

*Da Nang, date 30 July 2025.*

No: : 3007A/BCQT-HĐQT

**REPORT ON CORPORATE GOVERNANCE**  
(First 6 Months of 2025)

**To: - State Securities Commission;  
- Stock Exchange;**

- Name of public company: 40 Investment and Construction Joint Stock Company
- Head office address: 201/58 Nguyen Xi, Ward 26, Binh Thanh District, Ho Chi Minh City
- Telephone: (028) 3899 0099 Fax: (028) 3511 7533 Email: ir.l40.vn@gmail.com
- Charter capital: 108,000,000,000 VND
- Stock code: L40
- Corporate governance model: General Meeting of Shareholders, Board of Directors, Supervisory Board, and General Director.
- Regarding the implementation of the internal audit function: Implemented.

**I. Activities of the General Meeting of Shareholders**

In 2024, the Company held 02 meetings: the 23rd Annual General Meeting of Shareholders and the Extraordinary General Meeting of Shareholders in 2024:

| No. | ation/Decision<br>Number<br>Decision | Date       | Content   |
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| 01  | 001/2025/NQ-<br>ĐHĐCĐ-BT             | 07/03/2025 | <b>Article 1:</b> Approval of Submission No. 001/TTr/GMS-BT: Dismissal of a member of the Board of Directors for the 2021–2025 term.<br><b>Article 2:</b> Approval of Submission No. 002/TTr/GMS-BT: Election of members to the Board of Directors for the 2025–2029 term.<br><b>Article 3:</b> Approval of Submission No. 003/TTr/GMS-BT: Investment plan to acquire shares of Ha My Complex Joint Stock Company.<br><b>Article 4:</b> Approval of the change of the legal representative on the Business Registration Certificate.<br><b>Article 5:</b> Results of the additional election of members to the Board of Directors for the 2021–2025 term:<br>Mr. Đỗ Tấn Cường<br>Mr. Trần Việt Thắng<br>Mr. Đỗ Tấn Vũ<br>Mr. Bùi Đỗ Linh<br>Mr. Đinh Văn Xuân |



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| 02 | 28042025/NQ-DHĐCĐ/L40 | 28/04/2025 | <p><b>Article 1:</b> Approval of the Report of the Board of Directors in 2024</p> <p>The General Meeting voted to approve with the number of approving shares being 2.133.600 accounting for 100% of the total number of voting shares attending the General Meeting.</p> <p><b>Article 2:</b> Approval of the Report of the Board of Supervisors</p> <p>The General Meeting voted to approve with the number of approving shares being 2.133.600 accounting for 100% of the total number of voting shares attending the General Meeting.</p> <p><b>Article 3:</b> Approval of the Report of the Board of Management in 2024 and Plan for 2025</p> <p>The General Meeting voted to approve with the number of approving shares being 2.133.600 accounting for 100% of the total number of voting shares attending the General Meeting.</p> <p><b>Article 4:</b> Approval of the Submission to approve the audited financial statements for 2024</p> <p>The General Meeting voted to approve with the number of approving shares being 2.133.600 accounting for 100% of the total number of voting shares attending the General Meeting.</p> <p><b>Article 5:</b> Approval of the Submission on Results of production and business activities in 2024 and Profit distribution in 2024</p> <p>The General Meeting voted to approve with the number of approving shares being 2.133.600 accounting for 100% of the total number of voting shares attending the General Meeting.</p> <p><b>Article 6:</b> Approval of the Submission to select the auditing firm for the 2025 financial statements</p> <p>The General Meeting voted to approve with the number of approving shares being 2.133.600 accounting for 100% of the total number of voting shares attending the General Meeting.</p> <p><b>Article 7:</b> Approval of the Submission on the remuneration plan for the Board of Directors,</p> <p>Member of the Board of Supervisors The General Meeting voted to approve with the number of approving shares being 2.133.600 accounting for 100% of the total number of voting shares attending the General Meeting.</p> <p><b>Article 8:</b> Approval of the Submission to change business lines</p> <p>Member of the Board of Supervisors The General Meeting voted to approve with the number of approving shares being 2.133.600 accounting for 100% of the total number of voting shares attending the General Meeting.</p> <p><b>Article 9:</b> Approval of the Submission to change the head office address of 40 Investment And Construction JSC</p> <p>The General Meeting voted to approve with the number of approving shares being 2.133.600 accounting for 100% of the</p> |
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|  |  | <p>total number of voting shares attending the General Meeting.</p> <p><b>Article 10:</b> Approval of the Submission to dismiss members of the Board of Directors for the term of 2021 -2025</p> <p>The General Meeting voted to approve with the number of approving shares being 2.133.600 accounting for 100% of the total number of voting shares attending the General Meeting</p> <p><b>Article 11:</b> Approval of the Submission to elect additional members of the Board of Directors for the term of 2021-2025</p> <p>Approving the list of candidates for members of the Board of Directors including:</p> <ol style="list-style-type: none"> <li>1. Mr. Phan Anh (Curriculum vitae attached)</li> </ol> <p>The General Meeting voted to approve with the number of approving shares being 2.133.600 accounting for 100% of the total number of voting shares attending the General Meeting</p> <p><b>Article 12:</b> Approval of the Submission to dismiss members of the BOS for the term of 2021 - 2025</p> <p>The General Meeting voted to approve with the number of shares in favor being 2.133.600 accounting for 100% of the shares with voting rights attending the General Meeting.</p> <p><b>Article 13:</b> Approval of the Submission to elect additional members of the BOS for the term of 2021-2025</p> <p>Approving the list of candidates for the Supervisory Board, including:</p> <ol style="list-style-type: none"> <li>1. Mr. Phan Thanh Hung</li> <li>2. Mr. Tran Van Hung</li> <li>3. Mr. Nguyen Le Duy</li> </ol> <p>The General Meeting voted to approve with the number of shares in favor being 2.133.600 accounting for 100% of the shares with voting rights attending the General Meeting.</p> <p><b>Article 14:</b> Approval of the Submission to issue shares to increase the share capital from equity</p> <p>The General Meeting voted to approve with the number of shares in favor being 2.133.600 accounting for 100% of the shares with voting rights attending the General Meeting.</p> <p><b>Article 15:</b> Approval of the Submission to offer private placement of shares</p> <p>The General Meeting voted to approve with the number of shares in favor being 2.133.600 accounting for 100% of the shares with voting rights attending the General Meeting.</p> <p><b>ELECTION RESULTS:</b></p> <p><b>Election results for additional Member of the Board of Directors' members for the term 2021 -2025:</b></p> <ol style="list-style-type: none"> <li>1. Mr. Phan Anh</li> </ol> <p><b>Election results for additional Board of Supervisors for the term 2021 -2025:</b></p> <ol style="list-style-type: none"> <li>1. Mr. Phan Thanh Hung</li> </ol> |
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|  |  | 2. Mr. Tran Van Hung<br>3. Mr. Nguyen Le Duy |
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## II. Board of Directors:

### 1. Information on members of the Board of Directors (BOD)

| No. | Member of the Board of Directors | Position  | Start Date/End Date as Member/Independent Member, Board of Directors |                   |
|-----|----------------------------------|---|--|-------------------|
|     |                                  |   | Date of Appointment  | Date of Dismissal |
| 1   | Le Dinh Hien                     | Non-Executive Chairman of the Board                   | 22/12/2015   | 07/03/2025        |
| 2   | Ha Huy Khanh                     | Non-Executive Member of the Board of Directors        | May 2012   | 07/03/2025        |
| 3   | Tran Bac Viet                    | Non-Executive Member of the Board of Directors        | 01/28/2022   | 07/03/2025        |
| 4   | Anselm Wong Siem Shen            | Non-Executive Member of the Board of Directors        | 11/26/2024   | 07/03/2025        |
| 5   | Ngoi Gia Tien                    | Non-Executive Member of the Board of Directors        | 11/26/2024   | 07/03/2025        |
| 6   | Do Tan Cuong                     | Non-Executive Chairman of the Board                   | 07/03/2025   |                   |
| 7   | Bui Do Linh                      | Non-Executive Member of the Board of Directors        | 07/03/2025   |                   |
| 8   | Tran Viet Thang                  | Independent Member of the Board of Directors          | 07/03/2025   |                   |
| 9   | Do Tan Vu                        | Member of the Board of Directors                      | 07/03/2025   | 28/04/2025        |
| 10  | Dinh Van Xuan                    | Member of the Board of Directors and General Director | 07/03/2025   |                   |
| 11  | Phan Anh                         | Independent Member of the Board of                    | 28/04/2025   |                   |



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|  |  | Directors |  |  |
|--|--|-----------|--|--|

## 2. BOD Meetings: In 2024, the Board of Directors held 11 meetings.

| No. | Member BOD      | Number of Board Meetings Attended | Meeting Attendance Rate | Reason for Absence from the meeting |
|-----|-----------------|-----------------------------------|-------------------------|-------------------------------------|
| 1   | Le Dinh Hien    | 4/4                               | 100%                    | Dismissed by the GMS on 07/03/2025  |
| 2   | Ha Huy Khanh    | 4/4                               | 100%                    |                                     |
| 3   | Tran Bac Viet   | 4/4                               | 100%                    |                                     |
| 4   | Ngo Van Minh    | 0/4                               | 100%                    |                                     |
| 5   | Hau Van Tuan    | 0/4                               | 100%                    |                                     |
| 6   | Do Tan Cuong    | 11/11                             | 100%                    |                                     |
| 7   | Bui Do Linh     | 11/11                             | 100%                    |                                     |
| 8   | Tran Viet Thang | 0/11                              | 0%                      |                                     |
| 9   | Do Tan Vu       | 6/6                               | 100%                    | Dismissed by the GMS on 28/04/2025  |
| 10  | Dinh Van Xuan   | 11/11                             | 100%                    |                                     |
| 11  | Phan Anh        | 11/11                             | 100%                    |                                     |

## 3. BOD's supervision of the General Director's Board:

The Board of Directors (BOD) has consistently taken a proactive role in supervising, inspecting, and urging the implementation of tasks by the General Director, departments, and affiliated units to ensure that all Company activities are carried out in accordance with the Resolutions of the General Meeting of Shareholders and the BOD, while complying with legal regulations and the Company's Charter. At the same time, the BOD aims to maintain a balance between the interests of shareholders and those of the enterprise.

The BOD holds regular meetings with the General Director, inviting representatives of the Supervisory Board to attend, in order to receive updates on business operations, listen to management reports, and promptly develop solutions to ensure the timely implementation of the Company's plans. In 2025, to better align with the Company's overall development orientation, the BOD made adjustments to the executive leadership structure. The BOD believes that this change will contribute to the Company's stable and sustainable growth.

Under the close guidance and supervision of the BOD, the General Director has diligently assigned specific tasks to individual team members and ensured timely and comprehensive reporting on performance results, arising issues, and proposed solutions for the BOD's review and decision within its authority.



#### 4. Activities of sub-committees of the Board of Directors (if any):

The Board of Directors has not yet established any subcommittees under the BOD but has instead assigned individual members of the Board to be in charge of specific areas.

