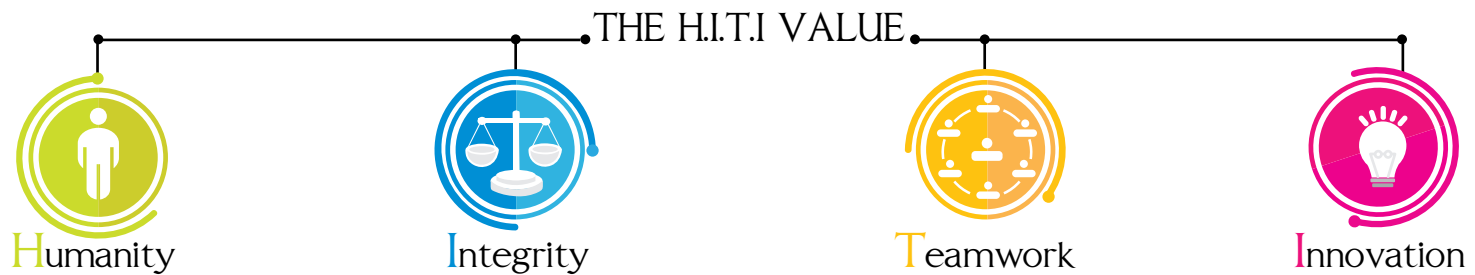


THE MANIFESTO OF P2P

P2P Marketing Communications Co., Ltd (referred to as P2P) is a human-centered and driven marketing service company. We run this business for everyone. The core value of P2P is humanity in management and business. Everyone Matters is our operating philosophy, a guideline in behavior and action, built on the foundation of H.I.T.I. (Humanity - Integrity - Teamwork - Innovation)



OUR COMMITMENT

- Pursue and maintain these 4 values in running the company and conducting our business activities with the company internally, customers, suppliers, and with the community and local government where P2P's branches are located.
- Respect the laws of Vietnam and international rules and standards related to workers, the environment, and the prevention of corruption and bribery as the Universal Declaration of Human Rights, the Declaration of the Organization International Union for Fundamental Principles and Rights at Work, and the United Nations Global Compact. P2P supports Transparency International's activities.
- Preserve and promote an open and equal work culture for everyone in any position within the company. All employees are valued and inspired to do the best they can.
- Maintain transparency, do not give bribes, and persevere in implementing effective anti-corruption measures. We are ready to cooperate with authorities, NGOs, client companies, suppliers, or anyone in the prevention of bribery.