RONG VIET SECURITIES

KEY ESG METRICS (GRI STANDARDS)
SUSTAINABILITY REPORT 2025

I. ECONOMIC

NO.	Metric	GRI Reference	Unit	2021	2022	2023	2024	2025
1	Total Assets	GRI 201: Economic Performance	VND billion	4,033	4,254	5,318	6,395	8,121
	Year-over-Year Change		%	57.0	5.5	25.0	20.3	27.0
2	Total Revenue		VND billion	1,045	861	831	1,041	1,096
	Year-over-Year Change		%	124.1	-17.6	-3.5	25.3	5.3
3	Owners' Equity		VND billion	1,646	2,083	2,418	2,808	3,099
	Year-over-Year Change		%	41.2	26.5	16.1	16.1	10.4
4	Profit after Taxes		VND billion	427	(115)	330	291	282
	Year-over-Year Change		%	184.3	N/M	N/M	-11.8	-3.1
5	Tax Contribution	GRI 201-1: Direct economic value generated and distributed	VND billion	261	143	164	156	190
	Year-over-Year Change		%	252.0	-45.3	15.0	-4.9	21.6
6	Outstanding Loan Balance		VND billion	2,700	2,296	2,773	2,746	4,004
	Year-over-Year Change		%	114.8	-15.0	20.8	-1.0	45.8
7	Dividend Yield		%	35.0	0.0	11.5	10.0	10.0

Note: N/M = Not Meaningful

II. GOVERNANCE (G)

1. BOARD OF DIRECTORS MEMBERS

NO.	Metric	GRI Reference	Unit	2021	2022	2023	2024	2025
1	Board of Directors Members	GRI 2-9: Governance Structure and Composition	Person	7	8	8	8	8
2	Independent Board of Directors Members		Person	2	2	2	2	2
	Percentage of Independent Board of Director Members		%	28.6	25.0	25.0	25.0	25.0
3	Foreign National Board of Directors Members		Person	-	-	-	-	-
	Percentage of Foreign National Board of Directors Members		%	-	-	-	-	-
4	Female Board of Directors Members		Person	3	3	2	2	2
			%	42.9	37.5	25.0	25.0	25.0
5	Member Structure by Age		% <30 years old	-	-	12.0	12.0	12.0
			% 30-50 years old	100.0	100.0	88.0	75.0	75.0
			% >50 years old	0.0	0.0	0.0	13.0	13.0
6	Member Structure by Education Level		Masters (%)	86.0	88.0	88.0	88.0	88.0
			Bachelors (%)	14.0	12.0	12.0	12.0	12.0
			College (%)	-	-	-	-	-

2. BOARD OF DIRECTORS MEETINGS

NO.	Metric	GRI Reference	Unit	2021	2022	2023	2024	2025
1	Number of meetings hosted*	GRI 2-9: Governance Structure and Composition	No. of meetings	31	34	27	24	38
2	Average participation rate		%	99.0	97.0	100.0	100.0	99.0

Note: (*) including resolutions obtained by written consent, with four regular Board of Directors meetings held each year, one per quarter, in the first month following the end of each quarter.

3. MANAGEMENT PERSONNEL

NO.	Metric	GRI Reference	Unit	2021	2022	2023	2024	2025
1	Male Management Employees	GRI 2-7: Employees	Person	47	64	61	63	63
2	Female Management Employees		Person	44	55	56	60	58
3	Percentage of Female Management Employees		%	48.4	46.2	47.9	48.8	47.9

4. DATA PRIVACY

NO.	Metric	GRI Reference	Unit	2021	2022	2023	2024	2025
1	Issues regarding breach of data privacy	GRI 418: Customer Privacy	Issue	-	-	-	-	-

5.LEGAL COMPLIANCE WITH SECURITIES LAWS AND THE SECURITIES MARKET

NO.	Metric	GRI Reference	Unit	2021	2022	2023	2024	2025
1	Violations	GRI 2-27: Compliance with laws and regulations	Number of violations	-	1	-	-	-