#### 5. Resolutions/Decisions of the Board of Directors:

| No. | Resolution/Decision Number | Date       | Content  | Approval Rate |
|-----|----------------------------|------------|--|---------------|
| 1   | 01/2025/NQ-HĐQT/L40        | 15/01/2025 | <p><b>Article 1:</b> The Board of Directors unanimously approves the business results for Q4 and the full year 2024.</p> <p><b>Article 2:</b> The Board of Directors discusses and unanimously approves the 2025 business plan, to be submitted to the 2025 Annual General Meeting of Shareholders for approval.</p> <p><b>Article 3:</b> The Board of Directors discusses and unanimously approves the 13th-month salary and supplementary salary for 2024.</p> <p><b>Article 4:</b> The Board of Directors discusses and unanimously approves the cancellation of the record date (January 20, 2025) for exercising the right to attend the Extraordinary General Meeting of Shareholders.</p> <p>Reason for cancellation: Due to the proximity to the Lunar New Year, departments are busy with year-end reporting and cannot adequately prepare the meeting documents.</p> <p><b>Article 5:</b> In the event of any discrepancies between the contents of this Resolution and previous Resolutions, the contents of this Resolution shall prevail and supersede all prior related provisions.</p>  | 100%          |
| 2   | 01A/2025/NQ-HĐQT/L40       | 15/01/2025 | <p><b>Article 1:</b> The Board of Directors discusses and unanimously agrees to convene the 1st Extraordinary General Meeting of Shareholders in 2025 as follows:</p> <ul style="list-style-type: none"><li>Record date for determining the list of shareholders entitled to attend the meeting: February 5, 2025</li><li>Expected agenda:<ul style="list-style-type: none"><li>Consolidation of the Board of Directors' personnel structure</li><li>Other matters within the authority of the General Meeting of Shareholders</li></ul></li><li>Expected date of the Extraordinary General Meeting: March 2025 (specific date to be provided in the invitation letter)</li><li>Meeting venue: To be specified in the invitation letter</li><li>The Board of Directors authorizes the Chairman of the Board to approve the time, agenda, contents, and materials for the organization of the 1st Extraordinary General Meeting of Shareholders in 2025.</li></ul> <p><b>Article 2:</b> In the event of any discrepancies between the contents of this Resolution and previous Resolutions, the contents of this Resolution shall prevail and supersede all prior related provisions.</p> | 100%          |
| 3   | 02/2025/NQ-HĐQT/L40        | 10/02/2025 | <p><b>Article 1:</b></p>   | 100%          |



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|   |                     | <p>The Board of Directors unanimously agrees to convene the 1st Extraordinary General Meeting of Shareholders in 2025 at 13:30 on March 7, 2025. Details are provided in the Meeting Invitation dated February 10, 2025 (attached).</p> <p><b>Article 2:</b></p> <p>The Board of Directors unanimously agrees to establish and assign responsibilities to the Shareholder Eligibility Verification Committee for the 1st Extraordinary General Meeting of Shareholders in 2025 as follows:</p> <ul style="list-style-type: none"><li>• Mr. Phạm Văn Hoàn – Deputy General Director – Head of the Committee</li><li>• Mr. Nguyễn Văn Thắng – Deputy Head of Planning – Engineering Department – Member</li><li>• Ms. Lê Thị Thủy – Head of Finance – Administration Department – Member</li></ul> <p><b>Article 3:</b></p> <p>The Board of Directors unanimously approves the documents to be presented at the 1st Extraordinary General Meeting of Shareholders in 2025, including:</p> <p><b>3.1</b> Draft assignments for the Voting Committee and the Secretariat:</p> <ul style="list-style-type: none"><li>• Voting Committee:<ul style="list-style-type: none"><li>◦ Mr. Phạm Văn Hoàn – Head</li><li>◦ Mr. Nguyễn Văn Thắng – Member</li><li>◦ Ms. Trần Thị Hiệu – Member</li></ul></li><li>• Secretariat:<ul style="list-style-type: none"><li>◦ Ms. Lê Thị Thủy</li></ul></li></ul> <p><b>3.2</b> Draft agenda, draft Rules of Operation of the 1st Extraordinary General Meeting of Shareholders in 2025, draft Regulations on nomination, candidacy, and election of additional members to the Board of Directors for the 2021–2025 term, and other draft documents to serve the 1st Extraordinary General Meeting of Shareholders in 2025.</p> <p><b>3.3</b> Agreed contents of the proposals to be submitted to the Extraordinary General Meeting of Shareholders:</p> <ul style="list-style-type: none"><li>• Proposal No. 001/TTr/DHĐCĐ-BT: Dismissal of a member of the Board of Directors for the 2021–2025 term</li><li>• Proposal No. 002/TTr/DHĐCĐ-BT: Election of an additional member to the Board of Directors for the 2021–2025 term</li><li>• Proposal No. 003/TTr/DHĐCĐ-BT: Investment plan to acquire shares in Hà Mỹ Complex Joint Stock Company</li><li>• Other matters under the authority of the General Meeting of Shareholders (if any).</li></ul> |   |      |
| 4 | 03/2025/NQ-HĐQT/L40 | 28/02/2025  | <p><b>Article 1:</b></p> <p>The Board of Directors approves the list of candidates for the election of additional members to the Board of Directors at the 1st Extraordinary General Meeting of Shareholders of 40 Investment and</p> | 100% |



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|   |                       |            | <p>Construction Joint Stock Company, including:</p> <ul style="list-style-type: none"> <li>• Mr. Trần Việt Thắng</li> <li>• Mr. Đỗ Tấn Cường</li> </ul> <p><b>Article 2:</b><br/>The Board of Directors approves the adjustment and update of the documents for the 1st Extraordinary General Meeting of Shareholders, specifically the Proposal on the Election of Additional Members to the Board of Directors for the 2021–2025 term.</p>   |      |
| 5 | 04/2025/NQ-HĐQT/L40   | 07/03/2025 | <p><b>Article 1:</b> The Board of Directors unanimously agrees to revoke Proposal No. 002/TTr/ĐHĐCĐ-BT dated February 10, 2025, and replace it with Proposal No. 002A/TTr/ĐHĐCĐ-BT to be submitted to the 1st Extraordinary General Meeting of Shareholders in 2025 (attached).</p>  | 100% |
| 6 | 0703/2025/NQ-HĐQT/L40 | 07/03/2025 | <p><b>Article 1:</b><br/>The Board of Directors unanimously elects Mr. Đỗ Tấn Cường, Member of the Board of Directors for the 2021–2025 term, as Chairman of the Board of Directors and Legal Representative of 40 Investment and Construction Joint Stock Company, effective from March 7, 2025, until further notice from the Board of Directors.</p> <p><b>Article 2:</b><br/>The Board of Directors unanimously agrees to dismiss Mr. Nguyễn Văn Sơn from the position of General Director of 40 Investment and Construction Joint Stock Company, effective from March 7, 2025.</p> <p><b>Article 3:</b><br/>The Board of Directors unanimously appoints Mr. Đinh Văn Xuân as General Director and Legal Representative of 40 Investment and Construction Joint Stock Company, with a term commencing from March 7, 2025, until further notice from the Board of Directors.</p> <p><b>Article 4:</b><br/>The Board of Directors approves the plan for convening the 2025 Annual General Meeting of Shareholders (AGM) of 40 Investment and Construction Joint Stock Company as follows:</p> <ul style="list-style-type: none"> <li>• Record date for finalizing the list of shareholders eligible to attend the AGM: March 28, 2025</li> <li>• Expected date of the AGM: April 2025. The specific date will be announced in the invitation letter.</li> <li>• Expected venue: To be specified in the invitation letter.</li> <li>• Expected agenda and contents: To approve matters within the authority of the General Meeting of Shareholders. Detailed contents will be included in the invitation letter.</li> </ul> <p>The Board of Directors authorizes the Chairman to approve the date, agenda, contents, and supporting documents for organizing the 2025 Annual General Meeting of Shareholders of 40 Investment and Construction Joint Stock Company.</p> | 100% |
| 7 | 1303/2025/NQ-HĐQT/L40 | 13/03/2025 | <p><b>Article 1:</b><br/>The Board of Directors ("BoD") unanimously agrees to carry out the</p>  | 100% |



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|   |                       | <p>transaction of transferring the ownership of a property, including land use rights and the assets attached to the land, specifically as follows:</p> <ul style="list-style-type: none"> <li>• Land lot No.: 60, Map sheet No.: 71</li> <li>• Area: 167.4 m<sup>2</sup></li> <li>• Land Use Right Certificate No.: BS699593 dated August 12, 2014</li> <li>• Assets attached to the land: Office building constructed under the following construction permits: <ul style="list-style-type: none"> <li>◦ Permit No. 1142/GPXD</li> <li>◦ Document No. 382/XN-UBND-QLĐT</li> <li>◦ Permit No. 1061/GPXD</li> <li>◦ Document No. 826/XN-UBND-QLĐT</li> </ul> </li> </ul> <p>Transferee:<br/> 40.10 Investment and Construction Joint Stock Company<br/> Representative: Mr. Ngô Văn Minh<br/> Position: Chairman of the Board of Directors, Legal Representative<br/> Citizen ID No.: 001086011527<br/> Address: 17, Group 2, Giap Nhat, Nhan Chinh Ward, Thanh Xuan District, Hanoi</p> <p><b>Article 2:</b><br/> The Board of Directors unanimously authorizes Mr. Đỗ Tấn Cường, Chairman of the Board of Directors, to perform all related tasks concerning the above-mentioned asset transfer.</p> |      |
| 8 | 1703/2025/NQ-HĐQT/L40 | <p>17/03/2025</p> <p><b>Article 1:</b><br/> The Board of Directors ("BoD") resolves to appoint Mr. Bùi Thanh Tuấn to replace Mr. Nguyễn Thành Trung as Chief Accountant for the term from March 17, 2025 to March 17, 2030.</p> <p><b>Article 2:</b><br/> The BoD resolves to appoint Mr. Nguyễn Minh Sang to replace Ms. Lê Thị Thúy as the Person in charge of corporate governance for the term from March 17, 2025 to March 17, 2030.</p> <p><b>Article 3:</b><br/> The BoD resolves to appoint Mr. Nguyễn Minh Sang to replace Ms. Lê Thị Thúy as Company Secretary for the term from March 17, 2025 to March 17, 2030.</p> <p><b>Article 4:</b><br/> The BoD resolves to appoint Mr. Nguyễn Văn Sơn as Deputy General Director for the term from March 17, 2025 to March 17, 2030.</p>   | 100% |



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| 9  | 1703B/2025/NQ-HĐQT/L40   | 17/03/2025 | <p><b>Article 1:</b> The Board of Directors ("BoD") resolves to appoint Mr. Nguyễn Văn Sơn to the position of Deputy Director of 40 Investment and Construction Joint Stock Company, with the following details:</p> <ul style="list-style-type: none"> <li>Citizen ID No.: 04270013606, issued on July 10, 2021 by the Police Department for Administrative Management of Social Order;</li> <li>Address: 649/24B Điện Biên Phủ Street, Ward 25, Bình Thạnh District, Ho Chi Minh City.</li> </ul>  | 100  |
| 10 | 010804/2025/NQ-HĐQT/L40  | 08/04/2025 | <p><b>Article 1:</b><br/>The Board of Directors unanimously agrees to convene the 2025 Annual General Meeting of Shareholders at 08:00 a.m. on April 28, 2025.</p> <p><b>Article 2:</b><br/>The Board of Directors unanimously approves the documents to be submitted to the 2025 Annual General Meeting of Shareholders.</p>  | 100% |
| 11 | 2604/2025/NQ-HĐQT/L40    | 26/04/2025 | <p><b>Article 1:</b><br/>The Board of Directors unanimously resolves to revise the documents for the 2025 Annual General Meeting of Shareholders.</p> <p><b>Article 2:</b><br/>The Board of Directors unanimously approves the nomination of Mr. Phan Anh as a candidate for the Board of Directors.</p> <p><b>Article 3:</b><br/>The Board of Directors unanimously approves the list of nominees for the Supervisory Board, as follows:</p> <ul style="list-style-type: none"> <li>Mr. Phan Thanh Hung</li> <li>Mr. Trần Văn Hung</li> <li>Mr. Nguyễn Lê Duy</li> </ul>  | 100% |
| 12 | 0305/NQ-HĐQT/PHNVCSH/L40 | 05/03/2025 | <p><b>Article 1.</b> Approval of the details for implementing the share issuance plan to increase charter capital from owner's equity</p> <p>The Board of Directors of 40 Investment and Construction Joint Stock Company unanimously approves the implementation of the share issuance plan to increase charter capital from owner's equity, as approved by the General Meeting of Shareholders in Resolution No. 28042025/NQ-ĐHĐCĐ/L40 dated April 28, 2025, with the following details:</p> <ol style="list-style-type: none"> <li>Name of shares: Shares of 40 Investment and Construction Joint Stock Company</li> <li>Type of shares: Common shares</li> <li>Stock code: L40</li> <li>Par value: VND 10,000 per share</li> <li>Number of shares issued: 3,600,000 shares</li> <li>Number of treasury shares: 0 shares</li> </ol> | 100% |



