in 2023 and the years to come.

Ladies and gentlemen, here are some of my thoughts that I would like to share with you as the Chairman of the Board of Directors of the Company. More detailed information can be found in this Annual Report. We hope that you will continue to support the Company, the Board of Directors and Management in driving the Company's growth. On behalf of the Board of Directors, I would like to express our sincere gratitude for your trust and support, and for the positive and enthusiastic collaboration from our customers and partners. I would also like to extend a special thanks to all of the employees of SHS who have been with us through many difficulties and obstacles, to help build the strong foundation of SHS that we have today. I wish you and your family good health, happiness, lots of good luck in life and great success in your investment decision.

Sincerely yours,

On behalf of the Board

Chairman

Do Quang Vinh (Mr.)

HIGHLIGHTS OF 2022

SUCCESSFULLY INCREASED CHARTER CAPITAL TO VND **8,131.6** BILLION

RANKED **4TH** IN TERMS OF EQUITY AND CHARTER CAPITAL

IN THE SECURITIES INDUSTRY

1 TOP

MEMBER WITH **THE LARGEST GOVERNMENT BOND BROKERAGE MARKET SHARE** ON HNX (IN THE GROUP OF OVER 10% MARKET SHARE).

LAUNCHED SHTRADING APPLICATION WITH MANY IMPROVEMENTS FOR CUSTOMERS, AIMING TO DIVERSIFY TYPE OF TRANSACTIONS AND FOR PROFESSIONAL ASSET MANAGEMENT

TOP 10

FOR 4 CONSECUTIVE YEARS, **SHS IS IN THE TOP 10 BEST ANNUAL REPORTS** FOR MID-CAP GROUP

THE CURRENT RATIO REACHED **7.9**

AN INCREASE OF 3 TIMES COMPARED TO 2021, SHOWING A STRONG INCREASE IN CAPITAL CAPACITY

EQUITY IS **6.4** TIMES

HIGHER THAN LIABILITIES. OTHER FINANCIAL INDICATORS HAVE IMPROVED REMARKABLY.

OUTSTANDING MEMBERS OF HANOI STOCK EXCHANGE, HO CHI MINH STOCK EXCHANGE, VIETNAM SECURITIES DEPOSITORY CENTER (VSD)

COMPLETE THE PROCEDURES TO APPLY FOR A **BUSINESS REGISTRATION CERTIFICATE** FOR ALL OPERATING LOCATIONS



VISION

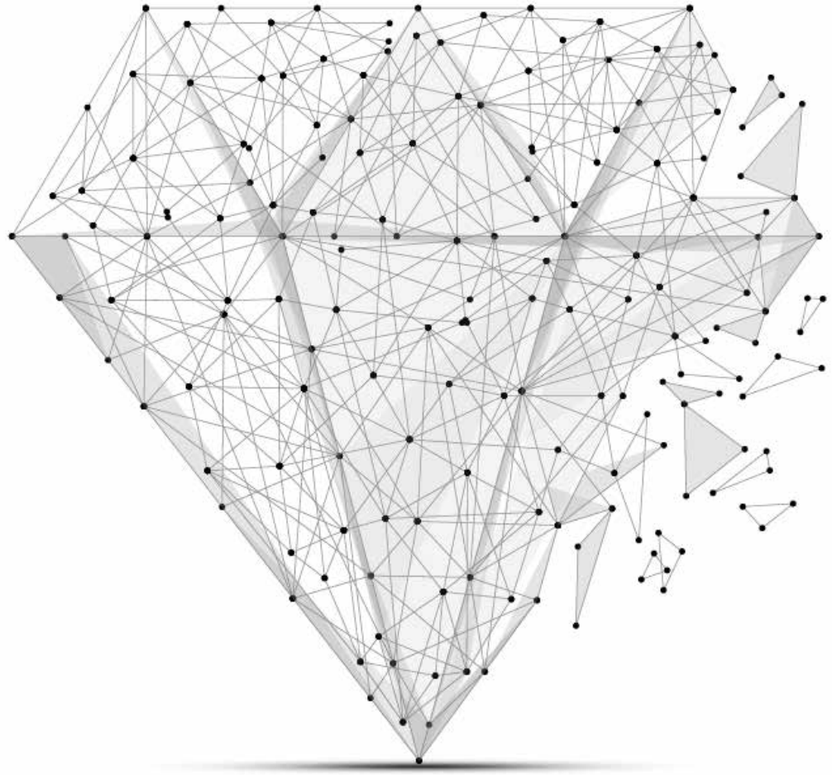
To become a leading securities company as an investment bank in Vietnam and a prestigious brand in the Asian stock market.

MISSION

To create maximum profits for shareholders; contribute to build and develop Vietnam's stock market safely and effectively; to create a good working environment, high income, and promotion opportunities for employees; to provide diversified and quality financial/ securities services to customers and partners.

CORE VALUES

Integrity, creativity, professionalism, customer satisfaction.



GENERAL INFORMATION

Transaction name:

Saigon-Hanoi Securities Joint Stock Company

License of establishment and operation:

No. 66/UBCK-GP issued by SSC on November 15th, 2007

Amendments in License for establishment and operation:

No.32/GPĐC-UBCK on 12/01/2014, No.08/GPĐC-UBCK on 01/23/2018, No.85/GPĐC-UBCK on 09/05/2022.

Certificate of business registration:

No. 0102524651 issued by Hanoi Authority for Planning and Investment for the first time on November 15th, 2007, change of business registration certificate for the 9th time on September 9th, 2022

Ticker:

SHS

Member code:

069

Charter Capital:

VND 8,131.6 billion (from 09/09/2022)

Equity:

VND 8,853.3 billion (on 12/31/2022)

Address:

1-5 Floor, Unimex Hanoi Building, No. 41, Ngo Quyen, Hang Bai, Hoan Kiem, Hanoi, Vietnam

Tel:

84-24-38 181 888

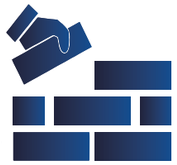
Fax:

84-24-38 181 688

Website:

www.shs.com.vn

HISTORY OF FORMATION AND DEVELOPMENT








2007

Officially established with chartered capital of VND 350 billion and a head office at 162-164, Thai Ha, Dong Da, Hanoi.

Member of Vietnam Securities Depository Center.

2008

Member of the Ho Chi Minh City Stock Exchange and the Hanoi Stock Exchange.

Established Ho Chi Minh City Branch at 41, Pasteur, Nguyen Thai Binh, District 1, Ho Chi Minh City.

2009

Moved Head Office to Floor 1&5, Dao Duy Anh Building, No. 9, Dao Duy Anh, Dong Da, Hanoi.

Increased charter capital to VND 410.6 billion through issuing bonus shares to existing shareholders.

Listed on the Hanoi Stock Exchange under stock ticker SHS on June 25th, 2009.

Established Da Nang Branch at 97 Le Loi, Thach Thang, Hai Chau, Da Nang.

2010

Increased charter capital to VND 1,000 billion through right issue for shareholders, ESOP, and potential partners.

Established Nghe An Branch

Specialized government bonds trading member at Hanoi Stock Exchange.

2011

Moved Ho Chi Minh City Branch to 141-143 Ham Nghi, Nguyen Thai Binh, District 1, Ho Chi Minh City.

Closed Nghe An branch.

Moved the Head Office to Floor 1&3, Union Conference Center Building, No.1, Yet Kieu, Hoan Kiem, Hanoi.

2013

Moved Ho Chi Minh City Branch to 3rd Floor, Artex Saigon Building, No. 236-238 Nguyen Cong Tru, Nguyen Thai Binh Ward, District 1, Ho Chi Minh City.

2014

Top 10 securities companies with the largest brokerage market share on both HNX and HSX.

Established Thang Long Transaction Office at 3rd floor, Building M5, No. 91, Nguyen Chi Thanh, Lang Ha Ward, Dong Da District, Hanoi.

2015

Top 5 securities companies with the largest brokerage market share on both HNX and HOSE.

2016

Established Dong Nai Representative Office at 129, Ha Huy Giap, Quyet Thang, Bien Hoa, Dong Nai.

2017

Expanded the Ho Chi Minh City Branch at Floor 1&3, Building AS, No. 236-238 Nguyen Cong Tru, Nguyen Thai Binh Ward, District 1, Ho Chi Minh City.

2018

Moved Head Office to Floor 1-5, Unimex Hanoi Building, No. 41, Ngo Quyen, Hang Bai, Hoan Kiem, Hanoi.

SHBS officially merged into SHS and increased its charter capital to VND 1,054.0 billion by stock swap method.

2019

Moved Da Nang Branch to Floor 8, Thanh Loi 2 Building, No.3, Le Dinh Ly, Vinh Trung, Thanh Khe, Da Nang.
Increased charter capital to VND 2,072.7 billion through right issue for shareholders, ESOP, and potential partners.

2020

Established Dong Nai Representative Office at Floor 3, DG Tower, No. 15 Tran Phu, Ngo Quyen, Hai Phong.

2021

Increased charter capital to VND 3,252.7 billion through right issue for shareholders, ESOP and from share capital surplus.

2022

Increased charter capital to VND 6,505.3 billion by offering right issue to shareholders (June 2022).

Continued to increase charter capital to VND 8,131.6 billion by issuing shares to pay dividends in 2021 and increase share capital from equity (September 2022).

Closed Representative Office in Dong Nai.



Saigon - Hanoi Securities Joint Stock Company is one of the leading securities companies in Vietnam financial market, operating in all areas of securities business including:

Brokerage

- **Listed securities services:** open a trading account; execute securities trading orders (including put-through, board lot, odd lot transactions for listed/ unlisted stocks, bonds, and fund certificates...); buy the right to receive money from selling securities, transfer cash from trading accounts to bank accounts and vice versa; transfer cash among trading accounts; register to sell odd-lot stocks; register for stock options; manage cash accounts and margin accounts; transfer cash/stocks between these two accounts; auction services in various methods (direct auctions at SHS, at enterprises; or agent of the Stock Exchange); provide real-time stock quotes, auction schedules, and other services according to customer needs and within scope of SHS activities.
- **Securities trading channels/tools:** as direct trading on an exchange; place orders through brokers; voice ip phone system; website; mobile; or SHTrading app...

Depository and Stock Management

- **Depository service:** including, but not limited to, deposit/withdraw securities, custody and re-custody securities; exercise rights; securities transfer and settlement; giving and inheriting securities; blockade and release securities..
- **Stock management:** tracking and managing transfers; exercising rights for shareholders and bondholders; reporting on securities management, securities transfer and securities owners...

Securities Investment

- **Portfolio diversification:** including listed and unlisted stocks, bonds, and fund certificates in various sectors and industries;
- **SHS' portfolio:** includes firms with high-quality assets, high growth potential and attractive profitability.

Analysis and Investment Advisory

- **Investment consulting products:** research reports such as macro analysis reports, market commentary,, industry analysis reports, company analysis reports, investment recommendations...
- **Investment advisory services:** through various channels such as newsletters, analytical reports in the media or sent directly to investors, hold investment promotion seminar, company visit.....

Financial Advisory and Underwriting

- **Financial advisory services:** equity issuance agency (private and public), bond issuance agency listing consulting, equitization, business transformation, divestment andstake auction consulting, corporate restructuring, M&A, other consulting services (Annual General Meeting of Shareholders' organization, information disclosure, annual report, post-signing public companies, registering transactions, managing shareholders and raising capital...).
- **Auction consulting services:** in various methods such as direct auctions at SHS, at enterprises; or agent of the Stock Exchange...
- **Underwriting services:** firm commitment underwriting and best efforts underwriting for a variety of securities such as stocks and bonds...

Financial Services

- **Financial Services:** Cash advance from sale of securities, margin lending, investment advisory and third-parties' collateral management, coordinate with banks to support customers in securities trading.

MID-TERM AND LONG-TERM DEVELOPMENT STRATEGIES

GENERAL STRATEGY

To equally develop the traditional business activities of a multi-function securities company, with taking brokerage and financial advisory services as core foundation.

Brokerage activity

Being in the top-five securities companies with the largest brokerage market share on both HOSE and HNX, promoting the development of brokerage activities in both breadth and depth in quality, improving the quality of investment consulting activities, and maintaining the stability of financial resources to meet the investors' needs.

Providing Derivatives and Covered Warrants products - improving the efficiency of capital use for Investors and Shareholders..

Financial Advisory activity

SHS aims to provide investment banking services with top quality and high added value such as: capital arrangement, underwriting, M&A, corporate restructuring. Thereby, positioning SHS as one of the leading financial advisors and capital arrangers in the Vietnamese financial market.

Investment activity

Continue to maintain the investment portfolio that towards overweight long-term investment in firms with good business performance, solid foundation, work together to support the sustainable development of the firm. Short-term portfolios are invested based on the general market trend and focus on risk management.



Treasury activity

The increase in equity serves as the basis for the diversification of treasury business cooperation channels, with the goal of spreading risks on the basis of financial autonomy .

Corporate Governance

Completing the corporate governance model in line with the Company's strategic orientation, complying with current legal regulations and modern management practices.

NETWORK AND OPERATION AREA

OPERATING AREA: SHS has an operating area covering the whole country.

SUBSIDIARIES, AFFILIATES

SHS has no subsidiaries or affiliates.



HEADQUARTERS
Address: 1-5 Floor, Unimex Hanoi Building, No. 41, Ngo Quyen Street, Hang Bai Ward, Hoan Kiem District, Hanoi City
Tel: 84-24-38181 888
Fax: 84-24-38181 688
Email: contact@shs.com.vn
Website: https://www.shs.com.vn

HAI PHONG REPRESENTATIVE OFFICE
Address: Floor 3, DG Tower, No. 15, Tran Phu Road, Ngo Quyen Ward, Hai Phong City
Tel: 078 317 0939

THANG LONG TRANSACTION OFFICE
Address: 3rd Floor, M5 Building, No. 91, Nguyen Chi Thanh Street, Dong Da District, Hanoi City
Tel: 84-24-32696 666
Fax: 84-24- 32919 999
Email: contact-thanglong@shs.com.vn

DA NANG BRANCH
Address: 8th Floor, Thanh Loi 2 Building, No. 3, Le Dinh Ly, Vinh Trung, Thanh Khe, Da Nang City
Tel: 84-236-3525 777
Fax: 84-236-3525779
Email: contact-dn@shs.com.vn

HO CHI MINH CITY BRANCH
Address: Floor 1 & 3, AS Building
No. 236-238, Nguyen Cong Tru Street,
Nguyen Thai Binh Ward, District 1, Ho Chi Minh City
Tel: 84-28-3945 1368
Fax: 84-28-3915 1369
Email: contact-hcm@shs.com.vn



HONORS BY THE STATE MANAGEMENT AUTHORITIES

HANOI PEOPLE'S COMMITTEE

- Merit certification for achievements in the movement of the Association of Small and Medium Enterprise from 2015 to 2019and 2022.
- Merit certification for achievements in the movement thematic budget 2017.
- Merit certificate for achievements in paying to the State Budget in Hanoi city in 2019.
- Merit certificate for achievements in the emulation movement "Honoring entrepreneurs and enterprises in Thang Long" of the Association of Small and Medium Enterprises in 2021.
- Thang Long Cup 2022.

HANOI CENTRAL COMMITTEE OF THE VIETNAM FATHERLAND FRONT

- Merit certificate for actively campaigning to support the Fund "For Vietnam's Seas and Islands" in 2021.

MINISTRY OF PLANNING AND INVESTMENT

- Typical SOE Equitization and Equitization Consultant in 2014-2015.
- Typical IPO Consultant in 2016-2017.
- Prestigious securities company in 2015.
- Typical M&A consultant in 2017, 2018 and 2019.

MINISTRY AND DEPARTMENT OF LABOR - INVALIDS AND SOCIAL AFFAIRS

- Merit certificate for making many contributions to the protection and care of children in 2019.
- Merit certificate for contributions to children with special and difficult circumstances in Hanoi city in 2020.

HANOI DEPARTMENT OF INDUSTRY AND TRADE

- Emulation flag for the unit of Excellence in the Emulation Movement 2020 and 2021.

INSTITUTE OF ECONOMICS AND CULTURE

- Top 10 Gold Quality Services 2020 – Award for Securities Brokerage Service.

STATE SECURITIES COMMITTEE

- Merit certificate for contribution to the development of the SSC in the period of 1996-2016 and 2017.

HANOI STOCK EXCHANGE

- Typical securities companies in the period 2005-2015 and from 2015 to 2020.
- The best listed corporate governance company in 2016-2017.

HO CHI MINH STOCK EXCHANGE AND INVESTMENT NEWSPAPER

- Typical securities company from 2017 to 2020.
- Top 50 Best Annual Reports awarded in 2013, 2016, and 2017.
- Top 30 Best Annual Reports and Top 20 Best Governing Reports of the medium-cap group awarded in 2018.
- Top 10 Best Annual Reports of the medium-cap group awarded in 2019, 2020..

VIETNAM SECURITIES DEPOSITORY

- Typical securities companies in securities depository activities in 2016 and 2017.
- Typical members in payment activities in 2018 to 2020 and 2022.

HANOI TAX DEPARTMENT

- Taxpayer who implemented well tax law policies in 2017

HONORS BY OTHER ENTITIES

INTELLECTUAL PROPERTY OF VIETNAM

- Top 50 Famous Brands in 2018.
- Top 20 Famous Brands in 2020.

HANOI SMALL AND MEDIUM ENTERPRISES ASSOCIATION

- Typical Entrepreneurs and Enterprises in Hanoi Gold 2015.

VIETNAM ASSOCIATION OF ACCOUNTANTS & AUDITORS AND BUSINESS FORUM NEWSPAPER

- Achieved the Best Financial Capacity Index for three consecutive years (2017-2019).

VIETNAM ASSOCIATION FOR THE DEVELOPMENT OF CORPORATE CULTURE.

- Merit Certificate for Actively Responding to the Campaign "Building Vietnamese Corporate Culture" launched by The Prime Minister in the 2016 – 2021 period.

VIETNAM ASSESSMENT REPORT JOINT STOCK COMPANY (VIETNAM REPORT)

- Top 50 Most Prestigious and Effective Public Companies of the year and No. 1 in the Securities Industry in 2021.
- Top 500 Largest Private Enterprises in Vietnam in 2021.

ASIA PACIFIC ENTERPRISE AWARDS (APEA)

- Best Enterprise in Asia in 2021.

VIETNAM CHAMBER OF COMMERCE AND INDUSTRY.

- Top 100 Enterprises with Good Management Capacity Index from 2016 to 2018.
- Best Financial Management Capability Index of Vietnam Securities Industry in 2018.

BASIC INDICATORS (KPIS)

BALANCE SHEET

(Unit: VND billion)

	2018	2019	2020	2021	2022
Total assets	4,869.0	6,072.7	6,929.7	10,910.9	10,899.6
Liabilities	3,003.6	3,380.4	3,7030.4	4,855.3	1,463.7
Owner's Equity	1,865.3	2,692.3	3,226.3	6,055.6	9,435.9
Charter Capital	1,054.0	2,072.7	2,072.7	3,252.7	8,131.6
Outstanding shares (share)	105,395,674	207,268,201	207,268,201	325,265,027	813,156,748

INCOME STATEMENT

(Unit: VND billion)

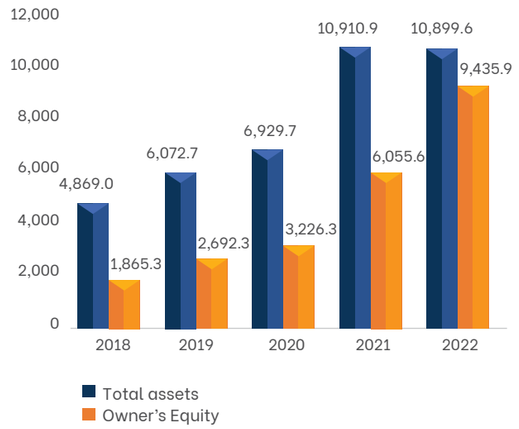
	2018	2019	2020	2021	2022
Total revenue and other income	1,247.9	1,072/4	1,808.5	2,899.8	1,547.7
Total expenses	837.2	760.4	869.6	1,146.9	1,350.4
Profit before tax	410.7	312.0	938.9	1,752.9	197.3
Profit after tax	358.1	254.6	754.3	1,396.3	162.2

OTHER RATIOS

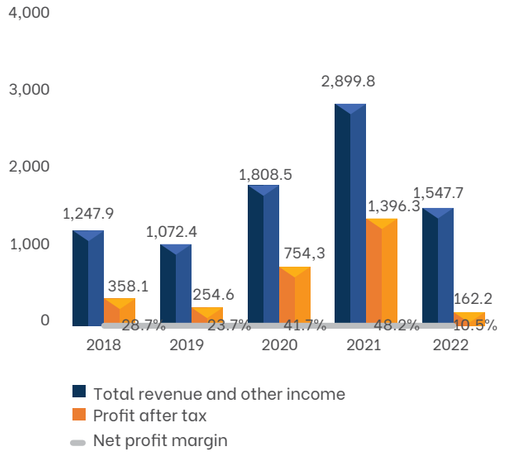
(Unit: VND billion)

	2018	2019	2020	2021	2022
Quick ratio	66.0%	31.2%	18.2%	15.5%	76.2%
Current ratio	375.5%	177.5%	191.2%	257.8%	793.6%
Return on Equity (ROE)	21.5%	11.2%	25.5%	30.1%	2.1%
Return on Asset (ROA)	8.0%	4.7%	11.6%	15.7%	1.5%
Capital adequacy ratio (CAR) at 12/31	351.6%	338.4%	347.9%	386.6%	291.17%
Book value per share (BV)	17,698	12,990	15,563	18,617	11,604
Basic earnings per share (EPS)	2,746	1,359	3,475	2,862	238
Price-to-Earnings ratio (P/E)	4.2	5.7	6.9	8.7	35.1
Price-to-Book value ratio (P/B)	0.7	0.6	1.6	2.7	0.7

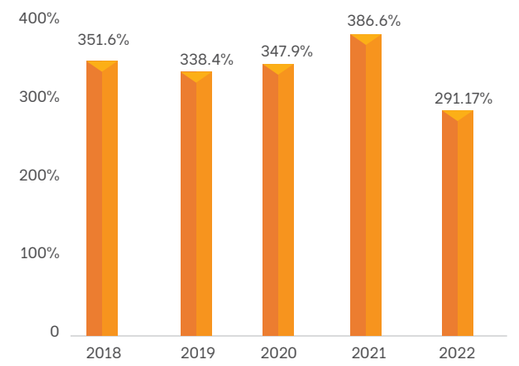
Total assets and Owners' equity growth (VND billion)



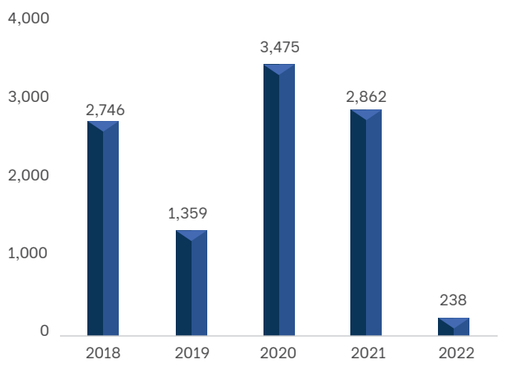
Total revenue and other income, net profit and profit margin (VND billion)



Capital adequacy ratio (CAR) at 12/31



Earnings per share (EPS) (VND/share)





02

CORPORATE GOVERNANCE

- ORGANIZATION STRUCTURE
- KEY PERSONNEL
- BOARD OF DIRECTORS
- SUPERVISORY BOARD
- INTERNAL CONTROL, INTERNAL AUDIT AND RISK MANAGEMENT
- SALARY, BONUS, REMUNERATION AND OTHER BENEFITS
- EXECUTION OF REGULATIONS ON CORPORATE GOVERNANCE
- INFORMATION FOR SHAREHOLDERS

ORGANIZATION STRUCTURE



KEY PERSONNEL

BOARD OF DIRECTORS



Mr. DO QUANG VINH

Chairman of the Board (non-independent and non-executive member of the BOD)

Appointment:
04/27/2022.