6. STATUS OF DIGITAL TRANSFORMATION IMPLEMENTATION

NO.	Metric	GRI Reference	Unit		2021	2022	2023	2024	2025
1	Status of the implementation of digital transformation projects and information technology infrastructure for the 2021–2025 period		Projects	**Total number as planned for 2021–2025***	28	28	28	31	30
				Completed and went-live (cumulative)	1	3	10	15	19
				In the process of analyzing feasibility for execution	27	25	18	16	10**
2	Total cost of implementing digital transformation projects and upgrading information technology infrastructure		VND billion		30.0	47.3	30.1	50.3	25.6

Note:
(*) In May 2021, Rong Viet's Digital Transformation Project Board was established with 28 projects, including 26 digital initiatives and 2 IT infrastructure investment plans, to be implemented during the 2021–2025 period. By 2024, Rong Viet added 3 more projects, bringing the total to 31. However. during feasibility research and assessment, 1 project was found not to meet the implementation conditions and was removed from the portfolio. As a result, the total number of projects to be implemented in 2021–2025 was adjusted to 30.
(**) By the end of 2025, out of the 30 projects in the digital initiative portfolio, 19 had been completed and gone live, 10 were under feasibility study and implementation, and only 1 project was. after feasibility assessment, deemed unsuitable for implementation at that time.

III. SOCIAL (S)

1. CUSTOMER EXPERIENCE METRICS

NO.	Metric	GRI Reference	Unit	2021	2022	2023	2024	2025
1	Number of hiDragon Accounts (Cumulative)		Account	33	1,927	4,715	5,889	6,352
2	Number of eduDragon Accounts (Cumulative)		Account	-	4,388	10,803	12,443	15,993
3	Number of newly-revised iDragon Accounts (Cumulative)		Account	-	-	16,423	42,513	61,881
4	Number of smartDragon Accounts (Cumulative)		Account	-	708	3,209	5,074	6,167

2. CUSTOMER SATISFACTION METRICS

NO.	Metric	GRI Reference	Unit	2021	2022	2023	2024	2025
1	Customer Retention Rate		%	99.8	99.6	99.8	99.8	99.8

3. WORKFORCE STRUCTURE

NO.	Metric	GRI Reference	Unit	2021	2022	2023	2024	2025
1	Workforce structure by Gender	GRI 2-7: Employees	Person	380	446	433	422	411
			Male	191	230	223	213	205
			Female	189	216	210	209	206
			% male	50.3	51.6	51.5	50.5	49.9
			% female	49.7	48.4	48.5	49.5	50.1
2	Workforce structure by Age		% < 30 years old	48.7	46.8	42.5	41.7	38.2
			% 30-50 years old	50.0	51.9	56.1	56.4	59.6
			% > 50 years old	1.3	1.3	1.4	1.9	2.2
3	Workforce structure by Employment Status		Official Employee	380	446	433	422	411
			Unofficial Employee / Contractors	158	231	302	369	339
4	Workforce structure by Education Level		% Masters	11.8	10.3	3.0	9.2	8.1
			% Bachelors	81.1	83.2	94.6	84.1	86.1
			% College	3.9	3.6	9.4	3.8	3.2
			% Others	3.2	2.9	3.0	2.9	2.7
5	Workforce structure by Department		% Business/Sales	57.6	57.4	55.7	54.5	55.0
			% Business Support	15.5	17.5	19.4	19.2	19.0
			% Operations	19.8	17.9	18.2	19.2	19.0
			% Others	7.1	7.2	6.7	7.1	7.1
6	Workforce structure by Region (place of origin)		% North	32.4	32.7	31.2	30.6	30.2
			% Central	25.5	26.5	27.3	27.3	26.8
			% South	41.1	40.1	41.1	41.5	42.6