7. Number of outstanding shares: 3,600,000 shares
8. Number of shares expected to be issued: 7,200,000 shares
9. Total par value of expected issuance: VND 72,000,000,000
10. Issuance ratio (new shares/outstanding shares): 200%
11. Rights exercise ratio: 1:2 (For each share held, shareholders will receive one right. One right entitles the holder to receive two new shares.)
12. Purpose of issuance: To increase charter capital from owner's equity
13. Source of capital: Undistributed after-tax profit, share premium, and Development Investment Fund as per the audited 2024 financial statements:

| No. | Source of capital              | Amount (VND)          |
|-----|--------------------------------|-----------------------|
| 1   | Undistributed after-tax profit | 51,658,000,000        |
| 2   | Share premium                  | 11,616,000,000        |
| 3   | Development Investment Fund    | 8,726,000,000         |
|     | <b>Total</b>                   | <b>72,000,000,000</b> |

14. Expected issuance time: In 2025, after receiving a confirmation from the State Securities Commission (SSC) on the receipt of the share issuance documents
15. Targeted shareholders: Existing shareholders listed on the record date provided by the Vietnam Securities Depository and Clearing Corporation (VSDC)
16. Issuance method: Issuance to existing shareholders via rights exercise; treasury shares are not entitled to rights; rights are non-transferable
17. Transfer restrictions: No transfer restrictions on the newly issued shares
18. Rounding principle and handling of fractional shares (if any):
  - The number of shares allocated to existing shareholders will be rounded down to the nearest whole number. Any fractional shares will be canceled.
  - Since the ratio is 1:2 (doubling the current holding), no fractional shares will occur.
  - *Example:* Shareholder A holds 100 shares on the record date. At a 200% issuance ratio, Shareholder A will receive:  $100 \times 200\% = 200$  new shares.
19. Distribution method: Shares will be distributed directly to shareholders on the record date.
  - For depository securities: shareholders will receive the shares through their depository member where their securities account is held.
  - For non-depository securities: shareholders will receive the shares at the head office of 40 Investment and



Construction JSC (Address: No. 201/58 Nguyen Xi Street, Ward 26, Binh Thanh District, Ho Chi Minh City).

**Article 2.** Approval of registration for depository and additional listing

Approve the registration of depository and additional listing of all newly issued shares at the Vietnam Securities Depository and Clearing Corporation (VSDC) and the Hanoi Stock Exchange (HNX).

**Article 3.** Approval of the share issuance dossier to increase charter capital from owner's equity

The dossier includes:

- Report on the share issuance plan to increase charter capital from owner's equity
- Resolution of the General Meeting of Shareholders approving the share issuance plan
- Resolution of the Board of Directors approving the implementation of the plan
- Audited financial statements for fiscal year 2024
- Copy of the Enterprise Registration Certificate
- Copy of the Company's Charter
- Document from SSC regarding the maximum foreign ownership ratio of the Company

**Article 4.** Authorization to the Chairman of the Board of Directors  
The Board authorizes and assigns the Chairman to direct the General Director and relevant departments to implement the required procedures:

- Finalize and submit the share issuance dossier to SSC as per regulations
- Carry out issuance procedures after receiving confirmation from SSC
- Amend the Charter regarding charter capital and complete procedures for amending the Enterprise Registration Certificate based on actual issuance results
- Implement procedures for depository registration and additional listing of the newly issued shares at VSDC and HNX as required by law

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|----|-----------------------|------------|---|------|
| 13 | 2005/2025/NQ-HĐQT/L40 | 20/05/2025 | <b>Article 1:</b> Approval of the record date for the list of shareholders entitled to receive shares issued under the charter capital increase from owner's equity, in accordance with the 2025 charter capital increase plan approved by the 2025 Annual General Meeting of Shareholders under Resolution No. 28042025/NQ-ĐHĐCĐ/L40 dated April 28, 2025. | 100% |
| 14 | 2005.03/NQ-HĐQT/L40   | 20/05/2025 | <b>Article 1:</b> The Board of Directors ("BOD") resolves to appoint Ms. Nguyễn Hải Anh as the person in charge of corporate governance, replacing Mr. Nguyễn Minh Sang, effective from May 20, 2025 until a replacement decision is made.<br><b>Article 2:</b> The Board of Directors ("BOD") resolves to appoint Ms.                                      | 100% |



|    |                        |   |      |
|----|------------------------|---|------|
|    |                        | Nguyễn Hải Anh as the Company Secretary, replacing Mr. Nguyễn Minh Sang, effective from May 20, 2025 until a replacement decision is made.  |      |
| 15 | 0206A/2025/NQ-HĐQT/L40 | 02/06/2025 <p><b>Article 1:</b><br/>The Board of Directors ("BOD") resolves to dismiss Mr. Nguyễn Đức Hùng from the position of Deputy General Director, effective from June 2, 2025.</p> <p><b>Article 2:</b><br/>The Board of Directors ("BOD") resolves to dismiss Mr. Trần Ứng Hòe from the position of Deputy General Director, effective from June 2, 2025.</p> <p><b>Article 3:</b><br/>The Board of Directors ("BOD") resolves to dismiss Mr. Trần Đăng Thắng from the position of Deputy General Director, effective from June 2, 2025.</p> <p><b>Article 4:</b><br/>The Board of Directors ("BOD") resolves to dismiss Mr. Sái Văn Nhuệ from the position of Deputy General Director, effective from June 2, 2025.</p> <p><b>Article 5:</b><br/>The Board of Directors ("BOD") resolves to dismiss Mr. Phạm Văn Hoàn from the position of Deputy General Director, effective from June 2, 2025.</p> <p><b>Article 6:</b><br/>The Board of Directors ("BOD") resolves to dismiss Mr. Nguyễn Văn Thắng from the position of Member of the Internal Audit Committee, effective from June 2, 2025.</p> <p><b>Article 7:</b><br/>The Board of Directors ("BOD") resolves to dismiss Mr. Phạm Quế Thành from the position of Member of the Internal Audit Committee, effective from June 2, 2025.</p> | 100% |
| 16 | 0506/2025/NQ-HĐQT/L40  | 05/06/2025 <p><b>Article 1:</b><br/>Approval of the results of the share issuance to increase charter capital from owner's equity, specifically as follows:</p> <ol style="list-style-type: none"> <li>Expected number of shares to be issued: 7,200,000 shares</li> <li>Total number of shares distributed: 7,200,000 shares<br/>Details:               <ul style="list-style-type: none"> <li>Number of shares distributed to existing shareholders to increase charter capital from owner's equity at a ratio of 1:2: 7,200,000 shares to 293 shareholders.</li> <li>Number of fractional or canceled shares: 0 shares.</li> </ul> </li> <li>Closing date of the issuance: June 3, 2025</li> <li>Total number of shares after the issuance (as of June 3, 2025): 10,800,000 shares<br/>Details:               <ul style="list-style-type: none"> <li>Number of outstanding shares: 10,800,000 shares</li> </ul> </li> </ol>  | 100% |



|                       |            |  |  |
|-----------------------|------------|--|--|
|                       |            | <ul style="list-style-type: none"> <li>• Number of treasury shares: 0 shares</li> <li>• Charter capital after the issuance: VND 108,000,000,000</li> </ul> <p><b>Article 2:</b><br/>The Board of Directors authorizes the General Director and relevant departments to carry out the necessary procedures to:</p> <ul style="list-style-type: none"> <li>• Report the issuance results to the competent state authorities,</li> <li>• Amend the Company's Charter,</li> <li>• Adjust the Enterprise Registration Certificate,</li> <li>• Update relevant business licenses,</li> <li>• Register the additional shares for depository, and</li> <li>• Apply for listing of the newly issued shares in accordance with the new charter capital</li> </ul>  |  |
| 1206/2025/NQ-HĐQT/L40 | 12/06/2025 | <p><b>Article 1:</b><br/>The Board of Directors unanimously approves the plan to convene the Extraordinary General Meeting of Shareholders ("EGM") of 40 Investment and Construction Joint Stock Company as follows:</p> <ul style="list-style-type: none"> <li>• Record date for finalizing the list of shareholders eligible to attend the EGM: July 3, 2025;</li> <li>• Expected meeting date: July 2025. The specific date will be announced in the invitation letter;</li> <li>• Expected venue: To be specified in the invitation letter;</li> <li>• Proposed agenda and contents: To approve matters under the authority of the General Meeting of Shareholders. Detailed contents will be provided in the invitation letter;</li> <li>• The Board of Directors authorizes the Chairman of the Board to approve the date, agenda, contents, and documents serving the organization of the EGM of 40 Investment and Construction Joint Stock Company.</li> </ul> |  |

### III. Supervisory Board:

#### 1. Information on members of the Supervisory Board (SB):

| No. | Supervisory Board Member | Position                  | Start Date / End Date (Membership) | Qualifications                     |
|-----|--------------------------|---------------------------|------------------------------------|------------------------------------|
| 1   | Nguyen Thi Hoa           | Head of Supervisory Board | Appointment on 11/04/2020          | Bachelor of Economics              |
|     |                          |                           | Dismissal on 28/04/2025            |                                    |
| 2   | Le Thi Thuy              | Supervisory Board Member  | Appointment on 11/04/2020          | Bachelor of Finance and Accounting |
|     |                          |                           | Dismissal on 28/04/2025            |                                    |



|   |                 |                           |                           |                                     |
|---|-----------------|---------------------------|---------------------------|-------------------------------------|
| 3 | Duong Van Vang  | Supervisory Board Member  | Appointment on March/2016 | Hydraulic Engineer                  |
|   |                 |                           | Dismissal on 28/04/2025   |                                     |
| 4 | Phan Thanh Hung | Supervisory Board Member  | Appointment on 28/04/2025 | Engineer                            |
| 5 | Tran Van Hung   | Head of Supervisory Board | Appointment on 28/04/2025 | Bachelor of Business Administration |
| 6 | Nguyen Le Duy   | Supervisory Board Member  | Appointment on 28/04/2025 | Engineer                            |

## 2. Supervisory Board Meetings:

| No. | Supervisory Board Member | Number of Meetings Attended | Meeting Attendance Rate | Voting Rate | Reason for Absence        |
|-----|--------------------------|-----------------------------|-------------------------|-------------|---------------------------|
| 1   | Nguyen Thi Hoa           | 0/1                         | 0%                      | 0/0         | Dismissal on 28/04/2025   |
| 2   | Le Thi Thuy              | 0/1                         | 0%                      | 0/0         |                           |
| 3   | Duong Van Vang           | 0/1                         | 0%                      | 0/0         |                           |
| 4   | Phan Thanh Hung          | 1/1                         | 100%                    | 1/1         | Appointment on 28/04/2025 |
| 5   | Tran Van Hung            | 1/1                         | 100%                    | 1/1         |                           |
| 6   | Nguyen Le Duy            | 1/1                         | 100%                    | 1/1         |                           |

## 3. SB's supervision of the BOD, Executive Board, and shareholders:

The Supervisory Board regularly inspects and supervises the activities of the Board of Directors and the Executive Management to ensure compliance with legal regulations, the Company's Charter, internal regulations, and resolutions of the General Meeting of Shareholders.

The Board of Directors has duly convened regular meetings and effectively fulfilled its assigned functions and powers. All members of the Board possess the necessary competence, integrity, and expertise. The Board's resolutions and decisions were adopted in accordance with proper procedures and authority, with a high level of consensus.

The Executive Management has carried out its functions and duties in accordance with the Law on Enterprises and the Company's operational regulations. Decisions of the Executive Management were issued within its authority and in a timely manner.

## 4. Coordination of activities between the SB and the BOD, Executive Board, and other management officials:

The coordination between the Supervisory Board and the Board of Directors, the Executive Management, and other key managers has ensured compliance with legal provisions and the Company's internal regulations. In the first six months of 2025, the Supervisory Board received complete information and documents relating to the Company's business operations and other activities.



The Supervisory Board assigned representatives to attend meetings of the Board of Directors and the Executive Management, and provided comments and recommendations regarding the Company's business operations.