Date of Birth: 08/23/1989.

Education: Master in Finance & Management University of East Anglia, UK

Ownership: 7,500,000 shares with voting rights (0.92%)

Working experiences: Many years of experience in the fields of Finance, Banking, and Investment, and holding many senior management positions

Current positions:

At listed companies: BOD Member – Deputy CEO - Head of Digital Banking Division at Saigon-Hanoi Commercial Joint Stock Bank (SHB)

Chairman – Saigon - Hanoi Securities Joint Stock Company (SHS)

At unlisted companies: Chairman – Saigon - Hanoi Insurance Joint Stock Corporation (BSHC)

Chairman - BVIM Fund Management Joint Stock Company (BVIM)

Vice Chairman - SHBank Finance Company Limited (SHB Finance)



Mr. LE DANG KHOA

BOD member (non-independent and non-executive member of the BOD)

Appointment, reappointment:
03/22/2013; 04/26/2017; 04/27/2022

Date of Birth: 08/18/1974.

Education: MBA – National Economics University; Bachelor of Accounting – Banking Academy

Ownership: 531,250 shares with voting rights (0.07%)

Working experiences: Expert in the fields of Business Administration, Finance, Securities, Banking, Insurance, Investment, Real Estate; many years of experiences in management, consulting at large financial institutions.

Current positions:

At listed companies: Deputy CEO of Saigon - Hanoi Commercial Joint Stock Bank (SHB)

Member of the Board – Saigon - Hanoi Securities Joint Stock Company (SHS)

Member of the Board – Hanoi Textbook Printing Joint Stock Company (TPH)

At unlisted companies: Member of the Board – Saigon - Hanoi Insurance Joint Stock Corporation (BSHC)

Member of the Board – SHBank Finance Company Limited (SHB Finance)

Chairman - Lilama Land Corporation



Mr. VU DUC TIEN

BOD member - CEO (executive and non-independent member of the BOD)

Appointment, reappointment:
09/15/2014; 04/26/2017 and 04/27/2022 for the position of member of BOD

11/01/2014; 11/01/2017 and 11/01/2020 for the postion of CEO

Date of Birth: 09/02/1973.

Education: Bachelor of Finance and Banking – Banking Academy; Bachelor of English – Hanoi University of Foreign Languages; Certificate of Financial Analysis – SSC

Ownership: 20,054,983 shares with voting rights (2.47%)

Working experiences: Many years of experience in the fields of Finance, Banking, Securities, Real Estate, Investment and Asset management.

Current positions:

At listed companies: BOD Member – CEO - Saigon - Hanoi Securities Joint Stock Company (SHS)

Chairman – PetroVietnam Machinery - Technology Joint Stock Company (PVM)

Vice Chairman – Thanh Hoa Petroleum Construction Joint Stock Company (PVH)

BOD Member – Petroleum Logistic Service and Investment JSC (PLA)

At unlisted companies: BOD Member – Saigon - Hanoi Insurance Joint Stock Corporation (BSHC)



Mrs. NGUYEN DIEU TRINH

BOD member (independent and non-executive member of the BOD)

Appointment, reappointment:
01/03/2020 and 04/27/2022.

Date of Birth: 06/30/1979.

Education: Master in Banking & Finance – French-Vietnamese School of Management (CFVG); Bachelor of Business Administration – National Economics University

Ownership: 337,500 shares with voting rights (0.04%)

Working experiences: Many years of experience in the fields of Finance, Accounting, Investment, Securities, and Asset management

Current positions:

At listed companies: BOD Member - Saigon - Hanoi Securities Joint Stock Company (SHS)

Chairman - Hanoi Pharmaceutical Joint Stock Company (DHN)

At unlisted companies: BOD Member – Vietnam National Aviation Insurance Corporation (AIC)

BOD Member – Armephaco Military Medical Joint Stock Company Equipment

BOD Member – Hanoi School Book and Equipment JSC (HAB)



Mr. LUU DANH DUC

BOD Member (non-independent and non-executive member of the BOD)

Appointment:
04/27/2022.

Date of Birth: 07/26/1973.

Education: Master of Information Technology – International Francophone Institute – IFI (Institut de la Francophonie pour l'Informatique); Bachelor of Engineering in Information Technology, major in Business Law – Hanoi University of Science and Technology

Ownership: 375,000 shares with voting rights (0.05%)

Working experiences: Senior expert, many years of experience in large domestic and foreign corporations in the field of information technology for banking, finance, investment, asset management

Current positions:

At listed companies: BOD Member - Saigon - Hanoi Securities Joint Stock Company (SHS)

Deputy CEO of Saigon - Hanoi Commercial Joint Stock Bank (SHB)

At unlisted companies: Head of Information Technology Department – T&T Group

CHANGES TO BOARD OF DIRECTORS IN 2022

- New appointment: 02 members: Chairman Mr. Do Quang Vinh, Member Luu Danh Duc (04/27/2022)
- Dismissal: 02 members: Chairman Mr. Do Quang Hien (04/26/2022), Member Mai Xuan Son (04/26/2022)

KEY PERSONNEL

INFORMATION ABOUT BOARD OF DIRECTORS

- The Board of Directors has 05 members, including the Chairman, 03 non-executive members, and 01 executive member cum CEO. The number of members remained unchanged.
- Mr. Do Quang Hien submitted his resignation letter from the Chairman position and was approved by the Board of Directors in Decision No. 22-2022/QD-HĐQT dated April 26, 2022. At the same time, Mr. Do Quang Hien also did not participate in nomination/election to the Board of Directors for the term 2022-2027.
- Mr. Mai Xuan Son - Member of the Board of Directors for the term 2017-2022, resigned from Board of Directors on 27th, April 2022 due to expiration of term, did not participate in the nomination/election to the Board of Directors for the term 2022-2027.
- At the Annual General Meeting of Shareholders 2022 on April 27, 2022, Board of Directors for the term 2022-2027 were elected as follows:

No.	Full name	Number of votes
1	Mr. Do Quang Vinh	210,420,577
2	Mr. Vu Duc Tien	177,588,780
3	Mr. Le Dang Khoa	163,328,590
4	Mr. Luu Danh Duc	143,330,423
5	Mrs. Nguyen Dieu Trinh	125,899,450

- On the same day, the Board of Directors held a meeting to elect the Chairman of the Board, unanimously electing Mr. Do Quang Vinh to hold the Chairman position for the term 2022-2027 and assign tasks to other members of the Board.
- Independent members:
  - For the term 2017-2022: Mr. Le Dang Khoa.
  - For the term 2022-2027: Mrs. Nguyen Dieu Trinh

SUPERVISORY BOARD



Mrs. PHAM THI BICH HONG
Head of Supervisory Board
(in charge member of the SB)

Appointment, reappointment: 01/15/2008, 04/06/2012; 04/26/2017 and 04/27/2022.

Date of Birth: 02/08/1968.

Education: Bachelor of Finace and Accounting – Academy of Finance; Securities brokerage practice certificate – SSC

Ownership: 355,299 shares with voting rights (0.04%)

Working experiences: Many years of experience in the fields of Finance, Accounting, Auditing, Banking, and Securities

Current positions:

At listed companies: Head of Supervisory Board – Saigon - Hanoi Securities Joint Stock Company (SHS)

At unlisted companies: None



Mr. VU DUC TRUNG
Member
(non-in charge member of the SB)

Appointment, reappointment: 04/06/2012; 04/26/2017 and 04/27/2022.

Date of Birth: 12/25/1980.

Education: MBA – Edith Cowan University - Australia; Bachelor of Auditing – National Economics University; Certificate of auditor – Vietnam Association of Certified Public Accountants; Certificate of fund management - SSC

Ownership: 2,743,750 shares with voting rights (0.34%)

Working experiences: Many years of experience in the fields of Auditing, Commerce, Manufaturing, and Securities

Current positions:

At listed companies: BOD Member – Thang Long Corporation (TLG)

Member of Supervisory Board – Saigon - Hanoi Securities Joint Stock Company (SHS)

At unlisted companies: BOD Member, Deputy CEO – Saigon - Hanoi Insurance Joint Stock Corporation (BSHC)

BOD Member - BVIM Fund Management Joint Stock Company (BVIM)

BOD Member – Vietnam National Vegetable, Fruit And Agricultural Product Corporation Joint Stock Company (Vegetexco)



Mrs. LUONG THI LUU
Member
(non-in charge member of the SB)

Appointment, reappointment: 04/27/2015; 04/26/2017 and 04/27/2022.

Date of Birth: 11/09/1983.

Education: Master in Finance & Banking – National Economics University; Bachelor of General Accounting and Insurance Economics – National Economics University

Ownership: 62,578 shares with voting rights (0.01%).

Working experiences: Many years of experience in the fields of Commerce, Manufacturing, Securities, Finance and Accounting

Current positions:

At listed companies: Member of Supervisory Board – Saigon - Hanoi Securities Joint Stock Company (SHS)

At unlisted companies: Member of Supervisory Board – Tan Mai Service and Trade Production Joint Stock Company

Member of Supervisory Board – Tam Son Construction and Investment Joint Stock Company

CHANGES TO SUPERVISORY BOARD IN 2022

- Appoinment: None
- Dismissal: None

KEY PERSONNEL

BOARD OF MANAGEMENT



Mr. VU DUC TIEN
BOD Member – CEO

Appointment, reappointment:
09/15/2014; 04/26/2017 and 04/27/2022 for the position of member of BOD

11/01/2014, 11/01/2017, 11/01/2020 for the postion of CEO

Other information:

(please see the BOD section)



Mr. TRAN SY TIEN
Deputy CEO – Chief Accountant

Appointment, reappointment:
04/16/2014, 04/16/2017 và 04/16/2020 for the position of Deputy CEO

09/20/2011 for the position of Chief Accountant

Date of Birth: 05/06/1973.

Education: Bachelor of Finance & Banking – National Economics University; Bachelor of Credit – Banking Academy ; Certificate of Financial Analysis – SSC

Ownership: 1,112,500 shares with voting rights (0.14%)

Working experiences: Many years of experience in the fields of Banking, Securities, Finance & Accounting, Investment and Asset management, Treasury

Current positions:

At listed companies: Deputy CEO – Chief Accountant – Saigon - Hanoi Securities Joint Stock Company (SHS)

At unlisted companies: BOD Member – Vietnam National Aviation Insurance Corporation (AIC)



Mrs. TRAN THI THU THANH
Deputy CEO

Appointment, reappointment:
08/01/2018 and 08/01/2021.

Date of Birth: 04/08/1975.

Education: Bachelor of Finance & Banking – Banking Academy; Bachelor of English – University of Foreign Language Education; Certificate of fund management -

Ownership: 0 shares with voting rights (0%)

Working experiences: Many years of experience in the fields of Banking and Securities

Current positions:

At listed companies: Deputy CEO – Saigon - Hanoi Securities Joint Stock Company (SHS)

At unlisted companies: None



Mr. NGUYEN CHI THANH
Deputy CEO
Chief of Hai Phong Representative Office

Appointment, reappointment:
05/05/2014, 05/05/2017 and 05/05/2020 for the position of Deputy CEO

09/18/2020 for the position of Chief of Hai Phong Representative Office

Date of Birth: 11/13/1980.

Education: MBA – Boston University (USA); Bachelor of International Economics – Foreign Trade University; Certificate of fund management - SSC

Ownership: 1,112,500 shares with voting rights (0.14%)

Working experiences: Many years of experience in the fields of Project management, Securities, Finance, Investment, and Asset management

Current positions:

At listed companies: Deputy CEO – Saigon - Hanoi Securities Joint Stock Company (SHS)

Chief of Hai Phong Representative Office, Saigon - Hanoi Securities Joint Stock Company (SHS)

At unlisted companies: None



Mrs. TRAN PHUOC HA NHI
Director of Danang Branch

Appointment: 08/09/2011.

Date of Birth: 03/29/1982.

Education: MBA – Columbia Southern University; Bachelor of Accounting – Da Nang University of Economics; Securities brokerage practice certificate – SSC

Ownership: 75,750 shares with voting rights (0.01%)

Working experiences: Many years of experience in the fields of Securities, Finance, Investment, Management

Current positions:

At listed companies: Director of Danang Branch – Saigon - Hanoi Securities Joint Stock Company (SHS)

At unlisted companies: None



Mrs. LE NGOC QUANG THANH
Director of HCM City Branch

Appointment: 09/06/2022.

Date of Birth: 07/24/1982.

Education: Bachelor of Accounting - University of Economics Ho Chi Minh City; Certificate of Financial Analysis – SSC

Ownership: 125,000 shares with voting rights (0.01%)

Working experiences: Many years of experience in the fields of Securities, Finance, Investment, Management

Current positions:

At listed companies: Director of HCM Branch – Saigon - Hanoi Securities Joint Stock Company (SHS)

At unlisted companies: None

CHANGES TO BOARD OF MANAGEMENT IN 2022

- Appointment: Appointed Mrs. Le Quang Ngoc Thanh to hold the position of Director of Ho Chi Minh City Branch from September 6th, 2022
- Dismissal: Resigned from the Director of Ho Chi Minh City Branch for Deputy CEO Nguyen Chi Thanh from September 6th, 2022

BOARD OF DIRECTORS

MEMBERS OF THE BOARD OF DIRECTORS

NO.	Members	Position	Membership	Term	Start/End of the Term
1	Mr. Do Quang Hien	Chairman	Non-Independent and Non-Executive	2017-2022	12/03/2007 - 04/26/2022
2	Mr. Do Quang Vinh	Chairman	Non-Independent and Non-Executive	2022-2027	04/27/2022
3	Mr. Le Dang Khoa	Member	Independent and Non-Executive	2017-2022	03/22/2013
			Non-Independent and Non-Executive	2022-2027	
4	Mr. Mai Xuan Son	Member	Non-Independent and Non-Executive	2017-2022	01/24/2014 - 04/27/2022
5	Mr. Vu Duc Tien	Member & CEO	Non-Independent and Executive	2017-2022; 2022-2027	09/10/2014
6	Mrs. Nguyen Dieu Trinh	Member	Independent and Non-Executive	2017-2022 2022-2027	01/03/2020
7	Mr. Luu Danh Duc	Member	Non-Independent and Non-Executive	2022-2027	04/27/2022

(Please see details in the "Key Personnel" section).

SUB-COMMITTEES UNDER THE BOARD OF DIRECTORS

Before 2022 AGM of Shareholders (04/27/2022), The Board of Directors operates in accordance with the regulations approved by the AGM for the 2017-2022 term, has established sub-committees from previous years, assigned tasks to each member who is responsible for specific areas, including:

No.	Sub-committee	Person in charge	Responsibilities
1	General Governance	Mr. Do Quang Hien - Chairman	Managing and supervising executive activities, seeking and introducing resources to support the business activities of the Company and the Board of Directors' operations, ensure compliance with laws and governance practices
2	Development Policy		Developing and planning long-term and shortterm strategies
3	HR, Remuneration, and system administration	Mr. Do Quang Hien - Chairman; Mr. Vu Duc Tien - Member	Developing the salary, bonus and remuneration mechanism according to regulations standards and business activities, monitoring the Board of Management on implementation and measuring the efficiency
4	Risk management, Accounting and Finance, PR, Branding	Mr. Mai Xuan Son - Member	Examining the risk management system and the internal auditing process. Conduct internal inspections of the Company's activities on a regular and irregular basis without disrupting the operations; making reports and solutions for the Board of Directors and CEO to handle if necessary.
		Mrs. Nguyen Dieu Trinh - Member	
5	Risk Management and Internal Audit, Technology	Mr. Le Dang Khoa - Independent Member	

On 04/27/2022, the Board of Directors for the term 2022-2027 met and issued a Decision approving the establishment of Subcommittees under the Board of Directors as follows:

No.	Sub-committee	Person in charge	Sub-committee Head	Responsibilities
1	General Governance	1. Mr. Do Quang Vinh - Chairman 2. Mr. Vu Duc Tien - Member and CEO	Mr. Do Quang Vinh - Chairman	Managing and supervising executive activities, seeking and introducing resources to support the business activities of the Company and the Board of Directors' operations, ensure compliance with laws and governance practices
2	Development Policy	1. Mr. Do Quang Vinh - Chairman 2. Mr. Vu Duc Tien - Member and CEO 3. Mrs. Nguyen Dieu Trinh - Independent member	Mr. Vu Duc Tien - Member and CEO	Developing and planning long-term and shortterm strategies, making reports and solutions for the Board of Directors and CEO to handle if necessary. Indentifying, evaluating, and verifying the current status of the Company and the businesses that SHS invests and cooperates with; Determining the focus in SHS' business and evaluate short-term and long-term performance of SHS activities. Developing and proposing administrative direction for the management level of the Company.

No.	Sub-committee	Person in charge	Sub-committee Head	Responsibilities
3	HR, Remuneration, and system administration	1. Mr. Vu Duc Tien – Member and CEO 2. Mrs. Nguyen Dieu Trinh – Independent member 3. Mr. Le Dang Khoa – Member	Mr. Le Dang Khoa – Member	Developing the salary, bonus and remuneration mechanism according to regulations standards and business activities, monitoring the Board of Management on implementation and measuring the efficiency, making reports and solutions for the Board of Directors and CEO to handle if necessary.
4	Accounting and Finance, Risk management and Internal Audit	1. Mrs. Nguyen Dieu Trinh – Independent member 2. Mr. Le Dang Khoa – Member 3. Mrs. Pham Thi Bich Hong – Head of Supervisory Board	Mrs. Nguyen Dieu Trinh – Independent member	Examining the risk management system and the internal auditing process. Conduct internal inspections of the Company's activities on a regular and irregular basis without disrupting the operations; making reports and solutions for the Board of Directors and CEO to handle if necessary. Checking activities related to financial management, budgeting, financial risk, investment project appraisal, trading stocks/bonds/other types of assets, consulting services, underwriting, offering of the Company. Examining financial plans, business plans, reports related to the financial position of the Company; Checking financial resources at the Company's divisions; Checking and supporting the Accounting and Finance division in cash flow management, capital sources, and capital mobilization. Managing the Internal Audit Department under the Board of Directors
5	Technology, Services, Products, PR, Branding	1. Mr. Do Quang Vinh – Chairman; 2. Mr. Luu Danh Duc – Member	Mr. Luu Danh Duc – Member	Supervising, consulting, researching and proposing to build, exploit and develop information technology systems, digital technology, transaction applications; developing services, products, communication activities and branding SHS; making reports and solutions for the Board of Directors and CEO to handle if necessary. Determining IT strategy, "Digital Transformation" plan for the Company and work with divisions to implement the plan, build a management system based on business management software.

- The number of members, functions and duties of the Sub-Committee are decided by the Board of Directors, which may change from time to time if appropriate.
- Each Sub-Committee ensures at least 01 person is a member of the Board of Directors and can invite more external members but in accordance with the appropriate regulations of SHS and the law.
- The sub-committee's activities are based on the responsibility, integrity and self-discipline and must comply with the provisions of the Board of Directors, the law and the Charter. Resolutions of the subcommittee will only take effect when a majority of members attend and vote for approval at the meeting of the subcommittee.
- Ensuring decision implementation of the Board of Directors or of the sub-committees under the Board of Directors must be in accordance with the current legal provisions and the company's charter, internal regulations on corporate governance.
- Sub-committee's activities:
  - The members in charge of the assigned sub-committees must update the company's operations on the basis of document, data and reports from the Supervisory Board, the Board of Management, and the Internal Audit Department, then report to all members of the Board of Directors to jointly take measures to handle, orient and support the Board of Management to find an appropriate solution, especially in times of greatly volatile market and when the economy is affected by many policies.
  - On a monthly and quarterly basis, the Risk Management Division sends a report on trading activities and a list of identified important risks along with an action plan and monitoring results to the Risk Management Sub-committee. The Risk Management Subcommittee holds a meeting to review and approve transactions under its authority.