4. RECRUITMENT

NO.	Metric	GRI Reference	Unit	2021	2022	2023	2024	2025
1	Number of new recruits within the year	GRI 401-1: New employee hires and employee turnover	Person	165	192	97	76	52
			Male	82	100	57	46	29
			Female	83	92	40	31	23
			% male	49.7	52.1	58.8	60.5	55.8
			% female	50.3	47.9	41.2	40.8	44.2
2	Resigned employees by Gender		% male	54.5	46.4	58.6	63.2	58.7
			% female	45.5	53.6	41.4	36.8	41.3
3	Resigned employees by Department		% Business/Sales	50.9	66.4	78.4	67.8	63.5
			% Business Support	18.2	10.4	9.0	18.4	22.2
			% Operations	21.8	15.2	8.1	13.8	12.7
			% Others	9.1	8.0	4.5	0.0	1.6
4	Resigned employees by Age		% < 30 years old	58.2	65.6	56.8	47.1	66.7
			% 30-40 years old	25.4	28.8	30.6	49.4	27.0
			% 40-50 years old	16.4	4.8	11.7	3.5	6.3
			% > 50 years old	0.0	0.8	0.9	0.0	0.0
5	Intern-to-employee conversion rate	GRI 2-7: Employees	% male	13.0	11.0	7.0	7.0	31.0
			% female	14.0	8.0	1.0	3.0	19.0
6	New hires by age group		% < 30 years old	73.9	63.5	61.0	69.0	78.8
			% 30-40 years old	20.0	29.7	35.0	27.0	17.3
			% 40-50 years old	5.5	6.8	4.0	4.0	3.8
			% > 50 years old	0.6	0.0	0.0	0.0	0.0
7	New hires by department		% Business/Sales	59.4	64.0	70.0	65.0	69.2
			% Business Support	15.2	9.0	17.0	14.0	15.4
			% Operations	18.2	20.0	11.0	21.0	11.5
			% Others	-	-	-	-	3.8

5. AVERAGE EMPLOYEE TENURE

NO.	Metric	GRI Reference	Unit	2021	2022	2023	2024	2025
1	Male	GRI 2-7: Employees	Year	4.0	4.0	4.7	5.3	6.0
2	Female		Year	4.6	4.4	5.1	5.8	6.4

6. PARENTAL LEAVE

NO.	Metric	GRI Reference	Unit	2021	2022	2023	2024	2025
1	Number of employees on parental leave	GRI 401-3: Parental Leave	Female (Person)	13	13	15	23	15
			Male (Person)	11	4	11	16	12
2	Maternity allowance		VND million	228	137	256	528	401
3	Return-to-work rate after maternity leave		%	100.0	92.0	80.0	100.0	89.0

7. SUPPLEMENTARY INSURANCE PROGRAM

NO.	Metric	GRI Reference	Unit	2021	2022	2023	2024	2025
1	Employees covered by supplementary health insurance/ total official employees		%	100.0	100.0	100.0	100.0	100.0

8. MANDATORY INSURANCE PROGRAM

NO.	Metric	GRI Reference	Unit	2021	2022	2023	2024	2025
1	Mandatory insurance coverage rate*		%	91.0	95.0	96.0	98.0	97.5

*Note: * This rate does not reach 100% because it includes probationary employees and employees who are contributing to social insurance at two different workplaces.*

9. OTHER WORK-RELATED METRICS

STT	Chỉ tiêu đo lường	Tham chiếu GRI	Đơn vị	2021	2022	2023	2024	2025
1	Time-losing-injury occurrence rate	GRI 403-9: Work-related injuries	%	-	-	-	-	-
2	Average monthly overtime hours		Hour	11.8	11.1	8.1	8.0	8.7
3	Average annual leave days used	GRI 401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees	Day/Employee/ Year	6.5	8.4	8.9	9.2	10.9
4	Average sick leave days used per year		Day	2.5	3.0	2.3	2.3	2.3
5	Annual leave days utilization rate	GRI 401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees	%	85.0	97.0	96.0	98.0	96.3
6	Average salary per employee		VND million/ Person/ Month	46	41	36	35	35
7	Total average direct personnel cost		Total - Unit: VND million				416.1	446.6
			Female - Unit: VND million				370.0	403.6
			Male - Unit: VND million				461.4	485.5