#### IV. Executive Board

| No. | Member of the Executive Board | Position                | Qualifications                   | Appointment Date | Dismissal Date |
|-----|-------------------------------|-------------------------|----------------------------------|------------------|----------------|
| 1   | Nguyen Van Son                | General Director        | Master of Hydraulic Construction | 15/11/2021       | 07/03/2025     |
|     |                               | Deputy General Director |                                  | 17/03/2025       |                |
| 2   | Dinh Van Xuan                 | General Director        | Bachelor's Degree                | 07/03/2025       |                |
| 3   | Pham Van Hoan                 | Deputy General Director | Hydraulic Engineer               | 15/11/2021       | 02/06/2025     |

#### V. Chief Accountant

| Full Name          | Date of Birth | Professional Qualifications | Appointment Date                                   |
|--------------------|---------------|-----------------------------|--|
| Nguyen Thanh Trung | 08/10/1992    | Bachelor of Accounting      | Appointed on 01/09/2022<br>Dismissed on 17/03/2025 |
| Bui Thanh Tuan     | 28/02/1977    | Bachelor of Economics       | Appointed on 17/03/2025                            |

#### VI. Corporate Governance Training:

Corporate governance training courses attended by members of the Board of Directors, Supervisory Board members, the CEO, other management personnel, and the Company Secretary as per corporate governance regulations: None.

#### VII. List of Related Parties of the Listed Company and Transactions of Related Parties with the Company.

- List of related parties of the company *(Presented in Appendix 01 attached to this report)*.
- Transactions between the company and its related parties; or between the company and major shareholders, insiders, or related parties of insiders: None.
- Transactions between the Company's insiders, related parties of insiders, and related companies: None.
- Transactions between the Company and other entities:
  - Transactions between the company and companies where members of the Board of Directors, Supervisory Board, or the CEO were or are currently founders or members of the Board of Directors or CEOs within the last three (03) years: None.
  - Transactions between the company and companies where related persons of members of the Board of Directors, members of the Supervisory Board, or the General Director serve as members of the Board of Directors or as General Director: *(Presented in Appendix 02 attached to this report)*.



members of the Board of Directors, members of the Supervisory Board, or the General Director: None.

**VIII. Insider Trading and Transactions by Related Persons:**

1. List of insiders and related persons of insiders (*Presented in Appendix 3 attached to this report*).
2. Transactions of insiders and their related persons in the listed company's shares (*Presented in Appendix 4 attached to this report*).

**IX. Other noteworthy matters: None.**

**CHAIRMAN OF THE BOARD OF  
DIRECTORS**

*(Signature, full name and stamp)*



A handwritten signature in blue ink, consisting of stylized, overlapping loops and strokes.

**DO TAN CUONG**



# APPENDIX 01: LIST OF RELATED PERSONS OF THE COMPANY

| TT                 | Full Name  | Relationship | Securities Trading Account | ID Number    | Date of Issue | Place of Issue        | Address  | Commencement Date as Related Person | Termination Date as Related Person | Reason           | Notes             |
|--------------------|--|--------------|----------------------------|--------------|---------------|-----------------------|--|-------------------------------------|------------------------------------|------------------|-------------------|
| BOARD OF DIRECTORS |  |              |                            |              |               |                       |  |                                     |                                    |                  |                   |
| 1                  | Le Dinh Hien   | 008C631024   | Chairman of the BOD        | 034064023979 | 16/09/2021    | Police Department     | 70 Pasteur, Ward 4, Da Lat, Lam Dong                         | 22/12/2015                          | 07/03/2025                         | Dismissed by GMS |                   |
| 1.1                | Related parties of Mr. Le Dinh Hien mentioned in part 1 of Section VIII. (No longer related)               |              |                            |              |               |                       |  |                                     |                                    |                  |                   |
| 2                  | Ha Huy Khanh   |              | BOD Member                 | 038055004867 | 12/08/2021    | Police Department     | 206 Nguyen Xi, Ward 26, Binh Thanh Dist., HCMC               | 05/2012                             | 07/03/2025                         | Dismissed by GMS | Former BOD member |
| 2.1                | Related parties of Mr. Ha Huy Khanh mentioned in part 1 of Section VIII. (No longer related)               |              |                            |              |               |                       |  |                                     |                                    |                  |                   |
| 3                  | Tran Bac Viet  |              | BOD Member                 | 033064007359 | 01/05/2021    | Police Department     | 95J3, Quarter 1, Tan Hung Thuan Ward, District 12, HCMC      | 28/01/2022                          | 07/03/2025                         | Dismissed by GMS |                   |
| 3.1                | Related parties of Mr. Tran Bac Viet mentioned in part 1 of Section VIII. (No longer related)              |              |                            |              |               |                       |  |                                     |                                    |                  |                   |
| 4                  | Anselm Wong Siew Shen, J.P   |              | BOD Member                 | K70239681    | 13/12/2023    | Wangsa Maju, Malaysia | 2207, Tokyo Midtown Residences, 9-7-2, Akasaka, Tokyo, Japan | 26/11/2024                          | 07/03/2025                         | Dismissed by GMS |                   |
| 4.1                | Related parties of Mr. Anselm Wong Siew Shen, J.P mentioned in part 1 of Section VIII. (No longer related) |              |                            |              |               |                       |  |                                     |                                    |                  |                   |
| 5                  | Ngo Gia Tien   |              | BOD Member                 | 079094027919 | 22/12/2021    | Police Department     | 120/17 Thai Phien, Ward 2, District 11, HCMC                 | 26/11/2024                          | 07/03/2025                         | Dismissed by GMS |                   |



|     |  |            |                     |              |            |  |  |            |                              |  |
|-----|--|------------|---------------------|--------------|------------|--|--|------------|------------------------------|--|
| 5.1 | Related parties of Mr. Ngo Gia Tien mentioned in part 1 of Section VIII. (No longer related) |            |                     |              |            |  |  |            |                              |  |
| 6   | Do Tan Cuong   | 091C178511 | Chairman of the BOD | 049082022493 | 20/09/2021 | Police Administration on Social Order Management | 19C Street No.2, Quoc Tuan, Phuoc Tan, Nha Trang | 07/03/2025 | Elected by GMS               |  |
| 6.1 | Related parties of Mr. Do Tan Cuong listed in part 1 of Section VIII of this report.         |            |                     |              |            |  |  |            |                              |  |
| 7   | Bui Do Linh  | 091C152597 | BOD Member          | 049097015374 | 27/12/2021 | Police Administration on Social Order Management | An Luong Hamlet, Duy Hai, Duy Xuyen, Quang Nam   | 07/03/2025 | Elected by GMS               |  |
| 7.1 | Related parties of Mr. Bui Do Linh listed in part 1 of Section VIII of this report.          |            |                     |              |            |  |  |            |                              |  |
| 8   | Tran Viet Thang  |            | BOD Member          | 027073000522 | 28/05/2023 | Police Administration on Social Order Management |  | 07/03/2025 | Elected by GMS               |  |
| 8.1 | Related parties of Mr. Tran Viet Thang listed in part 1 of Section VIII of this report.      |            |                     |              |            |  |  |            |                              |  |
| 9   | Do Tan Vu  | 091C104549 | BOD Member          | 049084015927 | 31/07/2024 | Police Administration on Social Order Management | Thuan Tri, Duy Hai, Duy Xuyen, Quang Nam         | 07/03/2025 | Elected and dismissed by GMS |  |
| 9.1 | Related parties of Mr. Do Tan Vu mentioned in part 1 of Section VIII. (No longer related)    |            |                     |              |            |  |  |            |                              |  |



|                       |   |            |                             |              |            |  |  |            |                |                  |
|-----------------------|---|------------|-----------------------------|--------------|------------|--|--|------------|----------------|------------------|
| 10                    | Dinh Van Xuan   | 091C105502 | BOD Member cum CEO          | 049083015546 | 02/01/2023 | Police Administration on Social Order Management | Quang Lang B, Dien Nam Trung, Dien Ban, Quang Nam                              | 07/03/2025 | Elected by GMS |                  |
| 10.1                  | Related parties of Mr. Dinh Van Xuan listed in part 1 of Section VIII of this report.           |            |                             |              |            |  |  |            |                |                  |
| 11                    | Phan Anh  |            | BOD Member                  | 035073010183 | 27/06/2022 | Police Administration on Social Order Management |  | 07/03/2025 | Elected by GMS |                  |
| 11.1                  | Related parties of Mr. Phan Anh listed in part 1 of Section VIII of this report.                |            |                             |              |            |  |  |            |                |                  |
| II. SUPERVISORY BOARD |   |            |                             |              |            |  |  |            |                |                  |
| 12                    | Nguyen Thi Hoa  | 058C629586 | Chief of Supervisory Board  | 037164006967 | 12/08/2021 | Department of Police                             | 441/15B – Dien Bien Phu Street, Ward 25, Binh Thanh District, HCMC             | 11/04/2020 | 28/04/2025     | Dismissed by GMS |
| 12.1                  | Related parties of Mrs. Nguyen Thi Hoa mentioned in part 1 of Section VIII. (No longer related) |            |                             |              |            |  |  |            |                |                  |
| 13                    | Duong Van Vang  | 058C629646 | Member of Supervisory Board | 035064000452 | 27/04/2016 | Department of Police                             | 132/84 Nguyen Hau Canh Street, Ward 22, Binh Thanh District, HCMC              | March 2016 | 28/04/2025     | Dismissed by GMS |
| 13.1                  | Related parties of Mr. Duong Van Vang mentioned in part 1 of Section VIII. (No longer related)  |            |                             |              |            |  |  |            |                |                  |
| 14                    | Le Thi Thuy   | 058C629604 | Member of Supervisory Board | 036187015077 | 20/12/2021 | Department of Police                             | Apartment 8.17, 326/1 Ung Van Khiem Street, Ward 25, Binh Thanh District, HCMC | 11/04/2020 | 28/04/2025     | Dismissed by GMS |
|                       |   |            | Corporate Governance        |              |            |  |  | 17/03/2025 | Former Company |                  |



|                        |  |            |                             |              |            |                                     |   |            |  |                                      |
|------------------------|--|------------|-----------------------------|--------------|------------|-------------------------------------|---|------------|--|--------------------------------------|
|                        |  |            | Officer                     |              |            |                                     |   |            | Secretary and Corporate Governance Officer |                                      |
|                        |  |            | Company Secretary           |              |            |                                     |   |            |  |                                      |
| 14.1                   | Related parties of Mrs. Le Thi Thuy mentioned in part 1 of Section VIII. (No longer related) |            |                             |              |            |                                     |   |            |  |                                      |
| 15                     | Tran Van Hung  | 091C092897 | Chief of Supervisory Board  | 049097017568 | 31/05/2023 | Department of Police Administration | Thon Thuan Tri, Duy Hai Commune, Duy Xuyen District, Quang Nam Province               | 28/04/2025 | Elected by GMS                             |                                      |
| 15.1                   | Related parties of Mr. Tran Van Hung listed in part 1 of Section VIII of this report.        |            |                             |              |            |                                     |   |            |  |                                      |
| 16                     | Phan Thanh Hung  | —          | Member of Supervisory Board | 049084017855 | 13/12/2022 | Department of Police Administration | 161 Pham Phu Tiet Street, Khue Trung Ward, Cam Le District, Da Nang City              | 28/04/2025 | Elected by GMS                             |                                      |
| 16.1                   | Related parties of Mr. Phan Thanh Hung listed in part 1 of Section VIII of this report.      |            |                             |              |            |                                     |   |            |  |                                      |
| 17                     | Nguyen Le Duy  | —          | Member of Supervisory Board | 048084007384 | 18/10/2024 | Department of Police Administration | K270/8 Nui Thanh Street, Group 9, Hoa Cuong Bac Ward, Hai Chau District, Da Nang City | 28/04/2025 | Elected by GMS                             |                                      |
| 17.1                   | Related parties of Mr. Nguyen Le Duy listed in part 1 of Section VIII of this report.        |            |                             |              |            |                                     |   |            |  |                                      |
| III. BAN TỔNG GIÁM ĐỐC |  |            |                             |              |            |                                     |   |            |  |                                      |
| 18                     | Nguyen Van Son   | 058C629611 | General Director            | 042070013606 | 10/07/2021 | Department of Police                | 649/24B Dien Bien Phu, Ward 25, Binh Thanh District, HCMC                             | 15/11/2021 | 17/03/2021                                 | Reassigned by the Board of Directors |
|                        |  |            | Deputy General Director     |              |            |                                     |   |            | 17/03/2025                                 |                                      |
| 18.1                   | Related parties of Mr. Nguyen Van Son listed in part 1 of Section VIII of this report.       |            |                             |              |            |                                     |   |            |  |                                      |