MEETINGS OF SUB-COMMITTEES UNDER THE BOARD OF DIRECTORS

No.	Sub-committee	No. of meetings	Contents	Meeting results
1	General governance	04	Developing a strategic direction for the Company's Development to submit to the General meeting of Shareholders for approval and implement in accordance with the resolution of the General Meeting of Shareholders. Building and deploying operations under the direction and supervision of the Board of Directors for the Board of Management, determine the role and limits of authority of the Board of Directors to the Company's business activities and to the Board of Management.	Developing and implementing specific and detailed strategies for business activities, actively exploiting opportunities, promote enterprise advantages to gain high position in the market as well as achieve business efficiency, achieve and exceed the business plan; Controlling, guiding, and supporting the Board of Management in the administration and operation of SHS' activities, appropriately responding to unusual changes, unexpected, prolonged and large-scale impact of the Covid-19 pandemic.
2	Policy development	06	Building and implementing policies to develop the Company's business activities, focusing on brokerage, treasury, investment, financial advisory and underwriting by exploiting the Company's strengths and taking advantages of macroeconomic policies and the uptrend of the market	

No.	Sub-committee	No. of meetings	Contents	Meeting results
3	HR, Remuneration, and system administration	04	Reviewing and improving the Company's salary, bonus, welfare, and training policies in order to maximize human resources. Consider increasing or decreasing the scale of recruitment and training in some positions to ensure smooth and efficient operation of the system.	Ensuring that the personnel is competent, experienced, and aligned with SHS' development philosophy; utilizing human advantages, guaranteeing that income and profit created by a single SHS officer is higher or at least equivalent to those in top securities companies.
4	Risk management and Internal Audit	04	Developing, revising, and implementing the risk management plan and internal audit on a regular and irregular basis, as well as setting up and operating the risk management system in accordance with SHS' business operation conditions; Examine suitability and adherence to policies, as well as taste and risk limits.	Regularly and irregularly inspecting, monitoring, and handling five types of significant risks according to the regulations of the State Securities Commission, ensuring the entire system's operation is in compliance with the law, financial safety, and sustainable efficiency.
5	Accounting & Finance and Internal Control	05	Checking the compliance and suitability of the financial accounting system and the financial statements prepared by the Board of Management and the auditor. Examine the internal control system, as well as the system of internal regulations, processes, and regulations, to ensure that the system is in compliance with the law and operates in a synchronized and consistent manner.	Ensuring financial statements are prepared in accordance with legal regulations and disclosed in a timely and transparent manner. Ensuring that the Company's business activities have complete, detailed, clear and feasible guidelines.
6	Technology, Services, Products, PR, Branding	04	Consulting and supporting to find service providers and senior personnel; coordinate with the Board of Management in building and implementing strategies and action plans to develop activities of Technology, Services, Products, Communications, Branding; especially investing in Digital Technology, upgrading transaction software, tracking and managing assets, promoting new products and services on the media	Building and implementing specific and detailed strategies for Technology, Communication, Services, Products activities; actively exploiting opportunities, take advantage of the enterprise's advantages to gain a competitive position in the market and achieve business performance that meets and exceeds the business plan. Controlling, guiding and supporting the Board of Management in the management and administration of the above activities of SHS.

ASSESSMENT OF ACTIVITIES OF SUB-COMMITTEES UNDER THE BOARD OF DIRECTORS

The sub-committees under the Board of Directors had well performed their roles and responsibilities, including directing, orienting, and advising the Board of Directors without deep interference in the business activities of the Company as well as the activities of each division. The Board of Management played an active role in its management and was in compliance with the law for the Company's activities. Through the activities of the sub-committees under the Board of Directors, the Company's key issues arising in each field were discussed and agreed upon solution. The sub-committees under the Board of Directors played an important role in advising the Board of Directors on important decisions that affect the Company's entire operation.

During the process of supervision and administration, the sub-committees under the Board of Directors noted a strong growth rate and a transformation of the Company's business activities in both quantity and quality in the context of the exciting developments in the stock market, along with increased risks in the following activities: investment, capital management, and financial consulting. Therefore, it is necessary to strengthen the supervision and risk management of the Board of Directors.

The business activities that the Board of Directors paid special attentions to are: investment in listed and unlisted stocks, capital mobilization, treasury, financial advisory, margin lending, bond trading activities. With these activities, the throughout tasks of the sub-committees in 2022 and the following years are to strengthen its meetings, discussion, examination, and review the financial situation, operation, operation management, regularly updating any changes, reporting to the Board of Directors to have appropriate handling plans and solutions, mitigating the risks while ensuring the operation is proactive and flexible under the control of the Board of Management within its permitted framework.

The Board of Directors prioritizes investment in Digital Technology, upgrading the transaction software system, tracking and managing assets, promoting communication about new products and services; building and implementing specific and detailed strategies in each stage for technology, communication, service and product activities; actively exploit opportunities, take advantage of SHS' capital and network to gain a competitive position in the market and achieve business performance that meets and exceeds the business plan.

DEPARTMENTS AND INDIVIDUALS SUPPORTING THE BOARD OF DIRECTORS

Office of The Board of Directors

- Implementing the direction of the Chairman of the Board of Directors in organizing the General Meeting of Shareholders, organizing the work of the Board of Directors and the Supervisory Board.
- Managing shareholders' information of the Company and supporting shareholders to exercise their rights.
- Preparing and archiving documents related to the General Meeting of Shareholders and BOD.

Internal Audit Department

- Performing internal audits of the Company's management and business activities.
- Requesting and making proposals towards thoroughly resolving the Company's shortcomings and risks, contributing to the improvement of the Company's business operation quality.
- Sending report on internal audit activities at the request of the Board of Directors and the State Management Agency.

Company Secretary
Person in charge of Investor Relations
Person in charge of Corporate Governance

- Mrs. Doan Thi Nhu Quynh - Deputy Chief of the BOD's Office
- Education: Bachelor of Diplomatic Academy of Vietnam
- Working experiences: 13 years of experience in finance, banking, securities.
- Tel: 024.38.181.888 (312)
- Email: quynh.dtn@shs.com.vn

ACTIVITIES OF THE BOARD OF DIRECTORS IN 2022

In 2022, the Company's operations follow the fluctuations of the Stock Market and the recovery of the economy after the impact of the Covid-19 pandemic. SHS has a strong growth momentum due to internal resources and new capital, the Board of Directors and Board of Management continue to focus on monitoring and orienting the comprehensive development of SHS' business activities, strengthening risk management, seeking new investment opportunities and improving capacity development, in order to increase the competitiveness of SHS.

In 2022, the Company has faced many great challenges, affecting all aspects of the Company's operations due to the occurrence of events related to violations of law, violations of the governance of some securities companies and the state's securities management apparatus, witnessing and being heavily affected by the significant fluctuation of key indexes on the stock market and investors' cash flow..

- The Board of Directors directs and closely follows the Board of Management in implementing the resolutions of the Board of Directors and the General Meeting of Shareholders.
- The Board of Directors supervised the timely completion, submission and disclosure of information the periodic Financial Statements and Annual Report of 2021, information disclosure documents under its authority.
- The Board of Directors oversaw the organization of the extraordinary meeting in 2022 (01/28/2022) and the AGM 2022 on April 27, 2022 at No. 1 Nguyen Tri Phuong, Ba Dinh, Hanoi and via the online streaming channel http://dhcd.shs.com.vn in accordance with current law provisions, ensuring safety and suitability for business activities.
- The Board of Directors directs and supports the development of financial advisory and underwriting activities, consulting on corporate equitization/divestivization/share offering/stock listing, brokerage, and self-trading activities.
- The Board of Directors strengthened its supervision on financial advisory activities, financial services, cost control over corporate and management expenses, risk management, inventory and bad debt restructuring; Members of the Board of Directors in charge of risk management and finance must attend monthly or quarterly meetings with the CEO and the Head of the Supervisory Board to update the Company's business performance, discuss about the issues arise and solutions applied.
- The Board of Directors held 25 official meetings as well as informal meetings between the Chairman of the Board of Directors and members of the Board of Directors, the Board of Management, and the Supervisory Board to discuss and approve issues concerning the Company's strategic direction, decide on issues under the authority of the Board of Directors, such as: completing the increase of charter capital and using the mobilized capital effectively and according to the plan approved by the General Meeting of Shareholders; paying cash dividends to shareholders, expanding the derivatives business, issuing covered warrants, issuing shares, issuing bonds, investing in bonds and stocks, establishing financing plans, and following up with the matters submitted to the Annual General Meeting of Shareholders for approval and an implementation plan thereafter
- Reviewing and approving the strategic investments of the Company, senior management personnel structure issues, salary and bonus issues, personnel structure under the authority of the Board of Directors.
- The Board of Directors focuses on continuing to expand and increase the brokerage market share, in parallel with ensuring the safety of capital of the Investor and the Company; developing a variety of brokerage products to meet the needs of investors, focus on investing in infrastructure and information technology platform to serve the activities of account management, brokerage, securities trading and securities custody.
- The Board of Directors issued 06 Resolutions, signed and approved nearly 170 documents including Regulations, Minutes, Resolutions, Decisions and Reports related to many key issues of the Company, serve as a basis and orientation for the Board of management to implement tasks.



MEETINGS OF THE BOARD OF DIRECTORS

In 2022, the Board of Directors held 25 meetings, gave opinions, discussed and approved the contents under its authority, participate in the Extraordinary and Annual General Meeting of Shareholders in 2022 as the Presiding team:

NO.	Member	No. of meetings	Attendance rate	Note
1	Mr. Do Quang Hien	10	100%	To 04/27/2022
2	Mr. Do Quang Vinh	15	100%	From 04/27/2022
3	Mr. Le Dang Khoa	25	100%	
4	Mr. Mai Xuan Son	10	100%	To 04/27/2022
5	Mr. Vu Duc Tien	25	100%	
6	Mrs. Nguyen Dieu Trinh	25	100%	
7	Mr. Luu Danh Duc	15	100%	From 04/27/2022

DOCUMENTS APPROVED BY THE BOD

In 2022, the Board of Directors approved 6 resolutions and 48 decisions as follows:

NO.	Number	Date	Details
I	**Resolution**		
1	01-2022/NQ-HDQT	03/01/2022	Making shareholders register and holding AGM 2022
2	02-2022/NQ-HDQT	03/01/2022	Amending and supplementing the Charter and applying the amended Charter
3	03-2022/NQ-HDQT	06/03/2022	Increasing Charter Capital to VND 6,500 billion
4	04-2022/NQ-HDQT	06/28/2022	Amending and supplementing the Charter and applying the amended Charter
5	05-2022/NQ-HDQT	08/15/2022	Increasing Charter Capital to VND 8,131.6 billion
6	06-2022/NQ-HDQT	09/06/2022	Amending and supplementing the Charter and applying the amended Charter
II	**Decisions**		
1	01-2022/QĐ-HDQT	01/14/2022	Cooperation between SHS and SHB to launch bond retail activities
2	02-2022/QĐ-HDQT	01/28/2022	Implementing the plan to offer shares to increase charter capital
3	03-2022/QĐ-HDQT	01/28/2022	Commitment to complying with legal regulations
4	04-2022/QĐ-HDQT	01/28/2022	Commitment to listing shares on the Stock Exchange system
5	05-2022/QĐ-HDQT	01/28/2022	The plan to ensure that the stock offering to increase charter capital meets the regulations on foreign ownership ratio
6	06-2022/QĐ-HDQT	01/28/2022	Approving the application file for the sale of shares to increase charter capital

NO.	Number	Date	Details
7	07-2022/QĐ-HDQT	02/17/2022	Resigning from holding the position of concurrently in charge of the Office of the Board of Directors
8	08-2022/QĐ-HDQT	01/28/2022	Resigning for approval and signing of the Dossier of Offering Shares to Shareholders in 2022
9	09-2022/QĐ-HDQT	02/21/2022	Holding the AGM 2022
10	10-2022/QĐ-HDQT	03/01/2022	Amending and supplementing the Charter and applying the amended Charter
11	11-2022/QĐ-HDQT	03/03/2022	Loan at Eximbank - Hanoi Branch
12	12-2022/QĐ-HDQT	03/21/2022	Loan at Bac A Bank
13	13-2022/QĐ-HDQT	03/21/2022	Deploying cash advanced services from sale of securities
14	14-2022/QĐ-HDQT	03/24/2022	Establishment of a shareholder qualification inspection committee at the AGM 2022
15	15-2022/QĐ-HDQT	03/28/2022	Exercising the right to buy shares offered by SHS to shareholders
16	16-2022/QĐ-HDQT	04/08/2022	Cooperation in providing cash collection and payment services and other banking services between SHS and SHB Dong Do
17	17-2022/QĐ-HDQT	04/13/2022	Termination of labor contract for Mr. Tran Dinh Dung - Head of Underwriting and Financial Advisory Division
18	18-2022/QĐ-HDQT	04/20/2022	Approving the list of candidates to join the Board of Directors and Supervisory Board for the term 2022-2027
19	19-2022/QĐ-HDQT	04/20/2022	Loan at SHB – Dong Do Branch
20	20-2022/QĐ-HDQT	04/22/2022	Appointment of Chief of Office of the Board of Directors
21	21-2022/QĐ-HDQT	04/18/2022	Promulgating the Regulation on Organization and Operation of the Office of the Board of Directors
22	22-2022/QĐ-HDQT	04/26/2022	Mr. Do Quang Hien has no longer hold the position of Chairman of the Board of Directors
23	23-2022/QĐ-HDQT	04/26/2022	Voting Mr. Vu Duc Tien - Member of the Board of Directors holding the position of Presiding of the AGM 2022
24	24-2022/QĐ-HDQT	04/27/2022	Electing the Chairman of the Board of Directors
25	25-2022/QĐ-HDQT	04/27/2022	Establishing subcommittees and assigning tasks to members of the Board of Directors
26	26-2022/QĐ-HDQT	05/05/2022	Cooperation in providing collection and payment services between SHS and SHB
27	27-2022/QĐ-HDQT	05/06/2022	Termination of labor contract for Head of Information Technology division
28	28-2022/QĐ-HDQT	05/10/2022	Paying remuneration, allowances and other benefits to the Board of Directors and Supervisory Board in fiscal year 2022
29	29-2022/QĐ-HDQT	05/17/2022	Providing consulting services for offering and listing shares between SHS and RCC
30	30-2022/QĐ-HDQT	05/25/2022	Handling the remaining shares of the Public Offering to Shareholders in 2022
31	31-2022/QĐ-HDQT	05/31/2022	Results of the Public Offering of Shares to Shareholders in 2022
32	32-2022/QĐ-HDQT	06/07/2022	Implementing the plan to issue shares to pay dividends in 2021 and issue shares to increase share capital from equity
33	33-2022/QĐ-HDQT	06/10/2022	Signing an office rental service contract between SHS and RCC
34	34-2022/QĐ-HDQT	07/07/2022	Last registration date to exercise the right to receive bonus shares
35	35-2022/QĐ-HDQT	07/07/2022	Loan at Indovinabank
36	36-2022/QĐ-HDQT		Not issued
37	37-2022/QĐ-HDQT	07/28/2022	Approving the handling of the remaining shares of the Share Issuance to pay dividends in 2021 and the issue of shares to increase share capital from equity
38	38-2022/QĐ-HDQT	08/15/2022	Loan plan at ABB in 2022
39	39-2022/QĐ-HDQT	08/26/2022	Appointment of personnel
40	40-2022/QĐ-HDQT	08/26/2022	Paying income for personnel appointed by the Board of Directors
41	41-2022/QĐ-HDQT	09/06/2022	Stopping concurrently holding the position of Director of Ho Chi Minh City Branch for Deputy CEO Nguyen Chi Thanh
42	42-2022/QĐ-HDQT	09/06/2022	Appointment of Director of Ho Chi Minh City Branch
43	43-2022/QĐ-HDQT	09/27/2022	Advising on the issuance of shares to increase charter capital for SHB
44	44-2022/QĐ-HDQT	09/28/2022	Changing the location of Ho Chi Minh City Branch
45	45-2022/QĐ-HDQT	11/15/2022	Loan at CTBC HCMC
46	46-2022/QĐ-HDQT	11/30/2022	Closing Dong Nai Representative Office
47	47-2022/QĐ-HDQT	12/20/2022	Loan at VPB
48	48-2022/QĐ-HDQT	12/26/2022	Rewarding for excellent employees

ACTIVITIES OF THE INDEPENDENT MEMBERS OF THE BOARD OF DIRECTORS

In the structure of the Board of Directors on April 27, 2022, the Company has 2/5 independent members, and 4/5 of BOD members are non-executive. After the meeting to elect the Chairman and Members of the Board of Directors, the Company has 1/5 independent members, and 4/5 of BOD members are non-executive.

Independent BOD members of SHS actively and proactively participated in the management, supervision, and guiding the Company's business activities, utilizing their professional knowledge, expertise, and many years of experience in the field of their own to advise, recommend, and propose to the Company's Board of Directors and the Board of Management.

Independent members of the Board of Directors perform their duties as assigned duties of the General Meeting of Shareholders and the Board of Directors, their responsibilities to the Company, complying with the Securities Law, the current Law on Enterprises and guiding documents, complying with the provisions of the Charter, internal governance regulations of the Company and other internal regulations.

Independent members of the Board of Directors fully attended the General Meeting of Shareholders and the meetings of the Board of Directors, and regularly met directly with the Chairman of the Board of Directors and members of the Supervisory Board, Board of Management. Therefore, the directions of the Board of Directors always ensure objectivity and timeliness in the day-to-day business activities of the Company, ensuring the common interests of shareholders and the Company.

To perform their governance and supervision duties, the independent BOD members coordinate with the Supervisory Board and the Internal Audit Department under the Board of Directors to inspect and verify the reasonableness, compliance, risk management, sustainable and safe development of the Company's business activities, based on the documents and data provided by the Supervisory Board, the Board of Management, conducting periodic and extraordinary internal inspection on specific matters. At many important moments, the independent BOD members had made recommendations to the Board of Directors and the Board of Management to adjust several activities of the Company.

The Company does not make any distinction between independent members of the Board of Directors and other members of the Board of Directors. The independent members of the Board of Directors are engaged in their task and have actively contributed to the general decision-making of the Board of Directors.



TRAINING ON CORPORATE GOVERNMENT

In 2022, officers of the Office of the Board of Directors participated in online training courses on corporate governance organized by the Vietnam Institute of Directors (VIOD), the training program on corporate governance in 2022 at the SSC organized and certified by the Securities Research and Training Center (SRTC).

Training courses on corporate governance that the members of the Board of Directors, members of the Supervisory Board, the CEO, other managers, and the Company Secretary participated in:

No.	Participants	Courses
1	Secretary of the Board of Directors	▶ Workshop on Sustainable Development Report, Annual Report organized by SSC and IFC ▶ Workshop on Corporate Governance organized by HNX and member securities companies. ▶ Workshop on Company Secretary, Corporate Governance.
2	Board of Management	▶ Seminars and instructions of the State Securities Commission, the Stock Exchange, and VSD on access and implementation of new legal documents on information disclosure, corporate governance, organization and operation of securities companies, etc
3	Person in charge of Corporate Governance	▶ The corporate governance training program was organized and certified by the Securities Research and Training Center (SRTC). ▶ Training certificates in securities, securities market, analysis, investment and law organized and issued by the Securities Research and Training Center (SRTC). ▶ Annual Forum on Corporate Governance Promoting Corporate Governance in the New Normal, an event organized by the Vietnam Board of Directors (VIOD) in collaboration with the State Securities Commission. ▶ HNX Member Conference Forum on Corporate Governance coordinated by HNX with the State Securities Commission, the Vietnam Securities Depository (VSD), the Ho Chi Minh City Stock Exchange, Vietnam Securities Business Association, Vietnam institutes of Directors (VIOD). ▶ The 2020 Audit Committee Training Program is organized and certified by the Institute Member of the Vietnam Board of Directors (VIOD) in collaboration with the SSC. ▶ Webinar "Legal regulations on corporate governance applicable to public companies" organized by the State Securities Commission (Science Research and Training Center – SRTC).
4	Head of Supervisory Board	▶ Senior Management Training Program 7th Board Member Certification – DCP7.

OPERATION PLAN AND ORIENTATION OF THE BOARD OF DIRECTORS IN 2023

Remarks by the Board of Directors of Saigon-Hanoi Securities Joint Stock Company (SHS):



SHS has experienced a year of 2022 full of ups and downs with many unusual fluctuations in the stock market and the marco economy. Therefore, the Company's operating, administrative and business activities are affected by the market in general. Although business results were profitable, it did not achieve the business plan. The Board of Directors and the Board of Management have made assessments and plans for the strong fluctuations in the stock market last year. On the basis of positive changes, albeit slowly but surely, in the last months of 2022, the Board of Directors evaluates and forecasts: "*Vietnam economy will recover thanks to the Government's flexible and open policies, SHS expects that in 2023 the market will "transform" positively to bring the Company and investors new opportunities with more profits and less risks. In 2023, the Vietnam Stock Market is forecasted to continue the trend of forming a new price level and entering the accumulation process with the support level around 950 points and the upper threshold around 1,050 - 1,100 points. The stock market is still the key capital mobilization channel for the economy in the long term and SHS continues to be a confident, dynamic, impressive and quality entity as a member securities company and a listed company*".

SHS persists in sustainable development for the goal of **"All for the growth of customers' net assets"**, the Company continues to develop sustainably, safely, effectively, with strong financial capacity, provide diverse and unique products and services.

Some sectors that the Company will focus on are technology, seaports, logistics, industrial real estate, oil and gas, public investment, banking, and financial services.

SHS is expected to build a business plan in 2023 with revenue and profit will grow at a minimum rate of 20%.

In 2023, SHS will focus on strengthening brokerage-related services, growing the number of new accounts and customers' net asset value. The company has launched the new SHTrading software system and continuously upgraded the software, implement the cash advance, collection services, margin lending...

Derivatives and covered warrants have not been implemented in 2022. On March 01, 2022, SHS received the certificates of eligibility for derivatives trading issued by the State Securities Commission and starting to implement Derivatives activities under the License. SHS has not been granted Certificate of offering covered warrant license and is expected to apply for permission from SSC and put it into operation as soon as possible.

Operation orientations of Board of Directors and the Company in 2023 are as follows:

The company will continue to affirm its capacity, vision and sustainable resilience, steadfastly pursuing the goal of maintaining its position as a leading securities company in Vietnam. The company focuses on providing a variety of services, consulting solutions, comprehensive asset management and development for customers. Along with that, the Company continues to closely follow the digital transformation plan, applies modern technology systems to all activities of the Company, creates and anticipates new growth opportunities and increases surplus value for the Company, investors, shareholders and customers.