10. EDUCATION AND TRANING

NO.	Metric	GRI Reference	Unit	2021	2022	2023	2024	2025
1	Total training hours during the year	GRI 404-1: Average hours of traninig per year per employee	Hours	9.741	18.411	20.094	27.887	13.988*
2	Number of training courses	GRI 404–2: Programs for upgrading employee skills and transition assistance program	Traning Course	48	47	115	129	130
3	Average training hours per employee	GRI 404-1: Average hours of traninig per year per employee	Hour/ Person	30	45	46	66	34
4	Total training cost during the year	GRI 404–2: Programs for upgrading employee skills and transition assistance program	VND million	621	742	815	907	342*
5	Average training cost per employee	GRI 404-1: Average hours of traninig per year per employee	VND million/ Person	2.2	1.8	1.9	2.1	0.8

Note: In 2025, total training hours and training costs decreased compared with 2024. although the number of courses increased, mainly because the Company intensified the use of internal trainers and implemented training programs tailored to the actual needs of each Unit, thereby optimizing training resources and costs while still ensuring training quality and effectiveness.

11. SOCIAL CONTRIBUTION EXPENSES

NO.	Metric	GRI Reference	Unit	2021	2022	2023	2024	2025
1	**Total contributions made**	GRI 413-1: Operations with local community engagement. impact assessments, and development programs	**VND million**	**6,469**	**1,115**	**1,962**	**4,460**	**4,054**
1.1	+Support for education and youth development		VND million	311	486	979	1,710	1,722
1.2	+Support for education and youth development		VND million	220	439	313	478	1,308
1.3	+Disaster relief and environmental improvement		VND million	5,583	-	-	1,252	517
1.4	+Cultural development and community engagement		VND million	355	190	670	1,020	507

12. CHARITY EVENTS

NO.	Metric	GRI Reference	Unit	2021	2022	2023	2024	2025
1	Number of employees participating in the volunteer activity "Accompanying Students to School – Fulfilling Dreams"	GRI 413-1: Operations with local community engagement. impact assessments, and development programs	Person	-	51	53	88	28
2	Number of employees participating in the volunteer activity "Sharing Love"		Person	-	22	51	59	81
3	Total sponsorship for the "Accompanying Students to School – Fulfilling Dreams" program		VND million	311	316	578	673	569
4	Total sponsorship for the "Sharing Love" program		VND million	220	439	291	406	445
5	Number of employees participating in the Company's annual volunteer activities (*)		Person	-	73	104	147	109
6	Number of beneficiaries from the programs (**)		Unit	20	12	34	20	25

Note:
** The number of employees participating in volunteer activities in 2021 was not fully recorded because that was the year of the Covid-19 pandemic.*
*** The beneficiaries from the programs are units that directly or indirectly received transfers or contributions from Rong Viet.*

13. "RONGVIET INVEST" COMPETITION

NO.	Metric	GRI Reference	Unit	2021	2022	2023	2024	2025
1	Number of universities and colleges organizing educational sessions within the competition framework	GRI 413-1: Operations with local community engagement. impact assessments, and development programs	School	-	-	25	24	30
2	Number of students participating in the educational sessions within the competition framework		Student	-	-	> 8,000	> 8,000	4,000
3	Number of students participating in the competition		Student	-	-	> 1,000	~ 5,000	> 4,000

14. "MONEY DOES NOT GROW ON TREES" PROGRAM

NO.	Metric	GRI Reference	Unit	2021	2022	2023	2024	2025
1	Number of workshops organized	GRI 413-1: Operations with local community engagement. impact assessments, and development programs		-	-	-	40	4
2	Number of students and parents participating in the workshop		Person	-	-	-	1,300	103