|      |   |            |   |              |            |   |  |            |            |                                       |  |
|------|---|------------|---|--------------|------------|---|--|------------|------------|---------------------------------------|--|
| 19   | Pham Van Hoan   | 058C629665 | Deputy General Director                   | 033083011912 | 10/07/2021 | Department of Police  | B8.01 Linh Tay Apartment, Quarter 1, Linh Tay Ward, Thu Duc City | 15/11/2021 | 02/06/2025 | Dismissed by the Board of Directors   |  |
| 19.1 | Related parties of Mrs. Pham Van Hoan mentioned in part 1 of Section VIII. (No longer related)      |            |   |              |            |   |  |            |            |                                       |  |
| 20   | Nguyen Thanh Trung  | 058C628905 | Chief Accountant                          | 058092005894 | 12/11/2021 | Department of Police  | Phuoc Son, Ninh Phuoc District, Ninh Thuan Province              | 01/09/2022 | 07/03/2027 | Dismissed by the Board of Directors   |  |
| 20.1 | Related parties of Mrs. Nguyen Thanh Trung mentioned in part 1 of Section VIII. (No longer related) |            |   |              |            |   |  |            |            |                                       |  |
| 21   | Bui Thanh Tuan  |            | Chief Accountant                          | 049077014515 | 21/08/2021 | Police Department of Administrative Management and Social Order | Huong An Quarter, Huong An Town, Que Son District, Quang Nam     | 07/03/2027 |            | Appointed by the Board of Directors   |  |
| 21   |   |            |   |              |            |   |  |            |            |                                       |  |
| 21   | Related parties of Mr. Bui Thanh Tuan listed in part 1 of Section VIII of this report.              |            |   |              |            |   |  |            |            |                                       |  |
| 22   | Nguyen Minh Sang  |            | Corporate Governance Officer              | 054098001343 | 14/05/2023 | Police Department of Administrative Management and Social Order | Dang Dinh Hamlet, Dang Le, An Thi District, Hung Yen Province    | 17/03/2025 | 20/05/2025 | Reassigned by the Board of Directors  |  |
| 22.1 | Related parties of Mrs. Nguyen Minh Sang mentioned in part 1 of Section VIII. (No longer related)   |            |   |              |            |   |  |            |            |                                       |  |
| 23   | Nguyen Hai Anh  |            | Authorized Information Disclosure Officer | 001302007151 | 24/04/2023 | Police Department of Administrative Management                  | Group 4, Tran Phu Ward, Hoang Mai District, Hanoi                | 13/05/2025 |            | Authorized for information disclosure |  |



|      |   |  |  |                              |            |  |   |                    |            |          |                |            |  |  |                                      |  |
|------|---|--|--|------------------------------|------------|--|---|--------------------|------------|----------|----------------|------------|--|--|--------------------------------------|--|
|      |   |  |  | Corporate Governance Officer |            |  |   | t and Social Order |            |          |                | 20/05/2025 |  |  | Reassigned by the Board of Directors |  |
|      |   |  |  | Company Secretary            |            |  |   |                    |            |          |                |            |  |  |                                      |  |
| 23.1 | Related parties of Mrs. Nguyen Hai Anh listed in part 1 of Section VIII of this report. |  |  |                              |            |  |   |                    |            |          |                |            |  |  |                                      |  |
| 24   | 40 Investment and Construction of Hydraulic Works Lam Dong JSC                          |  |  | 5800000424                   | 25/11/2024 | partment of Planning and Investment of Lam Dong Province | 87 Phu Dong Thien Vuong Street, Ward 8, Da Lat City, Lam Dong |                    | 07/03/2025 | Divested | Parent Company |            |  |  |                                      |  |

**APPENDIX 2: TRANSACTIONS BETWEEN THE COMPANY AND ENTITIES IN WHICH RELATED PARTIES OF MEMBERS OF THE BOARD OF DIRECTORS, MEMBERS OF THE SUPERVISORY BOARD, AND THE GENERAL DIRECTOR ARE ALSO MEMBERS OF THE BOARD OF DIRECTORS OR GENERAL DIRECTORS**

| No. | Name of Entity/Individual               | Relationship with the Company                                      | Business Registration No. *, Date of Issue, Issuing Authority | Registered Office / Contact Address   | Time of Transaction with the Company | Resolution/Decision No. of the GMS/BOD (if any, specify date of issuance) | Details, Quantity, and Total Transaction Value  | Notes |
|-----|---|--|---|---|--------------------------------------|---|---|-------|
| 1   | Phuoc Nguyen General Services Co., Ltd. | Younger brother of the Chairman of the BOD is the General Director | 4001071821  | Group 12, Ha My Trung Quarter, Dien Duong Ward, Dien Ban Town, Quang Nam Province | Q2/2025                              |   | Main/subcontractor for project construction.<br>Transaction value: VND 11,320,804,080 |       |



|   |  |   |            |  |         |   |  |
|---|--|---|------------|--|---------|---|--|
| 2 | Viet Thinh Construction Investment Co., Ltd. | Wife of Mr. Phan Thanh Hung – Member of the Supervisory Board is a BOD member | 4001154017 | 96 Hung Vuong, Ai Nghia Town, Dai Loc District, Quang Nam Province | Q2/2025 | Main/subcontractor for project construction. Transaction value: VND 1,000,188,000 |  |
|---|--|---|------------|--|---------|---|--|

### APPENDIX 3: LIST OF INSIDERS AND RELATED PERSONS OF INSIDERS

| No. | Full Name (*)        | Securities Trading Account (if any) | Position in the Company (if any)   | Relationship to Insider | ID Document (*) (ID card/Passport/Business Reg. Certificate) |               |                   | Registered Address/Contact Address   | Number of Shares Held at Period End | Shareholding Ratio at Period End | Notes (re: missing ID info or other remarks) |
|-----|----------------------|-------------------------------------|------------------------------------|-------------------------|--|---------------|-------------------|--------------------------------------|-------------------------------------|----------------------------------|--|
|     |                      |                                     |                                    |                         | ID Document (*)  | Date of Issue | Place of Issue    |                                      |                                     |                                  |  |
| 1   | 3                    | 4                                   | 5                                  | 6                       | 7  | 8             | 9                 | 10                                   | 11                                  | 12                               | 13   |
| 1   | Lê Đình Hiến         | 008C631024                          | Chairman of the Board of Directors | –                       | 034064023979   | 16/09/2021    | Police Department | 70 Pasteur, Ward 4, Da Lat, Lam Dong | 0                                   | 0%                               | Resigned                                     |
| 1.1 | Lê Đình Phương       | –                                   | –                                  | Father                  | 034040008509   | 14/09/2021    | Police Department | An Khê, Quynh Phu, Thai Binh         | 0                                   | 0%                               | –  |
| 1.2 | Phạm Quang Triến     | –                                   | –                                  | Father-in-law           | 036036004832   | 28/06/2021    | Police Department | 41 Đinh Tiên Hoàng, Ward 2, Da Lat   | 0                                   | 0%                               | –  |
| 1.3 | Phạm Thị Thanh Hương | 008C237877                          | –                                  | Wife                    | 036170023211   | 27/12/2021    | Police Department | 70 Pasteur, Da Lat, Lam Dong         | 0                                   | 0%                               | –  |



|      |                   |            |   |                |              |            |                   |  |   |    |             |
|------|-------------------|------------|---|----------------|--------------|------------|-------------------|--|---|----|-------------|
| 1.4  | Lê Hương Giang    | 008C630696 | - | Daughter       | 068191000214 | 27/07/2022 | Police Department | 8A/7B2 Thai Van Lung, Ben Nghe, District 1, HCMC       | 0 | 0% | -           |
| 1.5  | Đình Quốc Khánh   | 008C021721 | - | Son-in-law     | 079091011777 | 27/07/2022 | Police Department | 8A/7B2 Thai Van Lung, Ben Nghe, District 1, HCMC       | 0 | 0% | -           |
| 1.6  | Lê Ánh Dương      | -          | - | Daughter       | 251112339    | 10/04/2014 | Lam Dong Police   | 70 Pasteur, Da Lat, Lam Dong                           | 0 | 0% | -           |
| 1.7  | Lê Uyên Nhi       | -          | - | Daughter       | 068307014676 | 06/09/2021 | Police Department | 70 Pasteur, Ward 4, Da Lat, Lam Dong                   | 0 | 0% | -           |
| 1.8  | Lê Uyên Vy        | -          | - | Daughter       | -            | -          | -                 | 70 Pasteur, Ward 4, Da Lat, Lam Dong                   | 0 | 0% | Still young |
| 1.9  | Lê Thị Dung       | -          | - | Sister         | 034158007054 | 14/08/2019 | Police Department | Kien Trung Neighborhood, Trau Quy Town, Gia Lam, Hanoi | 0 | 0% | -           |
| 1.10 | Nguyễn Xuân Chiến | -          | - | Brother-in-law | 036050014082 | 29/11/2021 | Police Department | Kien Thanh Neighborhood, Trau Quy Town, Gia Lam, Hanoi | 0 | 0% | -           |
| 1.11 | Lê Thị Hạnh       | -          | - | Sister         | 034161005668 | 08/05/2021 | Police Department | 15 Pho Ga, Nguyen Trai Ward, Hai Duong City            | 0 | 0% | -           |
| 1.12 | Phạm Văn Thanh    | -          | - | Brother-in-law | 030060013881 | 10/05/2021 | Police Department | 15 Pho Ga, Hai Duong City, Hai Duong Province          | 0 | 0% | -           |



|      |   |            |   |   |              |            |                   |   |   |    |   |
|------|---|------------|---|---|--------------|------------|-------------------|---|---|----|---|
| 1.13 | Lê Đình Tuấn  | -          | - | Younger Brother                         | 034066003906 | 12/08/2021 | Police Department | Dai Dong, An Khe, Quynh Phu, Thai Binh                          | 0 | 0% | - |
| 1.14 | Nguyễn Thị Lý                                       | -          | - | Sister-in-law                           | 030175005512 | 12/08/2021 | Police Department | Dai Dong, An Khe, Quynh Phu, Thai Binh                          | 0 | 0% | - |
| 1.15 | Lê Thị Năm  | -          | - | Younger Sister                          | 034168000099 | 19/08/2021 | Police Department | Dai Dong, An Khe, Quynh Phu, Thai Binh                          | 0 | 0% | - |
| 1.16 | Ngô Viết Tư   | -          | - | Brother-in-law                          | 034064008487 | 12/08/2021 | Police Department | Dai Dong, An Khe, Quynh Phu, Thai Binh                          | 0 | 0% | - |
| 1.17 | Lê Thị Thủy   | -          | - | Younger Sister                          | 034176012442 | 01/05/2021 | Police Department | 15 Le Hong Phong, Da Lat, Lam Dong                              | 0 | 0% | - |
| 1.18 | Đinh Văn Diện                                       | 008C630813 | - | Brother-in-law                          | 042069003324 | 01/05/2021 | Police Department | 15 Le Hong Phong, Da Lat, Lam Dong                              | 0 | 0% | - |
| 1.19 | Lam Dong Irrigation Investment and Construction JSC | -          | - | Mr. Lê Đình Hiên is Chairman of the BOD | 5800000424   | -          | -                 | 87 Phu Dong Thien Vuong, Ward 8, Da Lat City, Lam Dong Province | 0 | 0% | - |
| 1.20 | Lam Dong Construction Materials and Minerals JSC    | -          | - | Mr. Lê Đình Hiên is Chairman of the BOD | 5800391633   | -          | -                 | 87 Phu Dong Thien Vuong, Ward 8, Da Lat City, Lam Dong Province | 0 | 0% | - |