- The Board of Directors for the term 2022-2027 will continue to innovate in thinking, organization, and management methods to keep up with the positive changes from the legal corridor, micro and macro economy, and the stock market.
- The Board of Directors strongly prioritizes financial investment in businesses with stable business operations, long-term growth, healthy financial situation, and transparency.
- The Company's key business activities including investment, Treasury, Brokerage, Financial Advisory are focused on consolidating, developing a separate development strategy that is suitable and synchronized with the overall plan, strengthening risk management, monitor legal compliance and financial safety.
- The segment that needs to develop more in 2023 is brokerage. SHS aims to be in the group of securities companies with the largest stock brokerage market share on both HOSE and HNX. The Board of Directors will establish a Development Strategy Research Committee and hire a foreign consulting firm to restructure and reform SHS, building vision in 3 years, 10 years, 15 years, focusing on two goals: Phase 1: Business development and Phase 2: Technology development.
- The Board of Directors prioritizes concurrently developing and implementing a long-term, effective and sustainable development strategy, in parallel with controlling and managing risks, maintaining achievements, protect the interests of investors and shareholders.
- The Board of Directors continues to play a key role in orienting the entire business strategy of the Company.
- The Board of Directors maintains regular meetings and discussions on issues under the authority of the Board of Directors and strategic issues for the Company's development.
- All members of the Board of Directors must actively participate in the activities of the Board of Directors and its sub-committees to promptly grasp market fluctuations as well as the Company's activities.
- The sub-committees under the Board of Directors strengthened activities on updating, advising and reporting to the Board of Directors on the current situation of the Company to suggest timely solutions.
- The Board of Directors supervises and promotes information technology innovation, applies a new salary mechanism, and closely monitors risks.
- The Board of Directors supports and advises the Board of Management in finding, accessing and exploiting external resources (from partners, customers, enterprises...) to increase capital scale, expand business activities, increase customers and develop products.
- The Board of Directors has and will continue to support and advise the Board of Management, the Office of the Board of Directors and related divisions to amend, supplement and complete the Company's Charter, Internal Governance Regulations, Organizational Regulations and activities of the Board of Directors, Supervisory Board and relevant documents/regulations of SHS to serve as a legal corridor for SHS' business activities to be implemented in compliance with the provisions of law.
- Agreeing with the Board of Management to seek and exploit innovative and breakthrough solutions in business activities, breaking out from traditional business activities, markets, products and customers...
- Continuing to improve governance capacity according to international and Vietnamese standards; strengthen internal inspection, control, risk management and financial adequacy ratio.
- Completing the implementation of solutions to maintain and increase brokerage market share, in the context that the cash flow of foreign investors (especially foreign institutional customers) investing in the Vietnamese market has increased sharply in recent years.
- Completing the implementation of solutions related to controlling operating costs and financial safety ratio of SHS in the context of the restructuring of the securities industry are taking place along with many new legal regulations. This is considered to have an impact on operating costs, financial safety indicators of SHS, and affecting the flexibility in management and administration of SHS.
- Completing the implementation of solutions to deal with potential challenges, ensuring SHS' operations are flexible and agile, and able to seize opportunities.
- Completing the implementation of solutions to increase SHS' competitive advantage through innovating and developing service quality, continue to invest in human resources and technology, maintain and improve market share, Company image; invest in research and application of AI technology in business activities and corporate governance in the near future.



The Board of Directors directs the Board of Management to continue carrying out the following tasks:

- Successfully carrying out the strategic objectives assigned by the General Meeting of Shareholders, strictly comply with the law, the Company's Charter and the operational orientation of the State management agencie.
- Continuing to take enhanced measures to improve governance capacity in accordance with international standards on corporate governance, risk management and financial safety; ensure that SHS' operations to be transparently, safely, effectively and in compliance with the regulations.
- Continuing to complete the regulations and processes system, creating a legal framework for business activities on the basis of compliance with legal regulations and improved professionalism.
- Continuing to diversify products and services; Completing the regulations and business process system on the basis of compliance with legal regulations and improving professionalism.
- Continuing to invest in listed securities, materialize the private investments, and rebalance the investment portfolios through participation in equalization auctions, IPOs of SOEs, divestment of non-core capital of the groups, corporations, debt restructuring activities of banks.
- Continuing to utilize and develop SHS' business advantages in its ecosystem of industries and companies (Major Shareholders, Strategic Shareholders, strategic and long-term clients, etc.) for the highest benefits of these partners.
- The issuance and listing on the stock market is assessed as having many great changes, decreasing in quantity, increasing in quality, and creating different opportunities and challenges for Investment, Brokerage, and Consulting and Underwriting
- Effectively ultilizing the newly raise charter capital in reasonable situations and timelines to increase SHS' competitive advantage under fierce competitive pressure from other securities companies with more abundant funding and charter capital; at the same time, to meet new requirements on business capital for new products and services introduction
- Implementing the business plans for derivatives and covered warrants, investment, advisory, brokerage activities on bond products
- Upholding the spirit of Integrity - Solidarity - Responsibility - Discipline in each employee of the Company in order to establish and maintain a collective strength.
- Developing SHS sustainably, with a focus on community work, environmental protection and social security, showing high responsibility to society and the community.

SUPERVISORY BOARD

MEMBERS

No.	Name	Title	Membership	Term	Start/End date
1	Pham Thi Bich Hong	Head of SB	In charge	2022-2027	04/27/2022
2	Vu Duc Trung	Member	Non-in charge	2022-2027	04/27/2022
3	Luong Thi Luu	Member	Non-in charge	2022-2027	04/27/2022

(Please refer to the Key personnel section for information of members of SB)

MEETINGS OF THE SUPERVISORY BOARD IN 2022

No.	Meeting	Contents	Number of members attending	Attendance rate
1	Meeting on 01/10/2022	Approving the document of the Extraordinary General Meeting of Shareholders on 01/28/2022.	3/3	100%
2	Meeting on 02/15/2022	Appraising the 2021 financial statements to submit to the 2022 AGM. Preparing report of the Supervisory Board to submit to the AGM 2022. Meeting to implement the Extraordinary General Meeting of Shareholders on 01/28/2022.	3/3	100%
3	Meeting on 04/27/2022	Electing Head of Supervisory Board for the term 2022-2027	3/3	100%
4	Meeting on 05/06/2022	Evaluating the activities of the Supervisory Board in the Q1/2022 and implementing the activities of Q2/2022. Operational inspection plan of Financial Services division in the first 4 months of 2022. Operational inspection plan of Ho Chi Minh City Branch in 2021 and the first 5 months of 2022. Selecting an independent auditor to audit the financial statements and financial adequacy ratio report of the interim and fiscal year 2022. On that basis, proposing the Board of Directors for approval Meeting to assign tasks to members of the Supervisory Board for the term 2022-2027.	3/3	100%

No.	Meeting	Contents	Number of members attending	Attendance rate
5	Meeting on 07/13/2022	Evaluating the activities of the Supervisory Board in the 1H2022 and implement the operation plan for Q3/2022. Operational inspection plan of the Treasury Division in the first 4 months of 2022. Attending 1H/2022 review conference of the Company.	3/3	100%
6	Meeting on 09/12/2022	Meeting to summarize the work done in the first 8 months of 2022 and plans in the following months of 2022. Meeting to approve the operational inspection plan of Da Nang Branch in 2021 and the first 8 months of 2022.	3/3	100%
7	Meeting on 10/15/2022	Evaluating the activities of the Supervisory Board in the first 9 months of 2022 and implement the action plan for Q4/2022. Meeting to approve the Promulgation of Control Process of the Supervisory Board.	3/3	100%
8	Meeting on 12/29/2022	Meeting to review the activities of the Supervisory Board in 2022 and the first quarter of 2023 operation plan. Operational inspection plan of Underwriting and Financial Advisory Division in 2022. Anti-money laundering inspection plan in 2022 at SHS. Reviewing the implementation of the Resolution of the General Meeting of Shareholders, Resolutions and Decisions of the Board of Directors in 2022, evaluating the completion of the Company's business plan in 2022.	3/3	100%





SUPERVISORY BOARD'S OPERATIONS IN 2022

Supervisory Board's operations

Based on the responsibilities and rights of the Supervisory Board stipulated by the Company's Charter, Operational Regulation of the Supervisory Board and its operational plans in 2022, the Supervisory Board conducted the following:

Supervising legal compliance, the execution of the Company's Charter and implementation of the Resolution of the Annual General Meeting of Shareholders

- In 2022, The Supervisory Board monitored the compliance with legal provisions and the Company Charter of the members of the Board of Directors, Board of Management and the Chief Accountant to ensure that the Company strictly complied with the provisions of law and the Company's Charter in its operations.
- The Supervisory Board also closely monitored the implementation of Resolution No. 01-2022/NQ-DHDCD dated January 28th, 2022 issued by the Extraordinary General Meeting of Shareholders and implementation of Resolution No. 02-2022/NQ-DHDCD dated April 27th, 2022 issued by the Annual General Meeting of Shareholders. The issues raised in the Resolution have been fully and seriously implemented by the Board of Directors and Board of Management.
- The Supervisory Board participated in counting votes at the Extraordinary General Meeting of Shareholders 2022 on January 28th, 2022.
- The Supervisory Board participated in counting votes at the Annual General Meeting of Shareholders 2022 on April 27th, 2022 and provided comments on the scope of its responsibilities and rights.
- The Supervisory Board also closely monitored the implementation of information disclosure obligations for listed companies, securities companies, major shareholders, internal shareholders and related persons. In 2022, there were no serious violations related to the obligation of information disclosure.

Supervising the activities of the Board of Directors

- The Supervisory Board participated in a number of regular meetings of the Board of Directors, checked the results of the consultation sessions with the Board of Directors members on important issues of the Company as well as the Meeting Minutes, Resolutions, and Decisions issued by the Board of Directors.
- In 2022, the Board of Directors held 25 meetings by direct meeting and collecting written opinions, the Board of Directors issued 6 Resolutions, 48 decisions, and 14 reports related to the Company's key issues such as: Approving plans for borrowing; implementing business plans; holding Annual General Meeting of Shareholders, Extraordinary General Meeting of Shareholders; amending the Company's Charter, approving the remuneration of the Board of Directors and the Supervisory Board, share offering to raise capital, issuing share to pay 2021 dividend ; appointment of HCMC Branch Director; change HCMC Branch location, rewards for excellent team in 2021...

Monitoring the Company's activities

The Supervisory Board has supervised the activities of the Company through periodic inspections, directly at the Head Office of the Company and its branches, representative offices or indirectly through reports of the Board of Management, Internal Control Department, and Internal Audit Department. Inspection and supervision activities focus on the following key areas:

- Inspecting and supervising the compliance with the law, the Resolution of the 2022 Annual General Meeting of Shareholders, the implementation of the business plan, the financial situation of the Company, the organization and administration of the Company.
- Inspecting and evaluating risk management in business activities.
- Checking the compliance with processes and regulations in the majority of divisions of the Company as well as the effectiveness of inspection and control activities.
- Checking and evaluating the effectiveness of business activities.
- In 2022, the Supervisory Board completed the inspection report on the operation of the Financial Services division in the first 4 months of 2022, the inspection report on the operation of the Treasury Division in the first 6 months of 2022, Inspection report on operation of Ho Chi Minh City Branch in 2021 and the first 5 months of 2022, Inspection report on operation of Da Nang Branch in 2021 and the first 8 months of the year, Inspection report on investment activities in 2022 , Operational inspection report of the Underwriting and Financial Advisory Division in 2022...

Proposing the selection of an independent auditor and appraise the audited financial statements

- The Supervisory Board appraised and confirmed the correctness of the figures of the Financial Statements for 2022 and reviewed the Company's financial statements which were audited by AASC Auditing Firm Co., Ltd.
- The Supervisory Board agreed with AASC's figures and confirmed that the financial statements presented a true and fair view in all material respects of the Company's financial position as of December 31st, 2022, and the results of its operations, cash flows and changes in equity for the year ended December 31st, 2022, the statement of financial adequacy ratio as of December 31st, 2022 was consistent with current Vietnamese Accounting Standards and Regulations and relevant legal regulations.
- The Supervisory Board discussed with a number of independent auditors to select and propose to the Board of Directors to issue a decision to approve an independent auditor to audit the financial statements in 2022.

Resolving shareholders' inquiries to the Company

- In 2022, the Supervisory Board did not receive any inquiries from shareholders or groups of shareholders holding 5% or more of voting shares requesting a review of the Company's operations, the activities of the Board of Directors or the Board of Management.

Establishing and completing the regulations and procedures of the Company and other tasks of the Supervisory Board

- The Supervisory Board completed the Operational Regulations of the Supervisory Board and promulgated on October 15th, 2022, commented on the development of Financial Regulations, Internal Audit Regulations, Company Charter...

THE SUPERVISORY BOARD'S EVALUATION

Based on the operating results of the SB in 2022, the SB evaluates aspects of the Company and its activities as follows:

No.	Contents	Results
1	Compliance with laws and regulations on accounting	The Company has strictly implemented the provisions of current laws in business activities and complied with the current accounting standards in the preparation of financial statements and report on capital adequacy ratio.
2	Management of the Board of Directors, Board of Management and other managers	The Board of Directors strictly complied with the provisions of the law and the Charter, Corporate Governance Regulations in directing and supervising the activities of the Board of Management. The Board of Directors conducted meetings and issued appropriate and timely resolutions and decisions, positively affecting the Company's business activities. In the difficult market conditions with many adverse factors occurring. The Board of Management of the Company was united, proactive, creative, decisive and flexible in operating activities to implement the business plan that has been approved by the AGM 2022. Although the completion level is not much, but the Company has preserved capital as a basis for business activities in the following years. The management staff were dedicated, professional, made great efforts in the management work as well as successfully completed the assigned work. The Supervisory Board did not notice any abnormal signs, non-compliance with the laws and regulations of the Company in the direction, administration and management of the Board of Directors, the Board of Management and other managers.
3	Company's performance	In 2022, due to unfavorable stock market conditions, the completion rate of the business plan was still low, However, the Board of Directors, Board of Management and all officers and employees of the Company have made great efforts in preserving capital and responding well to fluctuations in the market. The company has well managed risks, did not generate any more bad debts, comply with the provisions of law in business activities, financial accounting and information disclosure.
4	Evaluation on coordination between the Supervisory Board and the Board of Directors, the Board of Management, shareholders	The Supervisory Board has maintained a good relationship with the Board of Directors and the Board of Management based on the principle of maximizing shareholders' interests, complying with the law and regulations of the Company. In 2022, the Supervisory Board maintained a good relationship with the shareholders and did not receive any complaints from the shareholders regarding the direction, administration and management activities of the Board of Directors, Board of Management, and managers of the Company as well as business activities of the Company.
5	Evaluation on the Supervisory Board's activities	Within its authority, the Supervisory Board has fully performed its responsibilities in accordance with the provisions of law and the Charter of the Company.

OPERATION PLAN FOR 2023

To comply with the supervisory responsibilities stipulated by the Law on Enterprises and the Company Charter, the Supervisory Board set forth the operation plan for 2023 as follows:

Overall responsibilities:

- Continuing to inspect and supervise the operation and management activities of the Board of Directors and the Board of Management, and check the rationality, legality, compliance, honesty and prudence in management and operation of the business as well as the management of capital, supplies and assets of the Company.
- Reviewing the plans and reports of the Company on its financial situation; business situation; development plans, management of organization, labor, salary, bonuses, and other policies related to the Company and its employees.
- Reviewing the inspection and control results of the Internal Control Department, Internal Audit Department and feedback of the Board of Directors and CEO of the Company.
  - Coordinating with the Company to understand difficulties and problems in different areas of business activities to approach and resolve these issues.
  - Maintaining smooth coordination in operation among the Board of Directors, Board of Management and the divisions in the Company.
  - Participating in training classes to improve professional qualifications and attending all specialized conferences and seminars related to supervisory matters.
  - Maintaining regular meetings of the Supervisory Board to summarize the work of the past quarter and set the direction of activities in the next quarter.

HUMAN RESOURCES PLAN

No.	Full Name	Title	Expected assigned works
1	Pham Thi Bich Hong	Head of the SB	Overall management. In charge of inspection and control of the Investment Division, Capital Markets Division, Accounting and Finance Division, Internal Auditing Division, Legal and Risk Management Division.
2	Vu Duc Trung	Member	In charge of inspection and control of the Investment Banking Division, IT Department, PR & Marketing Division, Administration Division and Debt Handling Board.
3	Luong Thi Luu	Member	In charge of inspection and control of the Brokerage Division and Financial Services Division.

DETAILED TASKS IN 2023

- Together with the Office of the Board of Directors, the Legal Division reviewed the entire system of internal regulations of the Company to ensure compliance with the newly issued regulations of the State such as: Financial Regulations, Salary Regulations. At the same time, review and propose the Company to correct and rebuild inappropriate and outdated processes, supplement and build new missing processes for safe and effective operation of the Company and reduce risks.
- Strengthening the management of the Company through establishing strong internal audits.
- Regularly advising and providing professional support to departments and divisions on the issuance of documents and the implementation of transactions and contracts to ensure compliance with the law and the Company's Charter.
- Inspecting all divisions at the Head Office, Branches, and Representative Office according to the quarter, semi-annual, and annual plan.

INTERNAL CONTROL, RISK MANAGEMENT AND INTERNAL AUDIT

INTERNAL CONTROL

Internal control comprises of the internal control system and internal control department.

Internal Control System

The SHS' Internal Control System includes the organizational structure, personnel, internal processes and regulations applicable to all positions, units, divisions and activities of the Company. Main targets of the internal control system are:

- The Company's operations comply with the provisions of law, while being safety and efficiency.
- Ensuring the rights of clients.
- Safe and effective protection, management and use of the Company's assets and resources.
- Financial information system and management information are adequate, timely, honest and reasonable in preparing the financial reports of the Company.

Internal Control Department

The internal control department of SHS is independent, dedicated to the Legal & Risk Management Department and under the Board of Directors of the Company. The Internal Control Department is responsible for reporting directly to the CEO. Operational responsibilities of the Internal Control Department are:

- Checking and supervising the compliance with the provisions of law and regulations of the Company for the functional departments and securities practitioners in the Company.
- Supervising the internal conflicts of interests; supervising the implementation of duties of the Company's staffs; and supervising the implementation of duties of its partners on the authorized works.
- Checking the content and monitoring the implementation of the code of professional ethics.
- Supervising the calculation and compliance with financial security regulations.
- Preserving, keeping and segregating the client's assets.
- Controlling the compliance with the law on money laundering prevention.
- Other contents according to the tasks assigned by the CEO.



Internal control activities in 2022

Regarding the Internal Control System

In 2022, the Company continued to improve and complete the quality of its internal control system including evaluation and improvement of internal processes and regulations; improve the control capacity of the whole system, contributing to improving the business efficiency of the Company. Controlling activities are established to exist in all business divisions, at all levels and in all activities throughout the Company. Depending on the objectives, each process, characteristics of each division have its own control operations: compliance or automatic control, preventive control or detection.

Regarding the Internal Control Department

The Internal Control Department operates on the basis of the Annual Control Plan approved by the CEO including the regular control plans and periodic control plans.

In 2022, Internal Control focused on checking regularly (daily, monthly) to deal with high-risk activities. Focused control activities were: (i) Compliance with the current regulations and compliance with the internal processes and regulations of the Company by each officer and employee; (ii) Monitoring the activities with potential conflicts of interest mainly in activities such as brokerage, investment, margin financing; (iii) The enforcement of responsibilities of officers and employees such as brokerage, settlement, margin financing, debt collection, installation of systems, authorization; (iv) The compliance with the rules of professional ethics of the employees; (v) The compliance with the limits of mobilization, lending, investment, guarantee issuance; (vi) The signing of contracts such as account opening, contracts on financial services products, etc.; (vii) The completion of documents such as contracts, orders; the preparation and presentation of external reports, etc.

For periodic control testing activities, the Internal Control Department focused on controlling the inadequacy of systems, procedures, regulations internal; operation and performance of divisions and branches; the preparation and presentation of the financial statements and the financial safety ratio report of the Company.

Through regular and periodic control activities, the Internal Control Department has reported promptly to the Board of Directors on the limitations and shortcomings of the internal processes, regulations, financial and operational issues of the Company. Simultaneously, coordinate with the relevant departments divisions and branches to timely complete and amend the weaknesses of the internal control system. In addition, the Internal Control Department has coordinated with the Legal Division and functional divisions to assess the effects of the new policies and regulations of the State Management Agency to help the Company proactively comply with and apply these new changes in completing software upgrades and adding new features.

Internal control plan for 2023

Regarding the internal control system

Focusing on improving the system to ensure compliance with the new provisions of the Law on Enterprises, the Law on Securities and its amendments, supplements and guidelines. Reviewing and evaluating the entire system of regulations and procedures of the functional divisions; increasing the amendment, supplement and completion of the procedures to suit the development of the personnel size, as well as business activities of the Company.