IV. ENVIRONMENTAL (E)

1. ENERGY

NO.	Metric	GRI Reference	Unit	2021	2022	2023	2024	2025
1	Fossil fuel energy consumed	GRI 302-1: Energy consumption within the organization	GJ	554	846	1,007	1,126	1,117
2	Electricity consumed		GJ	2,037	2,449	2,604	2,422	2,344
3	Total energy consumed		GJ	2,592	3,295	3,611	3,548	3,461
4	Energy intensity per employee		GJ/ Person	6.8	7.4	8.3	8.4	8.4
5	Energy intensity per revenue		GJ/ VND billion	2.5	3.8	4.3	3.4	3.2

NO.	Metric	GRI Reference	Unit	2021	2022	2023	2024	2025
6	Fossil fuel expense	GRI 302-1: Energy consumption within the organization	VND million	363	697	728	799	712
7	Electricity expense		VND million	2,291	2,699	2,890	2,711	2,628
8	Total energy expenses		VND million	2,654	3,396	3,618	3,509	3,340
9	Total energy expenses as percentage of sales		%	0.25	0.39	0.44	0.34	0.30

2. GREENHOUSE GAS EMISSIONS

NO.	Metric	GRI Reference	Unit	2021	2022	2023	2024	2025
1	Direct Scope 1 emissions – Fossil fuels	GRI 305–1: Direct (Scope 1) GHG emissions	Ton of CO2	38.4	58.6	69.8	78.0	77.4
2	Indirect Scope 2 emissions - Electricity	GRI 305–2: Energy indirect (Scope 2) GHG emissions	Ton of CO2	1.3	1.6	1.7	1.6	1.5
3	Total Scope 1 and Scope 2 emissions	GRI 305–1: Direct (Scope 1) GHG emissions and GRI 305–2: Energy indirect (Scope 2) GHG emissions	Ton of CO2	39.8	60.2	71.5	79.6	79.0
4	Emissions intensity per employees	GRI 305-4: GHG emissions intensity	Ton of CO2/ Person	0.1	0.1	0.2	0.2	0.2
5	Emissions intensity per Operating Profit	GRI 305-4: GHG emissions intensity	Ton of CO2/ VND billion	0.039	0.073	0.093	0.081	0.076

3. WATER AND WASTEWATER

NO.	Metric	GRI Reference	Unit	2021	2022	2023	2024	2025
1	Drinking water	GRI 303-3: Water consumption	Liter	52,248	80,268	87,062	97,327	94,012
2	Domestic water (including rental and service fees)		Liter	-	-	-	-	-
3	Total water consumed		Liter	52,248	80,268	87,062	97,327	94,012
4	Water consumption intensity per employee		Liter/ Person	137.5	180.0	201.1	230.6	228.7
5	Water consumption intensity per operating profit		Liter/ VND million	0.051	0.098	0.113	0.099	0.090
6	Drinking water cost		VND million	115	184	220	250	232
7	Domestic water cost		VND million	-	-	-	-	-
8	Total water cost		VND million	115	184	220	250	232
9	Cost as a percentage of total revenue		%	11.0	21.4	26.5	24.0	21.2

4. MATERIALS

NO.	Metric	GRI Reference	Unit	2021	2022	2023	2024	2025
1	Printing Paper	GRI 301–1: Materials used by weight or volume	Kg	1,806	2,028	1,680	1,800	1,578
2	Toilet paper (included in office rental costs)		Kg	-	-	-	-	-
3	Paper used in the office		Kg	128	265	209	179	175
4	Total paper consumed		Kg	1,934	2,293	1,889	1,979	1,753
5	Paper consumption intensity per employee		Kg/ Person	5.1	5.1	4.4	4.7	4.3
6	Paper consumption intensity per operating profit		kg/ VND billion	1.892	2.787	2.446	2.004	1.683

5. ENVIRONMENTAL COMPLIANCE

NO.	Metric	GRI Reference	Unit	2021	2022	2023	2024	2025
1	Number of environmental compliance violations	GRI 2-27: Compliance with laws and regulations	Violations	-	-	-	-	-