|      |                             |   |  |  |              |            |                      |  |   |    |          |
|------|-----------------------------|---|--|--|--------------|------------|----------------------|--|---|----|----------|
| 1.21 | Phuoc Hoa Hydropower<br>JSC | - | -                                      | Mr. Lê Đình<br>Hiên is<br>Member of<br>the BOD | 3700793085   | -          | -                    | 212/47 Dap<br>Phuoc Hoa<br>Road, Hamlet<br>4, An Thai<br>Commune,<br>Phu Giao<br>District, Binh<br>Duong | 0 | 0% | -        |
| 2    | Ha Huy Khanh                |   | Member of<br>the Board<br>of Directors |  | 038055004867 | 12/08/2021 | Police<br>Department | 206 Nguyen<br>Xi, Ward 26,<br>Binh Thanh<br>District,<br>HCMC  | 0 | 0% | Resigned |
| 2.1  | Ha Thi Dat                  |   | Wife                                   |  | 038157006105 | 12/08/2021 | Police<br>Department | 206 Nguyen<br>Xi, Ward 26,<br>Binh Thanh<br>District,<br>HCMC  | 0 | 0% |          |
| 2.2  | Ha Thi Thu Hien             |   | Daughter                               |  | 023613675    | 29/01/2010 | HCMC<br>Police       | 206 Nguyen<br>Xi, Ward 26,<br>Binh Thanh<br>District,<br>HCMC  | 0 | 0% |          |
| 2.3  | Ha Thi Phuong Thao          |   | Daughter                               |  | 094185000209 | 12/08/2021 | Police<br>Department | 206 Nguyen<br>Xi, Ward 26,<br>Binh Thanh<br>District,<br>HCMC  | 0 | 0% |          |
| 2.4  | Ha Thi Van                  |   | Sister                                 |  | 038164019530 | 14/08/2021 | Police<br>Department | 290/23A, 30/4<br>Street, Hung<br>Loi, Ninh<br>Kieu, Can Tho  | 0 | 0% |          |
| 2.5  | Ha Van Du                   |   | Brother                                |  | 038067001939 | 21/09/2021 | Police<br>Department | 310/21, 30/4<br>Street, Hung<br>Loi Ward,<br>Ninh Kieu<br>District, Can<br>Tho                           | 0 | 0% |          |
| 2.6  | Le Thi Hoa                  |   | Sister-in-law                          |  | 038178002240 | 22/11/2021 | Police<br>Department | 310/21, 30/4<br>Street, Hung<br>Loi Ward,<br>Ninh Kieu   | 0 | 0% |          |



|      |                      |                                  |               |              |            |                   |   |   |    |          |  |
|------|----------------------|----------------------------------|---------------|--------------|------------|-------------------|---|---|----|----------|--|
|      |                      |                                  |               |              |            |                   | District, Can Tho   |   |    |          |  |
| 2.7  | Ha Van Duong         |                                  | Brother       | 038069006184 | 26/12/2021 | Police Department | 206 Nguyen Xi, Ward 26, Binh Thanh District, HCMC                   | 0 | 0% |          |  |
| 2.8  | Nguyen Thi Mo        |                                  | Sister-in-law | 080175000377 | 22/12/2021 | Police Department | 101/2 Le Van Tho, Ward 8, Go Vap                                    | 0 | 0% |          |  |
| 2.9  | Ha Van Cuong         |                                  | Brother       | 038073019734 | 11/01/2023 | Police Department | 290/23A, 30/4 Street, Ninh Kieu District, Can Tho City              | 0 | 0% |          |  |
| 2.10 | Tang Thi Thanh Tuyen |                                  | Sister-in-law | 092180000654 | 22/11/2021 | Police Department | 290/23A, 30/4 Street, Ninh Kieu District, Can Tho City              | 0 | 0% |          |  |
| 2.11 | Ha Van Nong          |                                  | Brother       | 038057006703 | 04/04/2020 | Police Department | 117 Cao Thang, Lam Son Ward, Thanh Hoa City                         | 0 | 0% |          |  |
| 2.12 | Tran Thi Lan         |                                  | Sister-in-law | 038162008376 | 24/04/2020 | Police Department | 117 Cao Thang, Lam Son Ward, Thanh Hoa City                         | 0 | 0% |          |  |
| 3    | Tran Bac Viet        | Member of the Board of Directors |               | 033064007359 | 01/05/2021 | Police Department | 95J3, Khu Pho 1, Tan Hung Thuan Ward, District 12, Ho Chi Minh City | 0 | 0% | Resigned |  |
| 3.1  | Tran Thi Thuy        |                                  | Daughter      | 066190001270 | 07/04/2021 | Police Department | Same as above   | 0 | 0% |          |  |



|     |                            |  |                                  |               |              |            |                       |  |   |    |          |
|-----|----------------------------|--|----------------------------------|---------------|--------------|------------|-----------------------|--|---|----|----------|
| 3.2 | Tran Huu Chung             |  |                                  | Son           | 066094000582 | 07/04/2021 | Police Department     | Same as above  | 0 | 0% |          |
| 3.3 | Nguyen Thi Kieu Anh        |  |                                  | Wife          | 030167007276 | 23/07/2024 | Police Department     | Same as above  | 0 | 0% |          |
| 3.4 | Tran Quang Loi             |  |                                  | Brother       | 033059005715 | 01/05/2021 | Police Department     | 48, Alley 65, Khuong Dinh, Thuong Dinh, Thanh Xuan, Hanoi  | 0 | 0% |          |
| 3.5 | Doan Thi Tan               |  |                                  | Sister-in-law | 037157004110 | 01/05/2021 | Police Department     | Same as above  | 0 | 0% |          |
| 3.6 | Tran Quang Thuan           |  |                                  | Brother       | 033061008332 | 28/06/2021 | Police Department     | 21/12 Huynh Thuc Khang, Ward 2, Bao Loc City, Lam Dong     | 0 | 0% |          |
| 3.7 | Nguyen Thi Lanh            |  |                                  | Sister-in-law | 034162017402 | 12/08/2021 | Police Department     | Same as above  | 0 | 0% |          |
| 4   | Anselm Wong Siew Shen, J.P |  | Member of the Board of Directors |               | K70239681    | 13/12/2023 | Wangsa Maju, Malaysia | 2207 Tokyo Midtown Residences, 90702 Akasaka, Tokyo, Japan | 0 | 0% | Resigned |
| 4.1 | Wong Ling Kii              |  |                                  | Father        | 52602210     | 15/07/2019 | Bintulu, Malaysia     | Sibu, Malaysia   | 0 | 0% |          |
| 4.2 | Si Kui Khim                |  |                                  | Mother        | 52189075     | 15/07/2019 | UTC Sibu, Malaysia    | Sibu, Malaysia   | 0 | 0% |          |
| 4.3 | Josiah Wong Siew Kai       |  |                                  | Brother       | K62413257    | 14/09/2024 | UTC Kuching, Malaysia | Sibu, Malaysia   | 0 | 0% |          |
| 4.4 | Akustu Kaori               |  |                                  | Wife          | TR9422237    | 07/11/2017 | Japan                 | Tokyo, Japan   | 0 | 0% |          |



|     |                                    |  |                                    |          |                            |            |                        |  |           |          |          |
|-----|------------------------------------|--|------------------------------------|----------|----------------------------|------------|------------------------|--|-----------|----------|----------|
| 4.5 | Akutsu Hannah                      |  |                                    | Daughter | MJ1847609                  | 30/01/2023 | Japan                  | Tokyo, Japan   | 0         | 0%       |          |
| 4.6 | Asia Development Capital Co., Ltd. |  |                                    | CEO      | 0106001003489              | 12/01/2020 | Japan                  | Tokyo, Japan   | 0         | 0%       |          |
| 4.7 | Asia Investment Fund Co., Ltd.     |  |                                    | CEO      | 0104001013475 <sup>0</sup> | 11/01/2020 | Japan                  | Tokyo, Japan   | 0         | 0%       |          |
| 4.8 | Nippon Incubation Co., Ltd.        |  |                                    | CEO      | 0100001021985 <sup>5</sup> | 08/01/2021 | Japan                  | Tokyo, Japan   | 0         | 0%       |          |
| 5   | Ngo Gia Tien                       |  | Member of the Board of Directors   |          | 079094027919               | 22/12/2021 | Police Department      | 120/17 Thai Phien, Ward 2, District 11, Ho Chi Minh City | 0         | 0%       | Resigned |
| 5.1 | Ngo Hoang Thanh                    |  |                                    | Father   | 079094027919               | 24/06/2018 | Immigration Department | USA  | 0         | 0%       |          |
| 5.2 | Ngo Tuyet Phuong                   |  |                                    | Mother   | C5484806                   | 17/07/2014 | Immigration Department | USA  | 0         | 0%       |          |
| 5.3 | Ngo Ngoc Xuan                      |  |                                    | Sister   | B9277046                   | 13/02/2024 | USA                    | USA  | 0         | 0%       |          |
| 5.4 | Ngo Ty                             |  |                                    | Brother  | A39900583                  | 22/12/2021 | Police Department      | 120/17 Thai Phien, Ward 2, District 11, Ho Chi Minh City | 0         | 0%       |          |
| 5.5 | Ngo Que Linh                       |  |                                    | Sister   | 079090016413               | 26/12/2021 | Police Department      | 120/17 Thai Phien, Ward 2, District 11, Ho Chi Minh City | 0         | 0%       |          |
| 6   | Do Tan Vu                          |  | Member of the Board of Directors   |          | 049084015927               | 31/07/2024 |                        | Thuan Tri, Duy Hai, Duy Xuyen, Quang Nam                 | 431,700   | 4.00%    | Resigned |
| 6.1 | Huynh Thi Canh                     |  |                                    | Mother   | 049152005518               | 28/10/2022 | Police Department      |  | 0         | 0%       |          |
| 6.2 | Do Tan Cuong                       |  | Chairman of the Board of Directors | Brother  | 049082022493               | 20/09/2021 | Police Department      |  | 2,160,000 | 20%      |          |
| 6.3 | Do Thi Hoa                         |  |                                    | Sister   | 049185008747               | 12/11/2021 | Police Department      |  | 300       | Below 1% |          |
| 6.4 | Do Thi Hiep                        |  |                                    | Sister   | 049192002294               | 19/10/2022 | Police Department      |  | 300       | Below 1% |          |



|     |                  |            |                                    |   |              |            |   |  |           |          |  |
|-----|------------------|------------|------------------------------------|---|--------------|------------|---|--|-----------|----------|--|
| 6.5 | Le Thi Ngoc Linh |            |                                    | Wife  | 049185004069 | 25/06/2021 | Police Department   |  | 0         | 0%       |  |
| 6.6 | Do Ngoc Bao Han  |            |                                    | Daughter                                      | 049312013702 | 16/07/2024 | Ministry of Public Security                                       |  | 0         | 0%       |  |
| 6.7 | Do Le Duc Phu    |            |                                    | Son   | 049216013183 | 16/07/2024 | Ministry of Public Security                                       |  | 0         | 0%       |  |
| 7   | Do Tan Cuong     | 091C178511 | Chairman of the Board of Directors |   | 049082022493 | 20/09/2021 | Department of Administrative Management for Social Order – Police | 19C Street No. 2 Quoc Tuan, Phuoc Tan, Nha Trang | 2,160,000 | 20%      |  |
| 7.1 | Huynh Thi Canh   |            |                                    | Mother of Mr. Do Tan Cuong – Chairman of BOD  | 049152005518 | 28/10/2022 | Department of Administrative Management for Social Order – Police |  | 0         | 0%       |  |
| 7.2 | Do Tan Vu        | 091C104549 |                                    | Brother of Mr. Do Tan Cuong – Chairman of BOD | 049084015927 | 31/07/2024 | Department of Administrative Management for Social Order – Police | Thuan Tri, Duy Hai, Duy Xuyen, Quang Nam         | 431,700   | 4%       |  |
| 7.3 | Do Thi Hoa       |            |                                    | Sister of Mr. Do Tan Cuong – Chairman of BOD  | 049185008747 | 12/11/2021 | Department of Administrative Management for Social Order – Police |  | 300       | Below 1% |  |