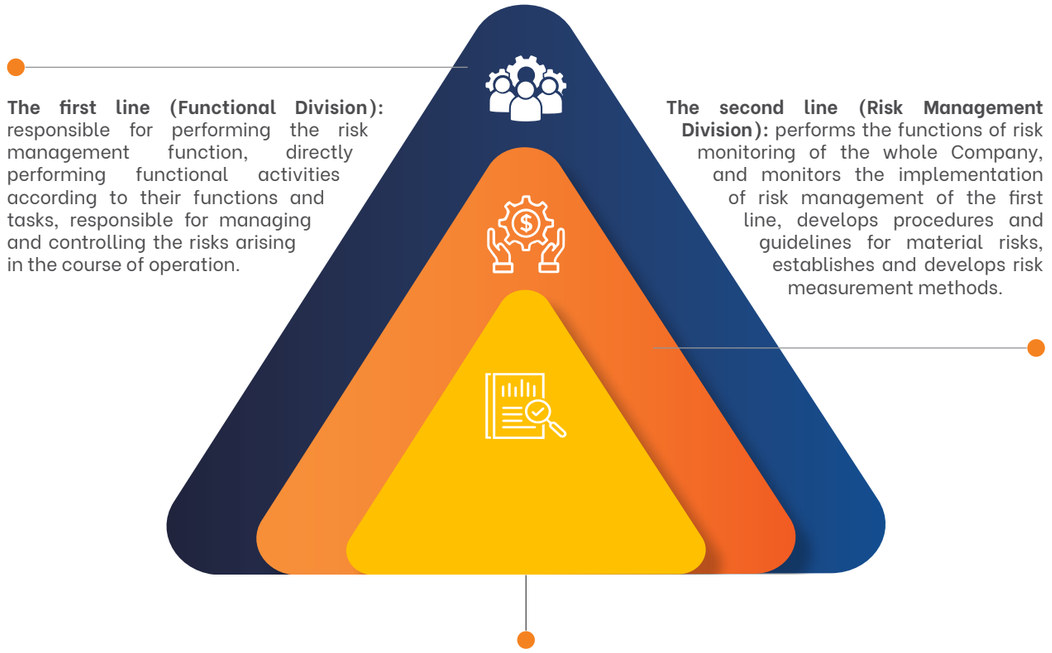
Regarding the Internal Control Department

Implementing the annual inspection and control plan approved by the CEO, focus on assessing and well controlling the risks of the Company, contributing to the prevention and timely detection of errors and fraud. Closely coordinating with the Information Technology Innovation Project Division and functional divisions in the completion of the software upgrade and the inclusion of new features. Closely coordinating with the Product Development Project Division and functional divisions in the establishment of the risk control procedures of the new products.

RISK MANAGEMENT

Risk management model

SHS organizes risk management in three lines, including:



The first line (Functional Division): responsible for performing the risk management function, directly performing functional activities according to their functions and tasks, responsible for managing and controlling the risks arising in the course of operation.

The second line (Risk Management Division): performs the functions of risk monitoring of the whole Company, and monitors the implementation of risk management of the first line, develops procedures and guidelines for material risks, establishes and develops risk measurement methods.

The third line (Internal Audit Department under the Board of Directors): performs the function of independent assessment of the effectiveness and efficiency of the risk management system of SHS.

To accomplish this, the risk management model at SHS is designed in three tiers to fully execute the duties of strategy formulation, strategy implementation, and risk management strategy implementation monitoring.

Role	Division
Developing and promulgating strategies, policies, regulations and risk limits.	Board of Directors Risk Management Subcommittee
Directly implementing risk management by using tools, processes, and risk limits.	Board of Management Divisions, branches, transaction offices, representative offices
Monitoring to ensure that risk management activities are consistent with strategy and policies. Independently monitoring and evaluating the effectiveness of risk management.	Legal and Risk Management Division Internal Audit Department Supervisory Board

Risk management process

The risk management process of SHS was established with reference from international standards under the 5 steps to identify, measure, monitor, report and effectively handle all types of risks.

Risk identification

Indentifying the risks, causes of the risks and impacts of the risks

Risk evaluation and measurement

Risk classification based on the nature of the type of risk, the degree of risk

Mornitoring the impact, acceptable capital loss level (risk limit) for each type of risk

Risk tracking

Establishing control points to minimize the impact or likelihood of different types of risks

Tools used to mitigate the remaining risks

Monitoring risks and the effectiveness of control measures

Risk reporting

Ensuring that the risk status of SHS is fully and timely communicated to stakeholders and management

Risk handling

In case, the risk is unacceptable. Identifying and evaluating the handling plan. Selecting the handling plan for the handling of the unacceptable risks



Identification of the main risks of the Company

SHS focuses on identifying and handling 6 types of material risks including: **legal risk, operational risk, market risk, credit risk, liquidity risk and brand risk.**

1 Legal risk

- **Identification:** Legal risks are the types of risks that arise due to the Company's non-compliance, inadequate compliance, inconsistency with the current legal provisions in the process of operation; The Company operates and provides products and services without the provisions of law; The Company signs illegal contracts, exceeding the authority, omission of important terms; Disputes and lawsuits related to economic contracts that the Company has signed with customers, partners, employees, etc.
- **Identification methods:** Legal risks are identified during the process of the Legal Division coordinating with the relevant divisions to review the applications of the current and newly issued legal regulations to the actual practices in the Company.
- **Risk detection and mitigation measures:** The Company has established a Legal Division to provide legal advice to the Board of Directors and divisions and branches in the Company; participate in the construction of products and services of the Company; draft and review the majority of agreements, contracts, documents and papers of the Company; update and disseminate legal documents, schemes and policies for the whole Company, etc. Legal officers are regularly requested to participate in legal seminars and provide full comments on draft legal documents when required. In addition, the Company also focuses on improving legal knowledge and experience for the Board of Directors and division managers on the basis of strengthening the exchange, training, sharing legal knowledge and experience with the Legal Division and State management agencies related to legal activities.



2 Operational risk

- **Identification:** Operational risk is the risk that occurs due to technical errors, system errors of information technology systems; due to inadequate business processes and procedures; due to human error, improper or deliberate misconduct; due to financial control and late and erroneous reporting; due to lack of business capital and other external objective reasons.
- **Identification methods:** Operational risks are identified during the process of the Legal Division, Internal Control Department and Risk Management Division coordinating with relevant divisions to review the internal processes, regulations and actual operations of the Company; during the process of the Internal Audit Department and the Supervisory Board independently evaluate the internal control system of the Company.
- **Risk detection and mitigation measures:** The Company has developed an internal control system and established an internal control department. Additionally, the Company also took several measures to mitigate this risk, such as: issuance of the Professional Codes of conduct and supervising the compliance of this code; frequently review, amend, supplement, and update the internal processes, regulations, and procedures; enhancing automation in the provision of products and services, minimizing manual operations; upgrading security software, coordinating closely, regularly and continuously with the software providers to ensure the stability and security of the trading system; establishing approval limits; assigning clear responsibilities; strengthening mechanisms for cross-examination, mutual supervision between divisions and individuals; strengthening inspection activities, controlling compliance with internal regulations, processes and regulations; building backup mechanisms to deal with the arising risks.

3 Market risk

- **Identification:** Market risk is the risk arising in the Company's investment activities, deposits, margin financing, etc. which is caused by the decrease in the value of the Company's investments, decrease in deposit interest rates and decrease in the value of the client's collateral for loans, thereby causing adverse effects for the Company.
- **Identification methods:** Market risk is identified by regular monitoring and analysis on the basis of close coordination between the Risk Management Division and the relevant functional divisions such as Investment, Financial Services, and Capital Market.
- **Risk detection and mitigation measures:** The Company takes various measures to prevent and detect market risks such as:
  - Regarding investment in listed and unlisted stocks and fund certificates, the Investment Division is required to perform the analysis, forecasting, closely monitor market developments and securities prices, apply risk assessment tools, etc. to perform timely enter and exit transactions.
  - Regarding investment in government bonds, corporate bonds and other financial instruments, the Capital Market Division is responsible for closely monitoring the fluctuation of the interest rates in the market for quick and timely trading decision.
  - Regarding bank deposit activities, the Capital Market Division is responsible for updating the deposit interest rates at banks on a daily basis, balancing the Company's capital in a reasonable manner, diversifying banks and deposit maturities to ensure the maximum benefits of SHS.
  - Regarding margin financing activities, the Analysis Division and the Financial Services Division are responsible for updating the loan interest rates of securities companies; analyzing, forecasting, closely monitoring market developments and securities prices as collateral for loans of customers; building and complying with regulations on selling and mortgaging securities.

4 Credit risk

- **Identification:** Credit risk is the risk arising when the clients, banks, or partners fail to pay, not fully and timely pay back to SHS the margin loans, deposits, and investment in fixed-income instrument under the form of bonds, etc.
- **Identification methods:** Credit risk is determined by each client, partner and debt in the process of functional divisions such as Financial Services, Capital Market, etc. in coordination with the Risk Management, Internal Control and Legal Division to monitor, manage and evaluate the clients, partners and debts.
- **Risk detection and mitigation measures:** The Company takes various measures to prevent and detect credit risk such as:
  - Regarding margin financing activities, the Company classifies clients; establishes credit limits, applies credit policies in accordance with the creditworthiness, solvency and collateral of clients; develops a list of marginable securities and lending ratios, maintenance ratios and force sell ratios in accordance with the provisions of law and regulations of the Company; force sell and call for additional collateral and timely debt recovery
  - Regarding bond investment activities including government bonds and corporate bonds, the Company shall comply with the investment limits as prescribed by law, the Company's Charter and the report approved by the Board of Management; carefully evaluate the credibility, solvency and collateral of the issuer; develop specific policies to deal with collateral of the issuer in case of facing the risk of insolvency.
  - Regarding bank deposit activities, the Company complies with the annual deposit limit set forth by the BOD; select the highly credit ratting financial situations to deposit cash; diversify the maturities and the deposited banks.

5 Liquidity risk

- **Identification:** Liquidity risk is the risk that the Company is unable to pay its due financial obligations or is unable to timely convert assets into cash at fair value in the short term. This risk arises when the Company does not balance the capital inflows and outflows of the Company.
- **Identification methods:** Liquidity risk is determined by regular monitoring and analysis on the basis of close coordination between the Risk Management Division and related operational divisions such as Capital Market and Financial Accounting.
- **Risk detection and mitigation measures:** The Company expanded the form and size of mobilized capital such as merger, capital increase, issuance of corporate bonds; expanded the number of credit institutions lending to the Company; enhanced cooperation with credit institutions to lend money to customers to invest in securities in order to reduce the pressure on the use of equity capital for loans; rationally balance the term of loans and loans; rationally allocate funds for activities; leverage idle deposits to maximize the efficiency of using resources as well as contribute to payment stability

6 Branding risk

- **Identification:** Branding risk is the loss, damage to the image and brand of the Company due to the change in the opinion of clients and partners about the Company, which can greatly affect the demand for the Company's products and services as well as affecting the entire operation of the Company.
- **Identification methods:** Branding risk often follows other risks such as legal risk or operational risk. The Company identifies these risks by analyzing the effects and impacts of the risks related (if any) to the image and brand of the Company.
- **Risk detection and mitigation measures:** The Company constantly improves the quality of products and services; improves the organizational structure and operating apparatus; constantly builds good relationships with shareholders, clients and partners; internal and external communication effectively through the diversification of information channels, communication is proactive, consistent, maintaining the frequency of appearance in the media; promote regular official information in English to enhance information for investors and international partners; appoint specialized officers in charge of communication, reporting and publishing full, timely and transparent information; proactively make contingency plans for branding risk management.



7 Other risks

- In addition to the above 6 types of material risks, some other risks are also considered and evaluated by the Company in the course of operation such as risks of the business environment, strategic risks, competitive risks, etc. In details:
  - *Regarding business environment risk*: SHS operates in the financial sector, so the factors of the business environment such as politics, economy, culture, etc. all significantly affect the business activities of SHS. Therefore, the Company regularly updates the changes of the business environment and assesses its impacts on all aspects of the Company's operations whenever the elements of the business environment change.
  - *Regarding strategic risk*: SHS assesses the absence of an appropriate and effective business strategy or the improper implementation of the proposed business strategy as a strategic risk of the Company. Accordingly, annually and periodically, the Company concentrates resources to develop appropriate and effective strategies; regularly review and evaluate the implementation of the set strategy.
  - *Regarding competitive risk*: SHS operates in the financial sector with a constantly changing business environment, so it is often exposed to competitive risk. It is the risk of not maintaining the market position and market share, etc. In order to effectively control this risk, SHS focuses resources on gathering information, assessing the political, economic, stock market and competitor's situation affecting the Company's operations; establishing a viable and effective annual business strategy; persistence in implementing the set strategy; flexible application according to the development of the market and competitors, etc.



Risk management activities in 2022

In 2022, the Company promotes its risk management practice to improve the Company's business performance, ensuring the Company's safe and effective development. The Risk Management Division coordinates with the functional departments to identify and detect potential risks, evaluate and develop appropriate solutions for each type of risk after identification. Actively apply software technology in risk measurement and tracking.

Risk Management Plan for 2023

Continue to identify risks, propose risk management measures according to the identified list. Organize the implementation of risk management according to the approved plan. The Risk Management Division strengthens risk management supervision in order to successfully complete the task of risk management.

In the context of a strong information technology boom, especially eKYC, AI, Block chain technology, with the plan to complete the upgrade of securities core software as well as add new features to the system in 2022, the Risk Management Division plans to coordinate effectively with the Information Technology Innovation Project Division and related divisions in the Company to complete the software upgrade and add new features of the system. Along with that, continue to build automated risk management tools on the system, build risk management processes as well as coordinate with divisions to build full, timely and effective business processes.

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INTERNAL AUDIT

Internal audit model

The Internal Audit Department is under the BOD and is responsible for reporting directly to the Board of Directors. This is the third line of defense of the Company with the following goals:

- Independent assessment of the appropriateness and compliance of legal policies, the Company's Charter, decisions of the General Meeting of Shareholders, BOD.
- Assessing business compliance with internal policies and procedures.
- Advising on the establishment of internal policies and procedures.
- Checking, review and evaluating the adequacy, effectiveness and efficiency of the internal control system under the Board of Management.
- Evaluating the process of identifying, assessing and managing business risks.
- Evaluating the effectiveness of the activities.
- Investigating of violations within the Company.
- Implementing the topics of internal audit of the Company under the direction of the BOD.
- Recommending measures to correct, rectify and deal with errors and violations.

Internal audit process

The Internal Audit process at SHS includes the following steps:

- Risk assessment.
- Audit planning.
- Audit plan approval.
- Announcement of the audit plan.
- Conducting thematics/audits.
- Audit reporting.
- Following up on post-audit remedial actions.

Internal audit activities in 2022

In 2022, the Internal Audit Department implemented the internal audit plan on the basis of the report approved by the Board of Directors, including periodic audit plans and thematic extraordinary audit plans. The internal audit process in 2021 discovered a number of material issues related to the suitability of the organizational apparatus in the new period, the operational efficiency of the information technology system, activities such as investment, lending, human resource management and the deployment of new products. On that basis, the Internal Audit Department made suggestions and recommendations for the Board of Management and related divisions to make adjustments and improvements according to the opinions of the Internal Audit Department.

Internal audit plan for 2023

In addition to complying with the internal audit plan approved by the Board of Directors, the focus of the division's 2023 operational plan is implementation of human resource consolidation, internal audit regulations/processes, performance evaluation of Accounting - Finance, human resource management, the responsiveness of the information technology system in the implementation new products and according to customer needs.The objective of the Internal Audit in 2023 is to detect material risks, find solutions to accomplish and improve the Company's operational capacity and competitive advantages, towards the goal of safe and sustainable development, especially for financial activities, human resource management and information technology platforms.

SALARIES, BONUSES, RENUMERATION, AND BENEFITS

SALARIES, BONUSES, AND REMUNERATION

Payment Principles

For members of the Board of Directors, members of the Supervisory Board.

The principles for payment of remuneration to members of the Board of Directors and Supervisory Board of the Company are as follows:

- The Company's Charter and internal documents specify the principles for deducting and establishing the Budget Fund, remuneration, bonuses, and allowances of the Board of Directors and the Supervisory Board, as well as the method of payment to members of the Board of Directors and the Supervisory Board.
- Resolution of the Company's 2022 Annual General Meeting of Shareholders approving the report and recommendations of the Board of Directors in the Report No. 08-2022/TTr-DHDCD for the budget, remuneration, bonuses and allowances of the Board of Directors, the Supervisory Board for the fiscal year 2021 and 2022.
- Ensuring competition, retaining and attracting talents in comparison to other securities companies; ensuring the harmonization of the interests and responsibilities of the employees; ensuring fairness, transparency, compliance with laws and regulations of SHS.

Accordingly, the remuneration fund for members of the Board of Directors and Supervisory Board in 2022 of the Company is 1.5% of profit after tax but not lower than VND 4.6 billion. The detailed allocation for each member of the Board of Directors and Supervisory Board will be decided by the Board of Directors in accordance with the business results in 2022 of the Company.

For Members of the Board of Management

The payment of salaries to the members of the Board of Management shall comply with the Charter of the Company, the Regulations on salaries and the Employment Contract. In addition, the Board of Directors will decide the bonuses for the members of the Board of Management based on criteria such as: position in charge, concurrently, personal capacity, practical contribution, the business results and performance of the Company.

For managers of the Company

The managers appointed by the Board of Directors are paid according to the salary regulations of the Company and the Employment Contract. In addition, the Board of Management will decide on bonuses for managers based on many of the same criteria as members of the Board of Management.



SALARY, BONUS AND REMUNERATION IMPLEMENTED IN 2022

Revenue and expenditure of the remuneration fund of the BODs and Supervisory Board

No,	Content	Amount spent to the Board of Directors (VND)	Amount spent to the Supervisory Board (VND)	Total (VND)
1	Funds balance as of 01/01/2022	0	0	0
2	Setting up funds in according with the Resolution of the 2022 Annual General Meeting of Shareholders	3,600,000,000	974,811,108	4,574,811,108
3	Funds expenditures in 2022 (*)	3,600,000,000	974,811,108	4,574,811,108
4	Funds balance as of 12/31/2022	0	0	0

Details of the payment are as follows:

No.	Fullname	Title	Remuneration	Bonus
I	MEMBERS OF THE BOARD OF DIRECTORS			
1	Do Quang Hien	Chairman of BOD (from 01/01/2022 to 04/26/2022)	v	v
2	Le Dang Khoa	Member of BOD	v	v
3	Vu Duc Tien	Member of BOD	v	v
4	Mai Xuan Son	Member of BOD (from 01/01/2022 to 04/27/2022)	v	v
5	Nguyen Dieu Trinh	Member of BOD	v	v
6	Do Quang Vinh	Chairman of BOD (from 04/27/2022)	v	v
7	Luu Danh Duc	Member of BOD (from 04/27/2022)	v	v
II	MEMBERS OF THE SUPERVISORY BOARD			
1	Pham Thi Bich Hong	Head of SB	v	v
2	Vu Duc Trung	Member of SB	v	v
3	Luong Thi Luu	Member of SB	v	v

Salary and bonus of the Board of Management

Total payments

VND **16,888,997,576**

Expenses for salary

VND **8,689,976,909**

Bonuses on business results

VND **8,199,020,667**

Details of the payment are as follows:

No.	Fullname	Title	Salary	Bonus
1	Vu Duc Tien	CEO	v	v
2	Tran Sy Tien	Deputy CEO cum Chief Accountant	v	v
3	Tran Thi Thu Thanh	Deputy CEO	v	v
4	Nguyen Chi Thanh	Deputy CEO Director of HCMC Branch (from 01/01/2022 to 09/05/2022) Head of Hai Phong Representative Office	v	v

Salary and bonus of Managers

Total payments

VND **28,680,640,359**

Expenses for salary

VND **16,176,596,140**

Bonuses on business results

VND **12,504,044,219**

OTHER BENEFITS

In addition to remuneration, salaries and bonuses, members of the Board of Directors, the Board of Management, the Supervisory Board and the Company's managers were also entitled to other benefits in 2022 as follows:

- Meal allowance benefits;
- Annual leave benefits;
- Compulsory insurance benefits (social insurance, health insurance and unemployment insurance);
- Voluntary insurance benefits (life insurance and annual health insurance);
- Periodic health check-up benefits;
- Gasoline, telephone and business stipend fee benefits.

EXECUTION OF REGULATIONS ON CORPORATE GOVERNANCE

LEGAL FRAMEWORK FOR CORPORATE GOVERNANCE

Regulations

- Enterprise Law 2020;
- Securities Law 2019;
- Decree 155/2022/NĐ-CP guiding the securities law;
- Circular 121/2020/TT-BTC regulating the operation of securities companies issued by the Minister of Finance;
- Circular 116/2020/TT-BTC guiding the corporate governance applicable to public companies.

Internal documents of SHS

- The Revised Charter effective on September 6th, 2022;
- The Internal Governance Regulations effective on June 16th, 2021;
- Other internal regulations, processes and regulations.

THE IMPLEMENTATION OF REGULATIONS ON CORPORATE GOVERNANCE IN 2022

The Company was particularly focused on governance, administration, risk management, information disclosure, internal control and audit, compliance with current legal regulations and the Company's Charter, especially the regulations on the establishment and organization of operations, governance and administration of the Company for the benefit of Shareholders and the sustainable development of the Company.

Maintaining and promoting a complete and well-founded organizational structure, following international practices, including: General Meeting of Shareholders, Board of Directors, Supervisory Board, Internal Auditor, Board of Management, relevant divisions and branches. The system of departments is separated into direct and operational, at the Head Office, all branches and representative offices.

The Company's management and administration activities comply with the provisions of the Enterprise Law, the Securities Law, the Civil Law, and the Social Insurance Law, etc., including the supporting documents and implementation guidelines. The Company continuously updates and publishes the application and implementation of the regulations and the amended and supplemented versions. The Company also sends its employees to training courses on securities management and practice to update and apply the knowledge in practices.

The Company selectively complies with the corporate governance practices, financial reporting standards, annual reports, and sustainability reports under the guidance of the international economic organizations and the State Securities Commission which are suitable to the operating conditions of the Company to gradually adapt to becoming a resourceful, reputable, and professional financial institution, a partner of domestic and foreign clients and investors.

The Company approved the amendment and promulgated amendments in accordance with the Law on Securities, the Law on Enterprises at the Annual General Meeting of Shareholders in 2021, including:

- Internal Regulations on Corporate Governance;
- Regulations on organization of the online congress, online voting, remote voting;
- Regulations on organization and operation of the Board of Directors;
- Regulations on organization and operation of the Supervisory Board.



These Regulations are still in effect from June 16th, 2021. However, the Company continues to adjust, supplement, amend and complete these Draft Regulations to submit to the 2023 Annual General Meeting of Shareholders for approval and promulgation to ensure compliance with changes in the Company's law and charter.

In 2022, the Company has amended its Charter five (05) times and the revised content complies with the Enterprise Law, the Securities Law and documents amending and supplementing the implementation guidance of the Law.

- On January 28th, 2022, the Extraordinary General Meeting of Shareholders in 2022 approved the amendment of the Charter and applied the amended Charter from January 28th, 2022.
- On March 1st, 2022, the Board of Directors authorized by the General Meeting of Shareholders approved the amendment and supplement of the content of the maximum foreign ownership ratio of 49% and issued the Charter and applied the amended Charter from March 1st, 2022.
- On April 27th, 2022, the Annual General Meeting of Shareholders in 2022 approved the amendment of the Charter and applied the amended Charter from April 27th, 2022.
- On June 28th, 2022, the Board of Directors authorized by the General Meeting of Shareholders approved the amendment and supplement of the new charter capital according to the Adjustment License issued by the State Securities Commission, recording the content of the new charter capital of SHS as VND 6,505,300,540,000 in the Appendix of the Charter.
- On August 15th, 2022, the Board of Directors authorized by the General Meeting of Shareholders approved the amendment and supplement of the new charter capital according to the Adjustment License issued by the State Securities Commission, recording the content of the new charter capital of SHS as VND 8,131,567,480,000 in the Appendix of the Charter.

Other contents on corporate governance implemented and complied with:

- State Shareholder's ownership rate: 0%;
- Company model: Company model with a Supervisory Board according to Point a, Clause 1, Article 134 of the Law on Enterprises;
- Number of legal representatives of the company: 01 person (CEO);
- Holding the Extraordinary General Meeting of Shareholders: January 28th, 2022;
- Posting documents of the Extraordinary General Meeting of Shareholders in the reporting period: January 7th, 2022;
- Announcement of Resolution and Minutes of Extraordinary General Meeting of Shareholders in 2022: January 28th, 2022;
- Holding the Annual General Meeting of Shareholders: April 27th, 2022;
- Posting documents of the Annual General Meeting of Shareholders in the reporting period: April 5th, 2022;
- Publication of Resolution and Minutes of the 2022 Annual General Meeting of Shareholders: April 27th, 2022;
- The Company successfully held the Annual General Meeting of Shareholders for the first time;
- The Company is not sued for the organization of the General Meeting of Shareholders, Minutes and Resolutions of the General Meeting of Shareholders;
- The Company has not been reminded and noted by the State Securities Commission of Vietnam/ Vietnam Exchange regarding the organization and disclosure of information about the General Meeting of Shareholders and reminders and notices about transactions with related parties;
- The company has established sub-committees with independent members of the Board of Directors in charge of salary, bonus and human resources issues;
- The head of the Supervisory Board has a full-time position at the Company;
- All Supervisory Board members are Accountants or Auditors, not holding managerial positions/employee at the Company;
- All members of the Supervisory Board are not related persons of the members of the Board of Directors, the CEO and other Managers;
- The company's website (www.shs.com.vn) provides full information to shareholders as prescribed;
- The Company paid dividends within 6 months from the closing date of the Annual General Meeting of Shareholders.

Activities of the Person in charge of Corporate Governance

The Person in charge of Corporate Governance, Insiders and related individuals are regularly disseminated and accessed to changes in the system of legal documents on securities and businesses, governance.; participated in training courses of Vietnam Institute of Directors (VIOD), State Securities Commission of Vietnam and Vietnam Exchange, the Vietnam Securities Depository to improve professional qualifications, strengthen supervision to ensure reporting responsibility about the interests of insiders and stakeholders; being responsible for reporting and disclosing information about the Company's transactions with related people as well as the approval of transactions, which need to be approved by the General Meeting of Shareholders, the Board of Directors in accordance with the current law.

- Advising the Board of Directors in organizing the 2022 General Meeting of Shareholders in accordance with regulations and related work between the Company and shareholders;
- Preparing meetings of the Board of Directors, Supervisory Board and General Meeting of Shareholders at the request of the Board of Directors and Supervisory Board;
- Advising on the procedures of meetings;
- Attending meetings;
- Advising on procedures for making resolutions/decisions of the Board of Directors in accordance with the law;
- Providing financial information, copies of Board meeting minutes and other information to members of the Board of Directors and Supervisors;
- Monitoring and reporting to the Board of Directors on the Company's information disclosure activities;
- Implementing the information security regime in accordance with the law and the company's charter.

IMPLEMENTATION PLAN OF THE REGULATIONS ON CORPORATE GOVERNANCE IN 2023

- Complying with the law, applicable principles of law on corporate governance and transparent disclosure of information as a securities company and a large-scale public enterprise listed on the Stock Exchange.
- Proposing the General Meeting of Shareholders (GMOS) to approve the completion, amendment, supplement, and promulgation of the Company's Charter, Internal Regulations on Corporate Governance, Regulation on organization and operation of the Board of Directors (BOD) and Supervisory Board, etc., according to the Enterprise Laws, Law on Securities and related legal documents.
- Ensuring the rights and obligations of shareholders in accordance with Law on Securities, Enterprise Law, Company's Charter and relevant laws by setting up and perfecting the corporate governance system, the system of facilities and infrastructure in service of shareholder management, stocks, shares, and organizing Company's GMOS with professional standards, being legally permissible, and being convenient for shareholders.
- Deploying and implementinng contents that must be approved by the GMOS in accordance with the Enterprises Law; developing, synthesizing, preparing documents and submitting it at the nearest GMOS the contents under the authority of the GMOS for their approval.

- The contents approved at the previous GMOS have not been implemented, the BOD must summarize and report to the GMOS at the nearest annual meeting. In case there is a change in content falling under the decision-making authority of the GMOS, the BOD must summarize, prepare documents and submit to the GMOS for approval before implementing.
- Implementing the GMOS in full compliance with the order and procedures for convening the GMOS in accordance with the provisions of the Enterprise Law, the company's charter and internal regulations on corporate governance, information disclosure; ensuring that Shareholder are allowed to attend the meeting or authorize a representative to participate in the meeting as regulated by the law.
- If the BOD, the Supervisory Board, or another convenor of the GMOS requests that the GMOS need to be convened, they will be assisted in coordinating the preparation of an agenda, a reasonable place and time for shareholders to attend, discuss, and vote on each issue at the GMOS as regulated by law.
- Continuing to improve the quality and effectiveness of the Online GMOS by applying modern technology so that shareholders can attend and express their opinions at the GMOS through online meetings, electronic voting, and other electronic form as prescribed by law.
- Informing, guiding, supporting and supervising the compliance with regulations on governance of the members of the BOD, the Supervisory Board to ensure that the members are appointed fully qualified as Board members, independent members of the BOD, and member of the Supervisory Board in accordance with the law and the Company's Charter.
- Ensuring that the Company's BOD structure has independent BOD members and at least one third (1/3) of the total number of BOD are non-executive members;
- Ensuring the structure of the Supervisory Board with a full-time position Head and sufficient number of other members as prescribed, in which all members are eligible to be members of the Supervisory Board in accordance with the law and the SHS Charter.
- Ensuring that the members of the BOD/ Supervisory Board are facilitated and supported to fully exercise their rights and obligations in accordance with the law and the company's Charter, including the right to be provided with information and documents on the financial situation and business activities of the Company and other Company's units; performing their duties of monitoring and reporting to the GMOS and the obligation to disclose information to the State management agencies, receiving training in corporate governance and necessary skills.
- Ensuring that the members of the BOD, the Board of Directors' Subcommittees are able to exercise their powers and duties as stipulated in the legal documents and the Company's Charter, Regulation on organization and operation of the BOD and internal regulations of the Company.
- Informing, guiding, supporting and supervising the compliance with legal regulations on the responsibility of honesty and prevent conflicts of interest of the Members of the BOD/ Supervisory Board/ Board of Management and other managers in the Company; ensuring the legal rights of Company's related people; carrying out responsibilities to the community in accordance with current laws and the Company's Charter; complying with the provisions of the law on labor, environment and society.
- Informing, guiding, supporting and supervising the reporting and disclosure of information on the Company's organizational and management model, corporate governance, and income of members of the BOD, Supervisory Board, and Board Management and transactions between Company and major shareholder, insiders mentioned in regulations on information disclosure; developing and issuing regulations on information disclosure of the Company in accordance with the law.

INFORMATION FOR SHAREHOLDERS

THE INFORMATION OF SHS SHARES

Ticker:

SHS

Exchange listed:

HNX

The information in 2022

Lowest price:

VND 5,400 / share

Highest price:

VND 27,474 / share

Total trading volume in 2022

2,642,357,405 (shares)

Total transaction value in 2022:

VND 42,661.9 billion

EPS:

238 (VND/share)

P/B:

0.7

P/E:

35.3

The information of SHS shares as of 12/31/2022:

Number of shares issued:

813,156,748 (shares)

Number of common shares:

813,156,748 (shares)

Number of transferable shares:

813,156,748 (shares)

Number of outstanding shares:

813,156,748 (shares)

Number of treasury shares:

0 (shares)

Number of listed shares

813,156,748 (shares)

Change of owner's equity 2022:

Increasing from VND 3,252.7 billion as of January 1st, 2022 to VND 8,131.6 billion from September 2022.

Treasury stock transactions:

None

Market price

VND 8,400 / share

Market capitalization:

VND 6,830.5 billion

Book Value per share:

VND 11,604 / share

OTHER INFORMATION:

Organization of the 2022 Extraordinary General Meeting of Shareholders:

- Last registration date to make a list of shareholders attending the Extraordinary General Meeting of Shareholders in 2022: 12/31/2021
- Organization date: 01/28/2022

Organization of the 2022 Annual General Meeting of Shareholders:

- Last registration date to make a list of shareholders attending the Annual General Meeting of Shareholders in 2022: 03/28/2022
- Organization date: 04/27/2022

Public offering of shares: Subscription ratio 1:1, Price VND 12,000 /share

- Last registration date: 04/15/2022
- Time period for right transfer: from 04/22/2022 to 05/11/2022
- Time period for subscription and making relevant payment: from 04/22/2022 to 05/16/2022
- Closing date of the offering: 05/31/2022

Stock dividend, ratio of 100:18; Stock bonus, ratio of 100:7

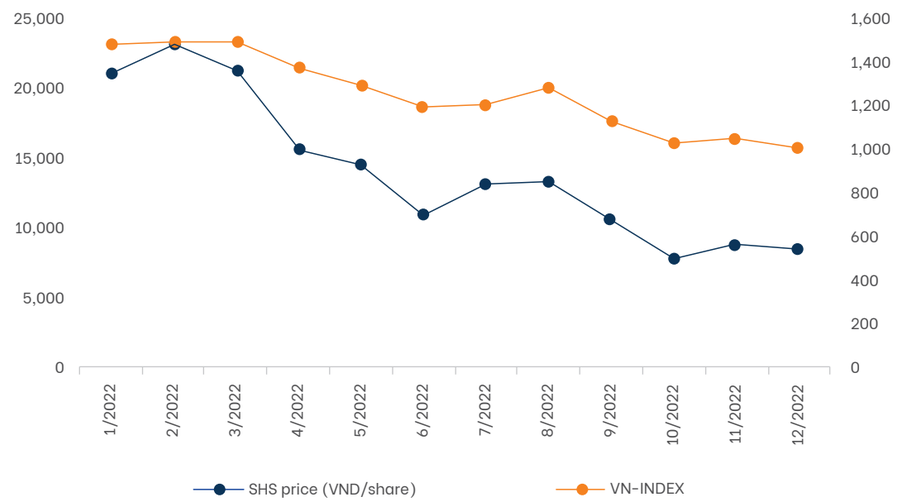
- Last registration date: 07/25/2022
- Ex-dividend date: 07/22/2022

CHANGE OF SHS SHARES IN 2022

	VN-Index	HNX-Index	SHS (VND/share)
Index/ Price at the beginning of the year	1,525.58	474.10	27,158
Index / Price at the ending of the year	1,007.09	205.31	8,400
Lowest index/ price	911.9	175.78	5,400
Highest index/ price	1,528.57	493.84	27,474
The fluctuation between the index/ price at the ending of the year and that of at the beginning of the year	-33.99%	-56.69%	-69.07%
The fluctuation between the highest index/price and the lowest one	-40.34%	-64.41%	-80.35%
	VN-Index	**HNX-Index**	**SHS (VND/share)**
Trading volume at beginning of the year (share/session)	842,087,429	100,089,923	5,949,537
Trading volume at ending of the year (share/session)	390,088,283	43,917,147	7,070,356
Lowest trading volume (share/session)	372,539,627	34,529,323	2,271,270
Highest trading volume (share/session)	1,428,258,054	190,843,836	49,679,023
The fluctuation between the trading volume at the ending of the year and that of at the beginning of the year	-53.68%	-56.12%	18.84%
The fluctuation between the lowest trading volume and the highest one	-73.92%	-81.91%	-95.43%

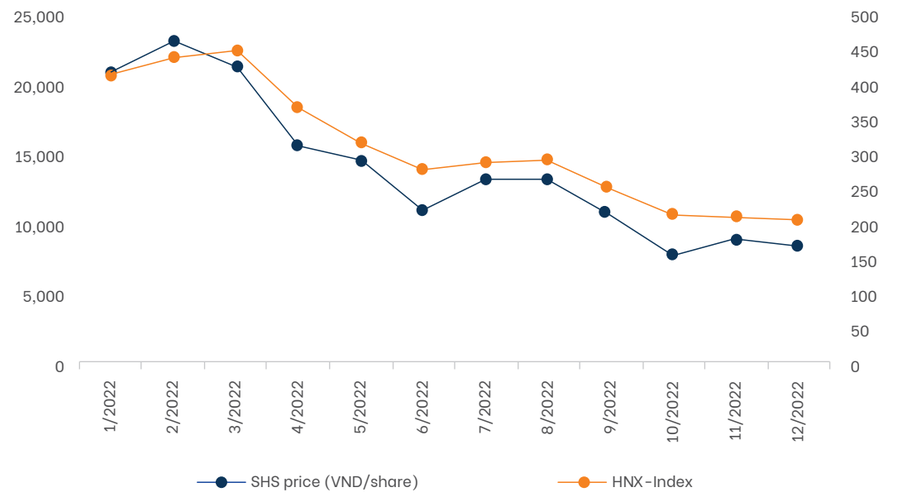
Comparing SHS shares with the VN-Index and HNX-Index in 2022 in terms of price movement, trading volume, the fluctuation between year-end and beginning of the year prices, the fluctuation between the highest price and the lowest price, show that SHS shares have outperformed the two indexes.

Closing price movement of SHS shares compared to VN-Index from January 2022 to December 2022



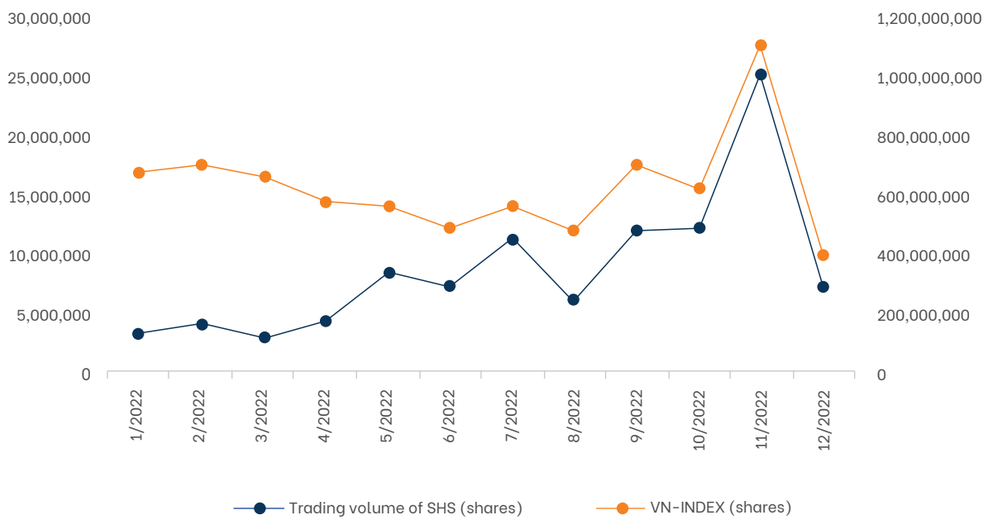
(Source: SHS Research)

Closing price movement of SHS shares compared to HNX-Index from January 2022 to December 2022



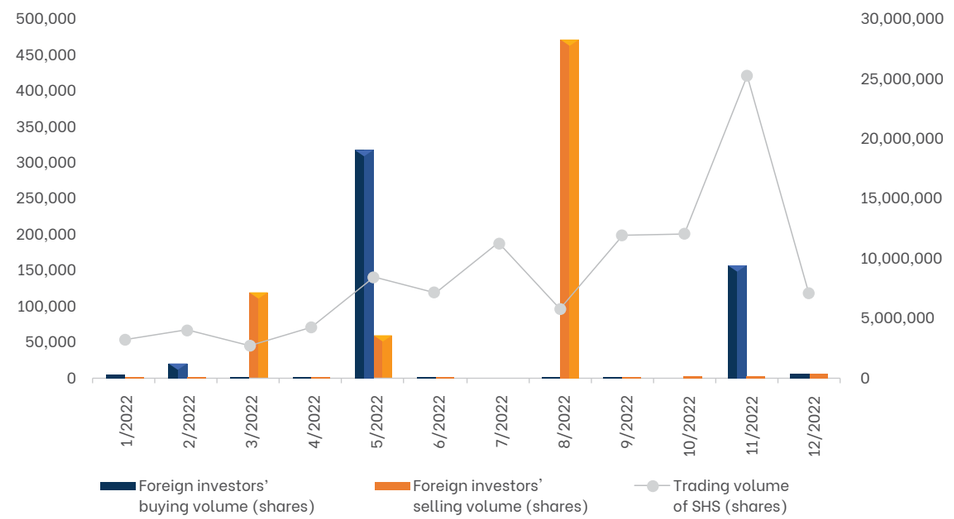
(Source: SHS Research)

Change in trading volume of SHS shares compared to VN-Index from January 2022 to December 2022



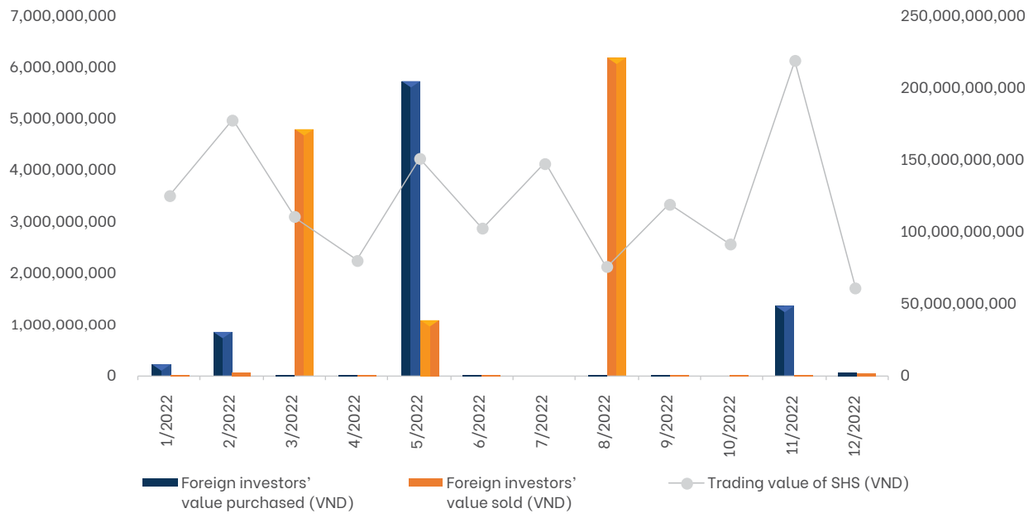
(Source: SHS Research)

Changes in trading volume of SHS shares and trading volume of foreign investors in SHS shares from January 2022 to December 2022



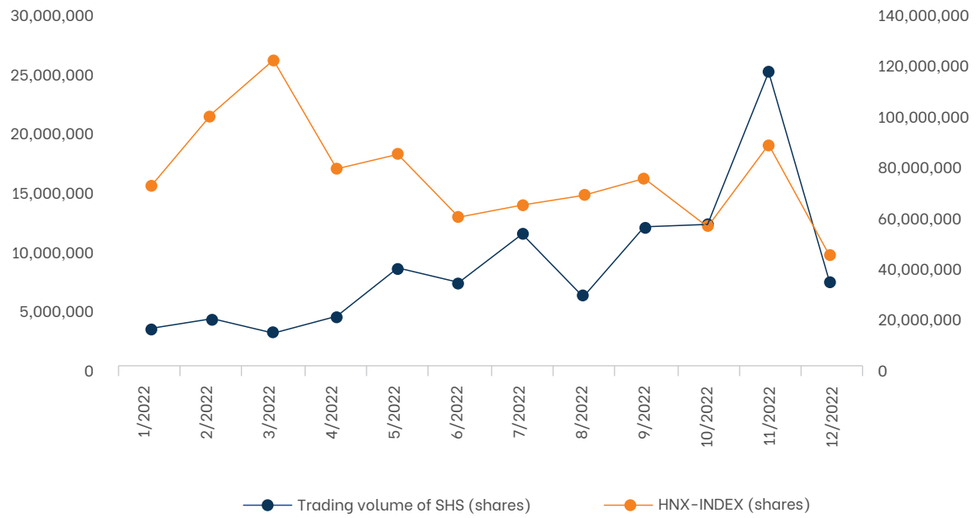
(Source: SHS Research)

Change in trading volume of SHS shares compared to HNX-Index from January 2022 to December 2022



(Source: SHS Research)

Movement of trading volume of SHS shares compared to HNX - Index from January 2022 to December 2022



(Source: SHS Research)

SHAREHOLDER STRUCTURE

Based on the list of shareholders as of the latest date before December 31st, 2022, the list of state shareholders, major shareholders, strategic shareholders, and treasury shares is as follows:

No.	Category	List as of 12/31/2022			
		Number of shareholders (person)	Number of shares (shares)	Value(VND)	Ownership Ratio (%)
TOTAL		**46,928**	**813,156,748**	**8,131,567,480,000**	**100.00**
I	Domestic	46,716	766,520,453	7,665,204,530,000	94.26
1	Institutional shareholders	59	54,217,192	542,171,920,000	6.66
2	Individual shareholders	46,657	712,303,261	7,123,032,610,000	87.60
II	Foreign	212	46,636,295	466,362,950,000	5.74
3	Institutional shareholders	27	43,653,928	436,539,280,000	5.37
4	Individual shareholders	185	2,982,367	29,823,670,000	0.37
5	Major shareholders own more than 5% of voting shares	1	45,505,734	455,057,340,000	5.60
	Local shareholders	1	45,505,734	455,057,340,000	5.60
	Foreign shareholders	-	-	-	-
6	Shareholders owning less than 5% of voting shares	46,927	767,651,014	7,676,510,140,000	94.40
	Local shareholders	46,715	721,014,719	7,210,147,190,000	88.66
	Foreign shareholders	212	46,636,295	466,362,950,000	5.74
7	Treasury shares	0	0	-	-

TRANSACTIONS OF MAJOR SHAREHOLDERS

List of major shareholders of SHS as of December 31st, 2022:

No.	Name of organization/ individual (Representative)	Classification of shareholders	Number of shares owned (share)	Ownership Ratio (%)	Note
1	T&T Group Joint Stock Company	Major share holder	45,505,734	5.6	On July 25th, 2022, received 9,101,146 shares additional SHS shares which were issued from paying dividends and increasing share capital from owner's equity.