|     |                                      |  |                                  |   |              |            |   |  |       |              |             |
|-----|--------------------------------------|--|----------------------------------|---|--------------|------------|---|--|-------|--------------|-------------|
| 7.4 | Do Thi Hiep                          |  |                                  | Sister of Mr. Do Tan Cuong – Chairman of BOD              | 049192002294 | 19/10/2022 | Department of Administrative Management for Social Order – Police |  | 300   | Below 1%     |             |
| 7.5 | Le Thi Huong                         |  |                                  | Wife of Mr. Do Tan Cuong – Chairman of BOD                | 038183024499 | 24/11/2022 | Department of Administrative Management for Social Order – Police |  | 0     | 0%           |             |
| 7.6 | Do Le Quynh Na                       |  |                                  | Biological daughter of Mr. Do Tan Cuong – Chairman of BOD |              |            |   |  | 0     | 0%           | Still young |
| 7.7 | Do Van Minh Dat                      |  |                                  | Biological son of Mr. Do Tan Cuong – Chairman of BOD      |              |            |   |  | 0     | 0%           | Still young |
| 7.8 | AD Capital Group Joint Stock Company |  |                                  | Mr. Do Tan Cuong holds the position of Director           | 0402152193   | 08/06/2022 | People's Committee of Da Nang City                                | 25 Binh Hoa 5, Cam Le Ward, Da Nang City | 0     | 0%           |             |
| 8   | Tran Viet Thang                      |  | Member of the Board of Directors |   | 027073000522 | 28/05/2023 | Police Department of Administrative Management                    |  | 5,100 | Less than 1% |             |
| 8.1 | Nguyen Thi Mai Lan                   |  |                                  | Mother of Mr. Tran Viet Thang – BOD Member                | 027147006093 | 22/07/2021 | Same as above   |  | 0     | 0%           |             |



|      |  |  |  |  |              |            |               |   |   |    |             |
|------|--|--|--|--|--------------|------------|---------------|---|---|----|-------------|
| 8.2  | Tran Viet Khoai                        |  |  | Father of Mr. Tran Viet Thang – BoD Member           | 020039752    | 13/05/2003 | —             | — | 0 | 0% |             |
| 8.3  | Tran Ngoc Hue                          |  |  | Younger sister of Mr. Tran Viet Thang – BoD Member   | 027176007749 | 22/07/2021 | Same as above |   | 0 | 0% |             |
| 8.4  | Tran Si Thai                           |  |  | Elder brother of Mr. Tran Viet Thang – BoD Member    | 001062019979 | 06/05/2000 | —             | — | 0 | 0% |             |
| 8.5  | Pham Thi Thuy                          |  |  | Wife of Mr. Tran Viet Thang – BoD Member             | 034190010983 | 20/07/2023 | Same as above |   | 0 | 0% |             |
| 8.6  | Tran Bao Binh                          |  |  | Biological child of Mr. Tran Viet Thang – BoD Member | —            | —          | —             | — | 0 | 0% | Still young |
| 8.7  | Tran Viet Thien                        |  |  | Biological child of Mr. Tran Viet Thang – BoD Member | —            | —          | —             | — | 0 | 0% | Still young |
| 8.8  | Pham Van Bao                           |  |  | Father-in-law of Mr. Tran Viet Thang – BoD Member    | 034067004848 | 09/06/2018 | —             | — | 0 | 0% |             |
| 8.9  | Nguyen Thi Hai Yen                     |  |  | Sister-in-law of Mr. Tran Viet Thang – BoD Member    | 022305011    | 15/12/2014 | —             | — | 0 | 0% |             |
| 8.10 | Long An School Books and Equipment JSC |  |  | Mr. Tran Viet Thang is Vice Chairman of the BoD      | 5003000090   | 01/12/2005 | —             | — | 0 | 0% |             |



|      |  |                                  |  |   |              |            |  |   |     |              |                              |
|------|--|----------------------------------|--|---|--------------|------------|--|---|-----|--------------|------------------------------|
| 8.11 | Anphatek JSC   |                                  |  | Mr. Tran Viet Thang is Chairman of the BoD      | 0313447981   | 21/09/2015 | —  | — | 0   | 0%           |                              |
| 8.12 | Lam Dong Water Resources Construction and Investment JSC |                                  |  | Mr. Tran Viet Thang is Vice Chairman of the BoD | 5800000424   | 28/08/1998 | —  | — | —   | —            |                              |
| 9    | Phan Anh   | Member of the Board of Directors |  |   | 035073010183 | 27/06/2022 | Police Department of Administrative Management |   | 300 | Less than 1% |                              |
| 9.1  | Ly Thi Thuy Tien   |                                  |  | Wife of Mr. Phan Anh – BoD Member               | 049174007038 | 22/02/2021 | Same as above                                  |   | 0   | 0%           |                              |
| 9.2  | Phan Ngoc  |                                  |  | Child of Mr. Phan Anh – BoD Member              | 049096003005 | 28/06/2022 | Same as above                                  |   | 0   | 0%           |                              |
| 9.3  | Phan Thi Thanh Hien                                      |                                  |  | Child of Mr. Phan Anh – BoD Member              | 049304006545 | 28/09/2023 | Same as above                                  |   | 0   | 0%           |                              |
| 9.4  | Nguyen Dang Cat Vu                                       |                                  |  | Daughter-in-law of Mr. Phan Anh – BoD Member    | 052198001466 | 28/06/2022 | Same as above                                  |   | 0   | 0%           |                              |
| 9.5  | Tran Thi Xu  |                                  |  | Mother of Mr. Phan Anh – BoD Member             | —            | —          | —  | — | 0   | 0%           | Insider did not provide info |
| 9.6  | Ly Ngoc Pham   |                                  |  | Father-in-law of Mr. Phan Anh – BoD Member      | —            | —          | —  | — | 0   | 0%           | Insider did not provide info |



|      |                    |            |  |   |              |            |   |   |           |                              |   |
|------|--------------------|------------|--|---|--------------|------------|---|---|-----------|------------------------------|---|
| 9.7  | Phan Nam           |            |  | Younger brother of Mr. Phan Anh – BOD Member                | —            | —          | —   | 0   | 0%        | Insider did not provide info |   |
| 10   | Dinh Van Xuan      | 091C105502 | Member of the Board of Directors, General Director | —   | 049083015546 | 02/01/2023 | Police Department for Administrative Management of Social Order | Quang Lang B, Dien Nam Trung, Dien Ban, Quang Nam | 1,123,000 | 10%                          | — |
| 10.1 | Dinh Van Nam       | —          | —  | Father of Mr. Dinh Van Xuan – BOD Member, General Director  | 049060008772 | 01/09/2021 | Same as above   | Same as above                                     | 0         | 0%                           | — |
| 10.2 | Vo Thi Thiet       | —          | —  | Mother of Mr. Dinh Van Xuan – BOD Member, General Director  | 049160012181 | 01/09/2021 | Same as above   | Same as above                                     | 0         | 0%                           | — |
| 10.3 | Dinh Van Ha        | —          | —  | Brother of Mr. Dinh Van Xuan – BOD Member, General Director | 049094016191 | 01/09/2021 | Same as above   | Same as above                                     | 300       | Less than 1%                 | — |
| 10.4 | Dinh Thi Hong      | —          | —  | Sister of Mr. Dinh Van Xuan – BOD Member, General Director  | 049185018652 | 28/04/2023 | Same as above   | Same as above                                     | 0         | 0%                           | — |
| 10.5 | Kieu Thi Bich Tram | —          | —  | Wife of Mr. Dinh Van Xuan – BOD Member, General Director    | 049183004993 | 27/12/2021 | Same as above   | Same as above                                     | 0         | 0%                           | — |



|      |                     |            |                                  |  |              |            |   |  |         |              |             |
|------|---------------------|------------|----------------------------------|--|--------------|------------|---|--|---------|--------------|-------------|
| 10.6 | Dinh Kieu Anh Thu   | -          | -                                | Daughter of Mr. Dinh Van Xuan – BOD Member, General Director | 049307001829 | 22/04/2022 | Same as above                                   | Same as above                                | 0       | 0%           | -           |
| 10.7 | Dinh Kieu An Nhien  | -          | -                                | Daughter of Mr. Dinh Van Xuan – BOD Member, General Director | -            | -          | -   | Same as above                                | 0       | 0%           | Still young |
| 10.8 | Dinh Kieu Ngoc Bich | -          | -                                | Daughter of Mr. Dinh Van Xuan – BOD Member, General Director | -            | -          | -   | Same as above                                | 0       | 0%           | Still young |
| 11   | Bui Do Linh         | 091C152597 | Member of the Board of Directors | -  | 049097015374 | 27/12/2021 | Same as above                                   | Thon An Luong, Duy Hai, Duy Xuyen, Quang Nam | 102,000 | 1%           | -           |
| 11.1 | Bui Van Chin        | -          | -                                | Father of Mr. Bui Do Linh – BOD Member                       | 049077011697 | 27/12/2021 | Same as above                                   | -  | 300     | Less than 1% | -           |
| 11.2 | Do Thi Thuy Van     | -          | -                                | Mother of Mr. Bui Do Linh – BOD Member                       | 049175005231 | 27/12/2021 | Same as above                                   | -  | 300     | Less than 1% | -           |
| 11.3 | Bui Do Sang         | -          | -                                | Brother of Mr. Bui Do Linh – BOD Member                      | 049204004072 | 27/06/2021 | Same as above                                   | -  | 300     | Less than 1% | -           |
| 12   | Nguyen Van Son      |            | Deputy General Director          |  | 042070013606 | 10/07/2021 | Police Department for Administrative Management |  | 0       | 0%           |             |



|      |                   |  |   |              |            |   |  |   |    |
|------|-------------------|--|---|--------------|------------|---|--|---|----|
|      |                   |  |   |              |            |   |  |   |    |
| 12.1 | Nguyen Thi Vien   |  | Elder sister of Mr. Nguyen Van Son – Deputy General Director  | 183866651    | 23/05/2002 | Police Department for Administrative Management of Social Order |  | 0 | 0% |
| 12.2 | Nguyen Van Khuyen |  | Elder brother of Mr. Nguyen Van Son – Deputy General Director | 042054006704 | 09/05/2021 | Police Department for Administrative Management of Social Order |  | 0 | 0% |
| 12.3 | Nguyen Van Tri    |  | Elder brother of Mr. Nguyen Van Son – Deputy General Director | 042063001178 | 22/11/2022 | Police Department for Administrative Management of Social Order |  | 0 | 0% |
| 12.4 | Nguyen Van Thuy   |  | Elder brother of Mr. Nguyen Van Son – Deputy General Director | 042067002680 | 27/04/2021 | Police Department for Administrative Management of Social Order |  | 0 | 0% |
| 12.5 | Dang Thi Xuyen    |  | Sister-in-law of Mr. Nguyen Van Son – Deputy General Director | 042153008178 | 22/11/2022 | Police Department for Administrative Management of Social Order |  | 0 | 0% |



|       |                   |  |  |   |              |            |   |   |    |             |
|-------|-------------------|--|--|---|--------------|------------|---|---|----|-------------|
| 12.6  | Nguyen Thi Thuy   |  |  | Sister-in-law of Mr. Nguyen Van Son – Deputy General Director | 042167003291 | 22/11/2022 | Police Department for Administrative Management of Social Order | 0 | 0% |             |
| 12.7  | Truong Thi Nguyet |  |  | Sister-in-law of Mr. Nguyen Van Son – Deputy General Director | 042167001444 | 13/04/2021 | Police Department for Administrative Management of Social Order | 0 | 0% |             |
| 12.8  | Nguyen Thi Oanh   |  |  | Wife of Mr. Nguyen Van Son – Deputy General Director          | 025161006    | 08/01/2015 |   | 0 | 0% |             |
| 12.9  | Nguyen Tran Quoc  |  |  | Son of Mr. Nguyen Van Son – Deputy General Director           | 079202006245 | 21/12/2021 | Police Department for Administrative Management of Social Order | 0 | 0% |             |
| 12.10 | Nguyen Quoc Hung  |  |  | Son of Mr. Nguyen Van Son – Deputy General Director           | 079205023254 | 21/12/2021 | Police Department for Administrative Management of Social Order | 0 | 0% |             |
| 12.11 | Nguyen Bao Tran   |  |  | Daughter of Mr. Nguyen Van Son – Deputy General Director      |              |            |   | 0 | 0% | Still young |