Transactions of SHS shares of major shareholders in 2022:

Name of organization/ individual	Address	Number of shares owned at the beginning of the period 01/01/2022	Number of shares owned at the end of the period 12/31/2022
Nguyen Duy Kien	108 Nguyen Thai Hoc, Dien Bien, Ba Dinh, Ha Noi	18,812,000; 5.8%	9,386,000; 1.2%
T&T Group Joint Stock Company	Artexport Building, 2A Pham Su Manh, Hoan Kiem, Ha Noi	18,202,294; 5.6%	45,505,734; 5.6%

Note:

- The company increased its charter capital from VND 3,252.7 billion to VND 6,505.3 billion from May 31st, 2022 to August 2022 and increased to VND 8,131.6 billion from August 2022 to present, therefore, after each capital increase, the Charter Capital, the Company's total number of shares and the number of shares of each shareholder change and the ratio number of shares per charter capital changes.
- Currently, T&T Group Joint Stock Company is the sole major shareholder of SHS.

CONTRACTS, TRANSACTIONS WITH MAJOR SHAREHOLDERS

In 2022, SHS did not sign any contract or did any transaction with major shareholders *(Please refer to the audited 2022 financial reports)*.

TRANSACTIONS OF SHS STOCKS OF INTERNAL SHAREHOLDERS AND ORGANIZATION/ RELATED INDIVIDUALS

Information on transaction of SHS shares of internal shareholders and related organizations/ persons in the stock offering in 2022

Information about shareholder rights:

- The right to buy SHS shares is issued to the public to be offered to existing shareholders, execution rate: 1:1, offering price is 12,000 VND/share.
- The right to buy SHS shares left over from the public offering to existing shareholders, execution rate: 1:1, offering price 12,000 VND/share

Transaction information:

Information about the individual/organization execute the transaction		Information about Internal people			Number of shares held before exercise the right to buy shares in the issuance	Number of share registered and ratio on traded shares	Value of Executed Transaction (VND)	Total number of Shares/Ownership ratio held after exercise the right to buy shares in the issuance
Name of individual/ organization	Position at SHS, relationship with SHS	Name and surname of Internal people	The relationship between the individual/ organization performing the transaction and the Internal people	Number of shares held by Internal people (if any)				
Do Quang Hien		Do Quang Vinh	Related person of Chairman of the Board of Directors	3,539,588 Shares; 0.5441%	1,769,794 Shares; 0.5441%	1,769,794 Shares; 0.5441%	21,237,528,000	3,539,588 Shares; 0.5441%
Do Quang Vinh	Chairman of the Board of Directors			6,000,000 Shares; 0.922%	0 Shares; 0%	6,000,000 Shares; 0.922%	72,000,000,000	6,000,000 Shares; 0.922%
T&T Group Joint Stock Company		Luu Danh Duc	Major shareholder, Related Organization of the Member of the Board of Directors - Luu Danh Duc	36,404,588 Shares; 5.5961%	18,202,294 Shares; 5.5961%	18,202,294 Shares; 5.5961%	218,427,528,000	36,404,588 Shares; 5.5961%
Le Dang Khoa	Member of the Board of Directors	Le Dang Khoa	Member of the Board of Directors	425,000 Shares; 0.0653%	212,500 Shares; 0.0653%	212,500 Shares; 0.0653%	2,550,000,000	425,000 Shares; 0,0653%
Luu Danh Duc	Member of the Board of Directors	Luu Danh Duc	Member of the Board of Directors	300,000 Shares; 0.0461%	0 Shares; 0%	300,000Shares; 0.0461%	3,600,000,000	300,000 Shares; 0.0461%
Vu Duc Tien	Member of the Board of Directors – CEO	Vu Duc Tien	Member of the Board of Directors – CEO	16,043,988 Shares; 2.466%	8,021,994 Shares; 2.466%	8,021,994 Shares; 2.466%	96,263,928,000	16,043,988 Shares; 2.466%
Uong Van Hanh		Vu Duc Tien	Related person of CEO - Vu Duc Tien	190,012Shares; 0.0292%	95,006 Shares; 0.0292%	95,006 Shares; 0.0292%	1,140,072,000	190,012 Shares ; 0.0292%
Nguyen Dieu Trinh	Member of the Board of Directors	Nguyen Dieu Trinh	Member of the Board of Directors	270,000 Shares; 0.0415%	135,000 Shares; 0.0415%	135,000 Shares; 0.0415%	1,620,000,000	270,000 Shares; 0.0415%
Pham Thi Bich Hong	Head of Supervisory Board	Pham Thi Bich Hong	Head of Supervisory Board	284,240 Shares; 0.0437%	142,120 Shares; 0.0437%	142,120 Shares; 0.0437%	1,705,440,000	284,240 Shares; 0.0437%
Pham Anh Quan		Pham Thi Bich Hong	Related person of Head of Supervisory Board	8,000 Shares; 0.0012%	4,000 Shares; 0.0012%	4,000 Shares; 0.0012%	48,000,000	8,000 Shares; 0.0012%
Luong Thi Luu	Member of Supervisory Board	Luong Thi Luu	Member of Supervisory Board	50,063 Shares; 0.0077%	25,063 Shares; 0.0077%	25,000 Shares; 0.0077%	300,000,000	50,063 Shares; 0.0077%
Vu Duc Trung	Member of Supervisory Board	Vu Duc Trung	Member of Supervisory Board	2,195,000 Shares; 0.3413%	1,110,000 Shares; 0.3413%	1,085,000 Shares; 0.335%	13,020,000,000	2,195,000 Shares; 0.3413%
Tran Sy Tien	Deputy CEO cum Chief Accountant	Tran Sy Tien	Deputy CEO cum Chief Accountant	890,000 Shares; 0.1368%	455,000 Shares; 0.1368%	455,000 Shares; 0.1368%	5,340,000,000	890,000 Shares; 0.1368%
Tran Thanh Binh		Tran Sy Tien	Related person of Deputy CEO cum Chief Accountant - Tran Sy Tien	52 Shares; 0.00002%	52 Shares	0 Shares; 0%	0	52 Shares; 0.00002%
Nguyen Chi Thanh	Deputy CEO - Director of SHS HCMC Branch, Head of Hai Phong representative office	Nguyen Chi Thanh	Deputy CEO - Head of Hai Phong representative office	890,000 Shares; 0.1368%	455,000 Shares; 0.1368%	455,000 Shares; 0.1368%	5,340,000,000	890,000 Shares; 0.1368%
Tran Thi Thu Thanh	Deputy CEO	Tran Thi Thu Thanh	Deputy CEO	890,000 Shares; 0.1368%	455,000 Shares; 0.1368%	455,000 Shares; 0.1368%	5,340,000,000	890,000 Shares; 0.1368%
Nguyen Thuy Hanh Mai	Authorized Person in charge of information disclosure	Nguyen Thuy Hanh Mai	Authorized Person in charge of information disclosure	142,892 Shares; 0.0220%	71,446 Shares; 0.0220%	71,446 Shares; 0.0220%	857,352,000	142,892 Shares; 0.0220%
Phan Thuy Linh	Internal Auditor	Phan Thuy Linh	Internal Auditor	15,200 Shares; 0.0023%	7,600 Shares; 0.0023%	7,600 Shares; 0.0023%	91,200,000	15,200 Shares; 0.0023%
Doan Thi Nhu Quynh	Person in charge of corporate governance	Doan Thi Nhu Quynh	Person in charge of corporate governance	47,000 Shares; 0.0072%	23,500 Shares; 0.0072%	23,500 Shares; 0.0072%	282,000,000	47,000 Shares; 0.0072%

Ownership information:

No.	Individuals/organizations performing transactions	The relationship between Individuals/organizations performing transactions and Internal people	Number of SHS shares owned at the beginning of the period		Number of SHS shares owned at the beginning of the period		Reason for change (buy, sell, convert, reward)
			Number of shares	Ratio on charter capital (%) (Charter capital: VND 3,252,650,270,000)	Number of shares	Ratio on charter capital (%) (Charter capital: VND 6,505,300,540,000)	
1	Do Quang Vinh	Internal person (Chairman of the Board of Directors)	0	0	6,000,000	0.922	Buy leftover SHS shares from the public offering to shareholders, rate 1:1, price 12,000 VND/ share
2	Luu Danh Duc	Internal person (Member of Directors)	0	0	300,000	0.0461	
3	Do Quang Hien	Related person of Internal person (Father of Chairman of the Board of Directors)	1,769,794	0.5441	3,539,588	0.5441	Buy SHS shares of the public offering to shareholders, execution rate: 1:1, price 12,000 VND/share
4	T&T Group Joint Stock Company	Major shareholder, Related organization of Internal person (Member of the Board of Directors - Luu Danh Duc)	18,202,294	5.5961	36,404,588	5.5961	
5	Le Dang Khoa	Internal person (Member of the Board of Directors)	212,500	0.0653	425,000	0.0653	
6	Vu Duc Tien	Internal person (Member of the Board of Directors – CEO)	8,021,994	2.466	16,043,988	2.466	
7	Uong Van Hanh	Related person of Internal person (Wife of Member of the Board of Directors – CEO)	95,006	0.0292	190,012	0.0292	
8	Nguyen Dieu Trinh	Internal person (Member of the Board of Directors)	135,000	0.0415	270,000	0.0415	Buy SHS shares of the public offering to shareholders, execution rate: 1:1, price 12,000 VND/share
9	Pham Thi Bich Hong	Internal person (Head of Supervisory Board)	142,120	0.0437	284,240	0.0437	
10	Pham Anh Quan	Related person of Internal person (Son of Head of Supervisory Board)	4,000	0.0012	8,000	0.0012	
11	Luong Thi Luu	Internal person (Member of Supervisory Board)	25,063	0.0077	50,063	0.0077	
12	Vu Duc Trung	Internal person (Member of Supervisory Board)	1,110,000	0.3413	2,195,000	0.3413	
13	Tran Sy Tien	Internal person (Deputy CEO cum Chief Accountant)	455,000	0.1368	890,000	0.1368	
14	Tran Thanh Binh	Related person of Internal person (Brother of Deputy CEO cum Chief Accountant - Tran Sy Tien)	52	0	52	0.00002	
15	Nguyen Chi Thanh	Internal person (Deputy CEO - Director of SHS HCMC Branch, Head of Hai Phong representative office)	455,000	0.1368	890,000	0.1368	
16	Tran Thi Thu Thanh	Internal person (Deputy CEO)	455,000	0.1368	890,000	0.1368	
17	Nguyen Thuy Hanh Mai	Internal person (Authorized Person in charge of information disclosure)	71,446	0.0220	142,892	0.0220	
18	Phan Thuy Linh	Internal person (Internal Auditor)	7,600	0.0023	15,200	0.0023	
19	Doan Thi Nhu Quynh	Internal person (Person in charge of corporate governance)	23,500	0.0072	47,000	0.0072	

Information on transaction of SHS shares of internal shareholders and related organizations/ persons in the issuance of SHS shares to pay dividends in 2021

Information about shareholder rights:

The right to receive SHS shares of Saigon - Hanoi Securities Joint Stock Company is issued in the SHS share issuance to pay dividends in 2021 and to increase share capital from owner equity.

Issuance rate (number of shares expected to be issued / number of shares outstanding): 25%, in which:

- Proportion of issuing shares to pay dividends: 18%
- Proportion of issuing shares to increase share capital from owner's equity: 7%

Transaction information:

Information about the individual/organization execute the transaction		Information about Internal people			Number of shares / Ownership ratio held in at the beginning of the period	Number of shares / Ownership ratio received	Value of Executed Transaction (VND)	Number of shares / Ownership ratio held in at the end of the period
Name of individual/ organization	Position at SHS, relationship with SHS	Name and surname of Internal people	The relationship between the individual/organization performing the transaction and the Internal people	Number of shares held by Internal people (if any)				
Do Quang Hien		Do Quang Vinh	Related person of Chairman of the Board of Directors	6,000,000 shares; 0.922%	3,539,588 shares; 0.544%	884,896 shares; 0.136%	8,848,960,000	4,424,485 shares; 0.544%
Do Quang Vinh	Chairman of the Board of Directors			6,000,000 shares; 0.922%	6,000,000 shares; 0.922%	1,500,000 shares; 0.231%	15,000,000,000	7,500,000 shares; 0.922%
T&T Group Joint Stock Company		Luu Danh Duc	Major shareholder, Coordinating Organization of the Member of the Board of Directors - Luu Danh Duc	300,000 shares; 0.046%	36,404,588 shares; 5.5961%	9,101,146 shares; 1.40%	91,011,461,600	45,505,734 shares; 5.596%
Le Dang Khoa	Member of the Board of Directors	Le Dang Khoa	Member of the Board of Directors	425,000 shares; 0.065%	425,000 shares; 0.065%	106,250 shares; 0.016%	1,062,500,000	531,250 shares; 0.065%
Luu Danh Duc	Member of the Board of Directors	Luu Danh Duc	Member of the Board of Directors	300,000 shares; 0.0461%	300,000 shares; 0.0461%	75,000 shares; 0.012%	900,000,000	375,000 shares; 0.0461%
Vu Duc Tien	Member of the Board of Directors – CEO	Vu Duc Tien	Member of the Board of Directors – CEO	16,043,988 shares; 2.466%	16,043,988 shares; 2.466%	4,010,995 shares; 0.617%	40,109,950,000	20,054,983 shares; 2.466%
Uong Van Hanh		Vu Duc Tien	Related person of CEO - Vu Duc Tien	16,043,988 shares; 2.466%	190,012 shares; 0.0292%	47,503 shares; 0.007%	475,030,000	47,693 shares ; 0.0292%
Nguyen Dieu Trinh	Member of the Board of Directors	Nguyen Dieu Trinh	Member of the Board of Directors	270,000 shares; 0.042%	270,000 shares; 0.042%	67,500 shares; 0.01%	675,000,000	337,500 shares; 0.042%
Pham Thi Bich Hong	Head of Supervisory Board	Pham Thi Bich Hong	Head of Supervisory Board	284,240 shares; 0.044%	284,240 shares; 0.044%	71,059 shares; 0.011%	710,590,000	355,299 shares; 0.044%
Pham Anh Quan		Pham Thi Bich Hong	Related person of Head of Supervisory Board	284,240 shares; 0.044%	8,000 shares; 0.001%	1,440 shares; < 0.001%	80,000,000	9,440 shares; 0.001%
Luong Thi Luu	Member of Supervisory Board	Luong Thi Luu	Member of Supervisory Board	50,063 shares; 0.008%	50,063 shares; 0.008%	12,516 shares; 0.002%	125,160,000	12,566 shares; 0.008%
Vu Duc Trung	Member of Supervisory Board	Vu Duc Trung	Member of Supervisory Board	2,195,000 shares; 0.337%	2,195,000 shares; 0.337%	548,750 shares; 0.084%	5,487,500,000	2,743,750 shares; 0.337%
Tran Sy Tien	Deputy CEO cum Chief Accountant	Tran Sy Tien	Deputy CEO cum Chief Accountant	890,000 shares; 0.137%	890,000 shares; 0.137%	222,500 shares; 0.034%	2,225,000,000	1,112,500 shares; 0.137%
Tran Thanh Binh		Tran Sy Tien	Related person of Deputy CEO cum Chief Accountant - Tran Sy Tien	890,000 shares; 0.137%	52 shares; <0.00001%	12 shares; <0.0001%	120,000	64 shares; <0.0001%
Nguyen Chi Thanh	Deputy CEO Director of SHS HCMC Branch, Head of Hai Phong representative office	Nguyen Chi Thanh	Deputy CEO - Head of Hai Phong representative office	890,000 shares; 0.137%	890,000 shares; 0.137%	222,500 shares; 0.034%	2,225,000,000	1,112,500 shares; 0.137%
Tran Thi Thu Thanh	Deputy CEO	Tran Thi Thu Thanh	Deputy CEO	890,000 shares; 0.137%	890,000 shares; 0.137%	222,500 shares; 0.034%	2,225,000,000	1,112,500 shares; 0.137%
Nguyen Thuy Hanh Mai	Authorized Person in charge of information disclosure	Nguyen Thuy Hanh Mai	Authorized Person in charge of information disclosure	142,892 shares; 0.022%	142,892 shares; 0.022%	35,722 shares; 0.005%	357,220,000	178,614 shares; 0.022%
Phan Thuy Linh	Internal Auditor	Phan Thuy Linh	Internal Auditor	15,200 shares; 0.002%	15,200 shares; 0.002%	3,800 shares; 0.001%	38,000,000	19,000 shares; 0.002%
Doan Thi Nhu Quynh	Person in charge of corporate governance	Doan Thi Nhu Quynh	Person in charge of corporate governance	47,000 shares; 0.0072%	47,000 shares; 0.007%	11,750 shares; 0.002%	117,500,000	58,750 shares; 0.007%

Details of the transaction:

No	Individuals/organizations performing transactions	The relationship between Individuals/organizations performing transactions and Internal people	Number of SHS shares owned at the beginning of the period (before receiving additional issued shares)		Issuing shares to pay dividends in 2021: 18%		Issuing shares to increase share capital from equity: 7%		25%		Number of SHS shares owned at the end of the period (after receiving additional issued shares)	
			Number of shares (shares)	Ratio on charter capital (%)	Number of shares (shares)	Ratio on charter capital (%)	Number of shares (shares)	Ratio on charter capital (%)	Number of shares (shares)	Ratio on charter capital (%)	Number of shares (shares)	Ratio on charter capital (%)
1.	Do Quang Hien	Related person of Internal person (Natural father of Chairman of the Board of Directors)	3,539,588	0.544	637,125	0.098	247,771	0.038	884,896	0.136	4,424,484	0.544
2.	Do Quang Vinh	Internal person (Chairman of the Board of Directors)	6,000,000	0.922	1,080,000	0.166	420,000	0.065	1,500,000	0.231	7,500,000	0.922
3.	T&T Group Joint Stock Company	Major shareholder, Related organization of Internal person (Member of the Board of Directors - Luu Danh Duc)	36,404,588	5.596	6,552,825	1.007	2,548,321	0.392	9,101,146	1.399	45,505,734	5.596
4.	Le Dang Khoa	Internal person (Member of the Board of Directors)	425,000	0.065	76,500	0.012	29,750	0.005	106,250	0.016	531,250	0.065
5.	Luu Danh Duc	Internal person (Member of the Board of Directors)	300,000	0.046	54,000	0.008	21,000	0.003	75,000	0.012	375,000	0.046
6.	Vu Duc Tien	Internal person (Member of the Board of Directors – CEO)	16,043,988	2.466	2,887,917	0.444	1,123,078	0.173	4,010,995	0.617	20,054,983	2.466
7.	Uong Van Hanh	Related person of Internal person (Wife of Member of the Board of Directors – CEO)	190,012	0.029	34,202	0.005	13,300	0.002	47,502	0.007	237,514	0.029
8.	Nguyen Dieu Trinh	Internal person (Member of the Board of Directors)	270,000	0.042	48,600	0.007	18,900	0.003	67,500	0.010	337,500	0.042
9.	Pham Thi Bich Hong	Internal person (Head of Supervisory Board)	284,240	0.044	51,163	0.008	19,896	0.003	71,059	0.011	355,299	0.044
10.	Pham Anh Quan	Related person of Internal person (Son of Head of Supervisory Board)	8,000	0.001	1,440	0.000	560	0.000	2,000	0.000	10,000	0.001
11.	Luong Thi Luu	Internal person (Member of Supervisory Board)	50,063	0.008	9,011	0.001	3,504	0.001	12,516	0.002	62,579	0.008
12.	Vu Duc Trung	Internal person (Member of Supervisory Board)	2,195,000	0.337	395,100	0.061	153,650	0.024	548,750	0.084	2,743,750	0.337
13.	Tran Sy Tien	Internal person (Deputy CEO cum Chief Accountant)	890,000	0.137	160,200	0.025	62,300	0.010	222,500	0.034	1,112,500	0.137
14.	Tran Thanh Binh	Related person of Internal person (Brother of Deputy CEO cum Chief Accountant - Tran Sy Tien)	52	0.000	9	0.000	3	0.000	12	0.000	64	0.000
15.	Nguyen Chi Thanh	Internal person (Deputy CEO - Director of SHS HCMC Branch, Head of Hai Phong representative office)	890,000	0.137	160,200	0.025	62,300	0.010	222,500	0.034	1,112,500	0.137
16.	Tran Thi Thu Thanh	Internal person (Deputy CEO)	890,000	0.137	160,200	0.025	62,300	0.010	222,500	0.034	1,112,500	0.137
17.	Nguyen Thuy Hanh Mai	Internal person (Authorized Person in charge of information disclosure)	142,892	0.022	25,720	0.004	10,002	0.002	35,722	0.005	178,614	0.022
18.	Phan Thuy Linh	Internal person (Internal Auditor)	15,200	0.002	2,736	0.000	1,064	0.000	3,800	0.001	19,000	0.002
19.	Doan Thi Nhu Quynh	Internal person (Person in charge of corporate governance)	47,000	0.007	8,460	0.001	3,290	0.001	11,750	0.002	58,750	0.007

OTHER TRANSACTIONS OF INTERNAL SHAREHOLDERS

- SHS: Mrs. Tran Thi Thu Thanh - Deputy CEO reported the results of exercising the right to buy: 445,000 shares - Total ownership: 890,000 shares (May 12nd, 2022)
- SHS: Mrs. Tran Thi Thu Thanh - Deputy CEO received another 222,500 shares, total ownership reached: 1,112,500 shares; 0.137% (July 25th, 2022)
- SHS: Mrs. Tran Thi Thu Thanh - Deputy CEO sold 445,000 shares – Remaining total ownership: 667,500 shares (August 4th, 2022)
- SHS: Mrs. Tran Thi Thu Thanh - Deputy CEO sold 667,500 shares – Total remaining ownership: 0% (November 8th, 2022).

CONTRACTS, TRANSACTION WITH INTERNAL SHAREHOLDERS AND ORGANIZATION/ RELATED INDIVIDUALS

Transactions between the company and related persons of the company; or between the company and major shareholders, internal people, related persons of internal people:

No.	Trading name	Document	Relevant person at SHS	Note
1	The Board of Directors issued the Decision approving the cooperation plan between SHS and SHB to implement bond retail activities	Decision of the Board of Directors of SHS No. 01-2022/QĐ-HĐQT dated January 14th, 2022	Chairman of the Board of Directors Do Quang Hien and Member of the Board of Directors Le Dang Khoa	Mr. Do Quang Hien is the Chairman of the Board of Directors of SHS - SHB; Mr. Le Dang Khoa is a member of the Board of Directors of SHS - Deputy CEO of SHB
2	The Board of Directors issued a Decision approving the cooperation in providing cash collection and payment services and other banking services between SHS and SHB Dong Do	Decision No. 16-2022/QĐ-HĐQT dated April 8th, 2022		
3	The Board of Directors of SHS approved the plan to borrow capital according to the credit line at Saigon - Hanoi Commercial Joint Stock Bank - Dong Do Branch (SHB Dong Do) with a limit of VND 1,800 billion, term of 12 months.	Decision No. 19-2022/QĐ-HĐQT dated April 20th, 2022		
4	SHS Board of Directors approved the plan of cooperation in providing collection and payment services between SHS and SHB	Decision No. 26-2022/QĐ-HĐQT dated May 05th, 2022		
5	SHS' Board of Directors approved the plan to provide consulting services for offering and listing shares between SHS and Railway Construction Corporation (RCC)	Decision No. 29-2022/QĐ-HĐQT dated May 17th, 2022	Mr. Vu Duc Tien – Member of the Board of Directors – CEO of SHS	Mr. Vu Duc Tien - Member of the Board of Directors - CEO of SHS, is the brother of Ms. Vu Thi Hai Yen - Deputy CEO of RCC; representing SHS owns 1,500,000 shares of RCC (9.7% of RCC's charter capital)
6	Decision of the Board of Directors on signing an office rental service contract between SHS and Railway Construction Corporation (RCC)	Decision No. 33-2022/QD-HĐQT dated June 10th, 2022		
7	Decision of the Board of Directors on signing a contract to provide consulting services for issuing shares to increase charter capital for SHB	Decision No. 43-2022/QĐ-HĐQT dated September 27th, 2022	Chairman of the Board of Directors Do Quang Vinh and members of the Board of Directors Le Dang Khoa, Luu Danh Duc	Mr. Do Quang Vinh - Chairman of the Board of Directors of SHS; Mr. Le Dang Khoa - Member of the Board of Directors of SHS; and Mr. Luu Danh Duc - Member of the Board of Directors of SHS are Deputy CEOs of SHB



Transactions between company internal people, related persons of internal people and subsidiaries, companies controlled by the company: None.

Transactions between the company and other entities: None.

- Transactions between the company and the company in which members of the Board of Directors, members of the Supervisory Board, the Director (CEO) and other managers have been and are currently founding members or members of the Board of Directors, the Director (CEO) for the past three (03) years (determined at the time of reporting): None
- Transactions between the company and the company in which the related person of a member of the Board of Directors, a member of the Supervisory Board, the Director (CEO) and other managers is a member of the Board of Directors, the Director (CEO): None
- Other transactions of the company (if any) that may bring material or immaterial benefits to members of the Board of Directors, members of the Supervisory Board, the Director (CEO) and other managers: None

INVESTOR RELATIONS

Investor relations department

The investor relations department is under the Board of Directors.

Information about the individual in charge of investor relations is as follows:

Mrs. Doan Thi Nhu Quynh

- Education: Bachelor of Diplomatic Academy of Vietnam.
- Working experience: 13 years of experience in finance, banking and securities
- Position at SHS: Deputy Chief of BODs' Office/Secretary of the Company/ Person in charge of Investor Relations/ Person in charge of Corporate Governance
- Phone contact: 024.38.181.888 (Ext: 312)
- Email: quynh.dtn@shs.com.vn

INVESTOR RELATION ACTIVITIES IN 2022

- Since the very first days of operation (December 2007), the Company has established the Office of the Board of Directors, which is a specialized function of managing shareholder data and performing the tasks of shareholder relations, selection, assign tasks to staff. The Office of the Board of Directors has the role of the Secretariat, an advisor to the Board of Directors, and manages shareholder records, performing tasks under the direction of the Board of Directors, the Chairman of the Board of Directors.
- Organizing 02 meetings of the General Meeting of Shareholders, over 25 official and unofficial meetings of the Board of Directors, meetings of the Supervisory Board and the Internal Audit Department, business trips of the Board of Directors, the Supervisory Board;
- Acting as the focal department for drafting GMS documents, documents, regulations, processes, reports... under the authority of the General Meeting of Shareholders and the Board of Directors to issue;
- Building a system to store and manage records and documents under the authority of the General Meeting of Shareholders, the Board of Directors, the Supervisory Board, the CEO and the Office of the Board of Directors;
- The focal point for implementing the Issuance of shares to pay dividends, increase equity by share capital for shareholders, offer shares to the public, pay dividends in cash to shareholders, list and depository stocks, shares;
  - Coordinating with the Board of Management and other divisions in SHS in drafting the prospectus, decisions, regulatory documents, explanations and information disclosure as required by the Law on Securities and the State Securities Commission;
  - Working with the SSC, VSD, and HNX to apply for a license to sell. Implementation results: SHS received the Certificate of Public Offering Registration No. 69/GCN-UBCK issued by the State Securities Commission on March 22, 2022;
  - Notice of offering, closing the List of Shareholders exercising their rights and distributing shares, depositing shares to Shareholders according to the Resolution of the Board of Directors and the guidance of the State Management Agency.
- Completing the 2022 public offering of shares at the rate of 100%.
- Amending the charter, printing and managing the shareholder book for undeposited shareholders.
- Tracking records of company shareholders, pay dividends, share ownership certificates for undeposited shareholders, assist shareholders in carrying out legal procedures related to giving, giving and inheriting shares SHS;
- The focal department for drafting reports such as Report on shareholder structure, Report on increase of charter capital, Report on dividend payment, Periodic management report, Report on remuneration, Report on activities of the Board of Directors and the Office of the Board of Directors, separate reports under the authority of the General Meeting of Shareholders, the Board of Directors and the Office of the Board of Directors to issue and in the Financial Reports, Annual Report, Prospectus and Sustainability Report...;
- Managing the files of the General Meeting of Shareholders, the Board of Directors, providing for the divisions and units to look up and implement;
- Managing information and data of partners, customers... belonging to the General Meeting of Shareholders, the Board of Directors, manage the list of shareholders, data about shareholders;
- The focal point for synthesizing information about major shareholders, insiders and related people, information on corporate governance and providing it to divisions, units, looking up and implementing, reporting to State management agencies according to regulations;
- Legislation: Reviewing and checking the compliance with regulations, laws and the Company's Charter of documents before and after submitting them to the General Meeting of Shareholders and the Board of Directors for signature and promulgate, propose amendments, supplements, adjustments and promulgation.
- Participating in the drafting and publishing the Company's Annual Report; responsible for the contents related to governance and shareholder relations.
- Participating in the new website project of SHS, building content and features related to the Board of Directors, shareholder relations and information disclosure..



INVESTOR RELATIONS PLAN FOR 2023

With a structure of up to nearly 50,000 shareholders, diverse compositions, nationalities and organizational forms, the Company identifies Shareholders and Investor Relations as a strategic management activity, requiring a close combination of finance, communication, marketing and compliance with securities laws to promote two-way interactions between businesses and the financial community, ensuring that the stock price reflects the true value of the business. The stock price of an enterprise is determined by the Investor through their collected information. Therefore, this activity is increasingly prioritized to ensure transparency, efficiency and ensure the interests of Shareholders and Investors because the Company's strategy and activities are fully communicated. , timely and consistent.

- Building and completing the Investor Relations Department, arranging reasonable personnel, have professional qualifications and professional ethics suitable to the support work to serve Shareholders and Investors to exercise their rights and obligations according to the law and the Company's Charter.
- Directing, operating and supervising the Office of the Board of Directors to perform specific tasks according to the Regulation on organization and operation of the Office of the Board of Directors and the actual operation of the Company.
- Directing, operating and supervising the development and updating of content at the Online Shareholder Relations page and the online General Meeting of Shareholders with basic features:
  - Regularly providing operational and financial status, history of the Company's development over time; information on the organizational structure, leadership and administration of the Company.
  - Information on the Website must show equality of providing information. Foreign investors and individual investors have the equality of accessing the information as domestic investors and institutional investors.
  - Disclosure of information and reports in accordance with the law on time, content, form, transparency, detail and completeness.



- Planing to organize the reception of investors periodically or irregularly; directing, operating and supervising the staff of the Office of the Board of Directors to receive investors, shareholders and partners interested in the Company's activities.
- Focusing on improving the quality of officers who perform shareholder management and shareholder relations: Training in legal knowledge and professions; disseminating information, financial situation and management of the Company for officers to understand and transmit correctly and sufficiently, comply with laws and internal regulations of the Company.
  - Personnel of the Office of the Board of Directors must be very knowledgeable about the business activities, as well as the financial situation of the enterprise to be ready to answer fully the questions raised by the Investor;
  - The Shareholders Relations Department must regularly work closely with the business divisions of the Company as well as the Financial Accounting Division to capture information as a basis to answer questions from investors;
  - Willing to respond to investors' inquiries/requests by mail or email in a satisfactory and timely manner.
- Planning and directing, operating and supervising the units and divisions to organize the General Meeting of Shareholders towards complying with legal regulations, saveing costs and preparing full and detailed documents to submit to the General Meeting of Shareholders for approval of the contents under its authority.
- Planning and directing, operating and supervising units and divisions to implement dividend payment, share issuance, profit distribution and appropriation of funds in accordance with the law and the Company's Charter.
- Responsible, directing and operating the officer has the authority to answer issues or raise questions for external shareholders, ensuring the rights and obligations of Shareholders.

INFORMATION DISCLOSURE

Reporting and information disclosure department

The Reporting and Information Disclosure Department is under the Legal and Risk Management Division.

The individual in charge of reporting and disclosing information is as follows:

Mrs. Nguyen Thuy Hanh Mai

- Education: Master of Accounting
- Working experience: 20 years of experience in auditing and securities
- Position at SHS: Head of Legal & Risk Management Divisions / Authorised Person incharge of Information Disclosure
- Phone contact: 024.38.181.888 (318)
- Email: mai.nth@shs.com.vn

Information disclosure in 2022

All periodic and extraordinary information disclosures of the Company in 2022 have been posted on the Company's website under "SHS News" and "Shareholder relations" as well as through the information disclosure system of the SSC. , Hanoi Stock Exchange, Ho Chi Minh Stock Exchange. Ho Chi Minh.

1/2022

Periodic

- List of marginable securities in the first quarter of 2022 (01/06/2022)
- Financial statements for the fourth quarter of 2021 (01/20/2022)
- Report on corporate governance of listed companies 2021 (01/27/2022)

Extraordinary

- Report on the results of the 3rd round of corporate bond issuance (01/05/2022)
- Documents of the Extraordinary General Meeting of Shareholders 2022 (01/07/2022)
- Report on stock trading results of people related to Internal people (01/11/2022)
- Cooperation between SHS and SHB to launch bond retail activities (01/14/2022)
- Shareholder structure as of December 31, 2021 (01/14/2022)
- Audited report on the use of capital received in the issuance in 2021 (01/27/2022)
- Resolution and Minutes of the Extraordinary General Meeting of Shareholders 2022 (01/28/2022)

2/2022

Periodic

- List of marginable securities on January 2022 (02/07/2022)

Extraordinary

- None

3/2022

Periodic

- List of marginable securities on Febuary 2022 (03/01/2022)
- Audited financial statements 2021 (03/29/2022)
- Audited financial adequacy ratios for 2021 (03/29/2022)

Extraordinary

- Amending and supplementing the company's charter (03/02/2022)
- Holding the Annual General Meeting of Shareholders in 2022 (03/02/2022)
- Correction of information (document numbers) of the reports at the Annual General Meeting of Shareholders in 2021 (03/08/2022)
- Full text of SHS share issuance prospectus in 2022 (03/22/2022)
- SHS received the Certificate of Public Offering Registration No. 69/GCN-UBCK issued by the State Securities Commission on March 22, 2022 (03/22/2022)
- Maximum foreign ownership ratio at SHS (03/23/2022)
- Public offering of shares and last registration date to exercise the right to buy (03/28/2022)
- Certificate of business registration (03/28/2022)

4/2022

Periodic

- List of marginable securities on March 2022 (04/01/2022)
- List of marginable securities in the second quarter of 2022 (04/14/2022)
- Financial statements for the first quarter of 2022 (04/19/2022)
- Annual Report 2021 – Vietnamese (04/19/2022)
- Resolution, Minutes of the Annual General Meeting of Shareholders 2022 (04/27/2022)

Extraordinary

- Decision to approve trading members of VNX (04/04/2022)
- Documents of the Annual General Meeting of Shareholders in 2022 (04/05/2022)
- Decision of the Board of Directors on the cooperation between SHS and SHB Dong Do (04/08/2022)
- Disclosure of the 2022 Annual General Meeting of Shareholders (04/21/2022)
- Decision of the Board of Directors to borrow the limit at SHB Dong Do (04/21/2022)
- Disclosure of the Annual General Meeting of Shareholders in 2022 (04/26/2022)
- Disclosure of information resigns as chairman of the company's Board of Directors (04/26/2022)
- The General Meeting of Shareholders approved the candidate to be elected members of the Board of Directors and the Supervisory Board(04/27/2022)
- The 2022 Annual General Meeting of Shareholders approved the 2021 dividend and issued shares to increase capital (04/27/2022)
- The 2022 Annual General Meeting of Shareholders approved the business plan for 2022 (04/27/2022)
- The 2022 Annual General Meeting of Shareholders approved the Charter (04/27/2022)
- Decision to elect Chairman of the Board of Directors (04/28/2022)
- Decision on appointment of Head of Supervisory Board (04/28/2022)

5/2022

Periodic

- List of marginable securities on April 2022 (05/04/2022)

Extraordinary

- SHS changes ownership rate of RCC shares (05/04/2022)
- Cooperation in providing collection and payment services on behalf of SHB (05/05/2022)
- Register to exercise the right to buy SHS of Insiders & Related Persons (05/09/2022)
- Providing consulting services for offering and listing RCC shares (05/17/2022)
- Report on the results of exercising the right to buy additional issuance shares of internal people and related people (05/19/2022)
- Changing Insider's Related Person (05/20/2022)
- Decision to handle the remaining shares of the share issuance (05/25/2022)
- Transaction of buying shares of SHS with the remainder of the additional issuance by insiders (05/26/2022)

6/2022

Periodic

- List of marginable securities on May 2022 (06/01/2022)

Extraordinary

- Report the results of the public offering of shares to existing shareholders (06/01/2022)
- Notice of change in the number of voting shares of SHS (06/01/2022)
- Report on transaction results of buying shares issued by insiders (06/01/2022)
- SSC approves SHS' report on the results of the 2022 public offering of shares (06/02/2022)
- Resolution of the Board of Directors on the increase of charter capital (06/03/2022)
- Correction of the number of shareholders in the Report on the results of the SHS share offering (06/07/2022)
- Decision of the Board of Directors on issuing shares to pay dividends in 2021 and increase share capital from Equity (06/08/2022)
- Audited equity report (06/09/2022)
- Decision of the Board of Directors on the signing of an office lease contract between SHS and RCC (06/10/2022)
- Change of Related Organization of Insider (06/13/2022)
- SHS was granted the 5th amendment of the Final Registration Certificate, additional SHS shares issued in 2022 will be deposited from June 16, 2022 (06/14/2022)
- Disclosure on SHS' change in ownership rate of PMC shares (06/21/2022)
- SHS received the Decision approving the additional listing of SHS shares on HNX (06/27/2022)
- SHS received the Notice of Approval for the additional listing of SHS shares to be offered for sale in 2022 at HNX (06/27/2022)
- License to adjust SHS' establishment and operation license (06/27/2022)
- Amendment of the Charter and application of the Amended Charter from June 28, 2022 (06/28/2022)
- Changing insider's related person (06/29/2022)
- SHS changes ownership rate of KTL shares (06/29/2022)

7/2022

Periodic

- List of marginable securities on June 2022 (07/01/2022)
- List of marginable securities in the third quarter of 2022 (07/08/2022)
- The semi-annual report on corporate governance of listed companies in 2022 (07/18/2022)
- Annual Report 2021 – English (07/19/2022)
- Financial report for the second quarter of 2022 (07/20/2022)

Extraordinary

- First trading day of additional listing of SHS shares after the 2022 offering (07/04/2022)
- The State Securities Commission has received all documents on the share issuance report (07/06/2022)
- Certificate of business registration changed for the 8th time (07/07/2022)
- Final Registration Date Closing List of shareholders to receive additional shares (25%) (dividend in 2021 (18%) and shares to increase Share capital from Equity (7%) (07/07/2022)
- SHS signed a contract to audit and review financial statements and financial statements in 2022 (07/14/2022)
- Internal people and Related Persons exercise the right to receive SHS shares issued to pay dividends in 2021 and increase share capital from Equity (07/18/2022)
- Report the results of the issue of shares to pay dividends in 2021 and to increase share capital from Equity (07/29/2022)
- Decision of the Board of Directors to approve the handling of residual shares of the 2021 dividend payment and to increase share capital from Equity (07/29/2022)

8/2022

Periodic

- List of marginable securities on July 2022 (08/01/2022)
- The reviewed semi-annual financial statements for 2022 (08/12/2022)
- The reviewed semi-annual financial adequacy ratio report for 2022 (08/12/2022)

Extraordinary

- Announcement of changes in the number of outstanding shares due to the Share Issuance to pay dividends in 2021 and the issue of shares to increase share capital from equity (08/01/2022)
- SSC approves the report on the issue of shares to pay dividends and to increase share capital from owners' equity. (08/09/2022)
- Resolution of the Board of Directors on the increase of charter capital of SHS (08/15/2022)
- Securities registration certificate No. 16/2009/GCNCP-VSD-6 issued by VSD on August 16, 2022 (08/17/2022)
- Decision approving additional listing of SHS shares on HNX (08/23/2022)
- September 8, 2022 - First trading day of additional listed SHS shares after the share issuance to pay dividends in 2021 (18%) and increase share capital from Equity (7%) (08/29/2022)

9/2022

Periodic

- List of marginable securities on August 2022 (09/05/2022)

Extraordinary

- Changing the relevant organization of the insider (09/05/2022)
- License to adjust SHS' License to establish and operate a securities company (09/06/2022)
- Mr. Nguyen Chi Thanh resigned from the position of concurrently the Director of Ho Chi Minh City Branch (09/06/2022)
- Appointment of Director of Ho Chi Minh City Branch (09/06/2022)
- Resolution of the Board of Directors on the amendment of the Charter and application of the amended Charter (09/06/2022)
- Annoucment of 9th amendment of business registration certificate (09/13/2022)
- Notice of adjustment date Total amount of SHS securities Foreign investors can hold maximum (09/19/2022)
- Receiving the amended Certificate of Depository Member (with charter capital 8,131,567,480,000 VND) (09/23/2022)
- Decision of the Board of Directors to approve Contracts and transactions between SHS and related organizations (SHB) (09/27/2022)
- Disclosure of information The decision of the Board of Directors to approve the plan to change the location of the Head Office of the City Branch. Ho Chi Minh City (09/28/2022)

10/2022

Periodic

- List of marginable securities on September 2022 (10/03/2022)
- List of marginable securities in the fourth quarter of 2022 (10/11/2022)
- Financial report for the third quarter of 2022 (10/20/2022)

Extraordinary

- Announcement on the sale of margin securities of customers who are Insiders of public companies (10/04/2022)
- Reporting the result of the Announcement of the sale of margin securities by customers who are Insiders of public companies (10/06/2022)

11/2022

Periodic

- List of marginable securities on October 2022(11/01/2022)

Extraordinary

- Internal shareholders register for transaction of SHS shares (11/03/2022)
- Internal shareholders report the results of SHS stock put-through trading (11/09/2022)
- Decision of the Board of Directors on the closure of the Representative Office of SHS in Dong Nai (11/30/2022)
- Announcement of expected sale of shares of Insiders and related persons with stock code HPX - Hai Phat Investment Joint Stock Company (HSX) (11/30/2022)

12/2022

Periodic

- List of marginable securities on November 2022 (12/01/2022)

Extraordinary

- The decision of the State Securities Commission on amending the Decision approving the establishment of the City Branch. Ho Chi Minh (12/08/2022)
- Report Expected sale of shares of Insiders and related persons with stock code HPX – Hai Phat Investment Joint Stock Company (HSX) (12/22/2022)
- The decision of the State Securities Commission on approving SHS to close its representative office in Dong Nai (12/22/2022)
- Certificate of operation registration of Ho Chi Minh City Branch changed for the 8th time (12/22/2022)
- Certificate of operation registration of Da Nang branch changed for the 4th time (12/29/2022)
- SHS becomes a major shareholder of SAF (12/29/2022)

INFORMATION DISCLOSURE PLAN IN 2022

- Updating new regulations on information reporting and disclosure (if any).
- Complying with current legal regulations on information reporting and disclosure.
- Enhancing updating information disclosure in English to attract foreign investors.