|           |   |            |                               |  |              |            |                      |   |   |    |          |
|-----------|---|------------|-------------------------------|--|--------------|------------|----------------------|---|---|----|----------|
| 12.1<br>2 | 40.10 Investment and<br>Construction Joint<br>Stock Company |            |                               | Related<br>organization<br>of Mr.<br>Nguyen Van<br>Son – Deputy<br>General<br>Director | 0318456411   | 15/05/2024 |                      |   | 0 | 0% |          |
| 13        | Pham Van Hoan   | 058C629665 | Deputy<br>General<br>Director |  | 033083011912 | 07/10/2021 | Police<br>Department | B8.01 Linh<br>Tay<br>Apartment,<br>KPI, Linh Tay<br>Ward,<br>Thu Duc City | 0 | 0% | Resigned |
| 13.1      | Pham Van Huan   |            |                               | Father   | 033056000335 | 09/07/2015 | Police<br>Department | Dinh Cao, Phu<br>Cu, Hung Yen   | 0 | 0% |          |
| 13.2      | Tran Thi Thoa   |            |                               | Mother   | 033160016272 | 05/09/2021 | Police<br>Department | Dinh Cao, Phu<br>Cu, Hung Yen   | 0 | 0% |          |
| 13.3      | Duong Thanh Chung   |            |                               | Father-in-law  | 024156001385 | 25/04/2021 | Police<br>Department | Noi Hoang,<br>Yen Dung,<br>Bac Giang                                      | 0 | 0% |          |
| 13.4      | Phung Thi Di  |            |                               | Mother-in-law  | 024053000898 | 25/04/2021 | Police<br>Department | Noi Hoang,<br>Yen Dung,<br>Bac Giang                                      | 0 | 0% |          |
| 13.5      | Duong Thi Tien  |            |                               | Wife   | 024182021382 | 07/10/2021 | Police<br>Department | Tay<br>Apartment,<br>KPI, Linh Tay<br>Ward, Thu<br>Duc City               | 0 | 0% |          |
| 13.6      | Pham Duong Ha Anh   |            |                               | Child  | Still young  |            |                      | B8.01 Linh<br>Tay<br>Apartment,<br>KPI, Linh Tay<br>Ward, Thu<br>Duc City | 0 | 0% |          |
| 13.7      | Pham Dinh Khai  |            |                               | Child  | Still young  |            |                      | B8.01 Linh<br>Tay<br>Apartment,<br>KPI, Linh Tay<br>Ward, Thu<br>Duc City | 0 | 0% |          |



|       |                      |            |                              |                 |              |            |                   |                                   |   |    |           |
|-------|----------------------|------------|------------------------------|-----------------|--------------|------------|-------------------|-----------------------------------|---|----|-----------|
| 13.8  | Pham Van Thien       |            |                              | Younger brother | 033087003557 | 05/09/2021 | Police Department | Dinh Cao, Phu Cu, Hung Yen        | 0 | 0% |           |
| 13.9  | Pham Thi Thao        |            |                              | Younger sister  | 033189006121 | 03/04/2020 | Police Department | Dinh Cao, Phu Cu, Hung Yen        | 0 | 0% |           |
| 13.10 | Nguyen Huu Dinh      |            |                              | Brother-in-law  | 033193000375 | 05/09/2021 | Police Department | Dinh Cao, Phu Cu, Hung Yen        | 0 | 0% |           |
| 14    | Nguyễn Thành Trung   | 058C628905 | Chief Accountant (Dismissed) |                 | 58092005894  | 12/11/2021 | Police Dept.      | Phước Sơn, Ninh Phước, Ninh Thuận | 0 | 0% | Dismissed |
| 14.1  | Nguyen Chan          |            |                              | Father          | 264045801    | 12/7/2014  | Ninh Thuận Police | Phước Sơn, Ninh Phước, Ninh Thuận | 0 | 0% |           |
| 14.2  | Doan The Tien        |            |                              | Father-in-law   | 33066001267  | 13/10/2016 | Police Dept.      | Lê Xá, Tiên Lữ, Hưng Yên          | 0 | 0% |           |
| 14.3  | Tran Thi Mui         |            |                              | Mother-in-law   | 33167006897  | 25/03/2022 | Police Dept.      | Lê Xá, Tiên Lữ, Hưng Yên          | 0 | 0% |           |
| 14.4  | Doan Thi Huong       |            |                              | Wife            | 33194008501  | 25/03/2022 | Police Dept.      | Lê Xá, Tiên Lữ, Hưng Yên          | 0 | 0% |           |
| 14.5  | Nguyen Trung Tinh    |            |                              | Brother         | 58070004856  | 26/08/2021 | Police Dept.      | Phước Sơn, Ninh Phước, Ninh Thuận | 0 | 0% |           |
| 14.6  | Le Thi Minh Bong     |            |                              | Sister-in-law   | 58177001291  | 26/08/2021 | Police Dept.      | Phước Sơn, Ninh Phước, Ninh Thuận | 0 | 0% |           |
| 14.7  | Nguyen Trung Binh    |            |                              | Brother         | 264045372    | 12/7/2014  | Ninh Thuận Police | Phước Sơn, Ninh Phước, Ninh Thuận | 0 | 0% |           |
| 14.8  | Nguyen Thi Xuan Hong |            |                              | Sister          | 58174006301  | 25/06/2021 | Police Dept.      | Phước Sơn, Ninh Phước, Ninh Thuận | 0 | 0% |           |
| 14.9  | Ngo Xuan Huy         |            |                              | Brother-in-law  | 58071002489  | 25/06/2021 | Police Dept.      | Phước Sơn, Ninh Phước, Ninh Thuận | 0 | 0% |           |
| 14.10 | Nguyen Thi Xuan Dao  |            |                              | Sister          | 58177005053  | 25/06/2021 | Police Dept.      | Phước Sơn, Ninh Phước, Ninh Thuận | 0 | 0% |           |



|           |                     |                  |                                       |              |            |              |  |     |          |  |
|-----------|---------------------|------------------|---------------------------------------|--------------|------------|--------------|--|-----|----------|--|
| 14.1<br>1 | Nguyen Duy Phien    |                  | Brother-in-law                        | 58076003073  | 25/06/2021 | Police Dept. | Phước Sơn, Ninh Phước, Ninh Thuận          | 0   | 0%       |  |
| 14.1<br>2 | Nguyen Chi Dung     |                  | Brother                               | 58083007207  | 26/08/2021 | Police Dept. | Phước Sơn, Ninh Phước, Ninh Thuận          | 0   | 0%       |  |
| 14.1<br>3 | Nguyễn Thị Xuân Qua |                  | Sister                                | 58188002553  | 07/03/2023 | Police Dept. | Chí Công, Tuy Phong, Bình Thuận            | 0   | 0%       |  |
| 14.1<br>4 | Phan Đức Toàn       |                  | Brother-in-law                        | 60088012812  | 21/03/2022 | Police Dept. | Chí Công, Tuy Phong, Bình Thuận            | 0   | 0%       |  |
| 15        | Bui Thanh Tuan      | Chief Accountant |                                       | 049077014515 | 21/08/2021 | Police Dept. | TDP Hương An, Hương An, Quế Sơn, Quảng Nam | 300 | Under 1% |  |
| 15.1      | Bui Som             |                  | Father of Mr. Bui Thanh Tuấn          | 049049002944 | 01/09/2021 | Police Dept. |  | 0   | 0%       |  |
| 15.2      | Nguyễn Thị Thông    |                  | Mother of Mr. Bui Thanh Tuấn          | 049150009008 | 16/09/2021 | Police Dept. |  | 0   | 0%       |  |
| 15.3      | Bui Thanh Phuong    |                  | Younger brother of Mr. Bui Thanh Tuấn | 049081015314 | 01/09/2021 | Police Dept. |  | 0   | 0%       |  |
| 15.4      | Bui Thị Hồng Phương |                  | Younger sister of Mr. Bui Thanh Tuấn  | 049189012320 | 27/07/2022 | Police Dept. |  | 0   | 0%       |  |
| 15.5      | Bui Thanh Tùng      |                  | Younger brother of Mr. Bui Thanh Tuấn | 049083005521 | 01/09/2021 | Police Dept. |  | 0   | 0%       |  |



|       |                     |            |                           |  |              |            |                   |   |        |       |             |
|-------|---------------------|------------|---------------------------|--|--------------|------------|-------------------|---|--------|-------|-------------|
| 15.6  | Bùi Thanh Long      |            |                           | Younger brother of Mr. Bùi Thanh Tuấn  | 049087016072 | 01/09/2021 | Police Dept.      |   | 0      | 0%    |             |
| 15.7  | Bùi Thị Thủy Hồng   |            |                           | Younger sister of Mr. Bùi Thanh Tuấn   | 049179000618 | 21/02/2021 | Police Dept.      |   | 0      | 0%    |             |
| 15.8  | Phạm Thị Minh Trang |            |                           | Wife of Mr. Bùi Thanh Tuấn             | 049181012672 | 06/09/2021 | Police Dept.      |   | 0      | 0%    |             |
| 15.9  | Bùi Tuấn Kha        |            |                           | Biological child of Mr. Bùi Thanh Tuấn |              |            |                   |   | 0      | 0%    | Still young |
| 15.10 | Bùi Tuấn Khang      |            |                           | Biological child of Mr. Bùi Thanh Tuấn |              |            |                   |   | 0      | 0%    | Still young |
| 15.11 | Bùi Tuấn Khanh      |            |                           | Biological child of Mr. Bùi Thanh Tuấn |              |            |                   |   | 0      | 0%    | Still young |
| 16    | Nguyen Thi Hoa      | 058C629586 | Head of Supervisory Board | -                                      | 037164000697 | 12/08/2021 | Police Department | 441/15B Dien Bien Phu, Ward 25, Binh Thanh District, Ho Chi Minh City | 24,000 | 0.22% | Resigned    |
| 16.1  | Vuong Thi Su        | -          | -                         | Mother                                 | 164074596    | 01/12/2007 | Ninh Binh Police  | Gia Lac, Gia Vien, Ninh Binh City                                     | 0      | 0%    |             |
| 16.2  | Nguyen Van Hung     | -          | -                         | Husband                                | 038064000878 | 18/12/2021 | Police Department | 441/15B Dien Bien Phu, Ward 25, Binh Thanh District, Ho               | 0      | 0%    |             |



|      |                       |            |                             |                 |              |            |                   |  |   |             |
|------|-----------------------|------------|-----------------------------|-----------------|--------------|------------|-------------------|--|---|-------------|
|      |                       |            |                             |                 |              |            | Chi Minh City     |  |   |             |
| 16.3 | Nguyen Tien Dung      | -          | -                           | Son             | 079088024796 | 01/05/2021 | Police Department | 441/50 Dien Bien Phu, Ward 25, Binh Thanh District, Ho Chi Minh City   | 0 | 0%          |
| 16.4 | Nguyen Tran Mi Phuong | -          | -                           | Daughter-in-law | 060188006103 | 05/08/2022 | Police Department | 441/50 Dien Bien Phu, Ward 25, Binh Thanh District, Ho Chi Minh City   | 0 | 0%          |
| 16.5 | Nguyen Tien Thanh Dat | -          | -                           | Son             | 079093033988 | 12/08/2021 | Police Department | 441/15B Dien Bien Phu, Ward 25, Binh Thanh District, Ho Chi Minh City  | 0 | 0%          |
| 17   | Duong Van Vang        | 058C629646 | Member of Supervisory Board | -               | 035064000452 | 27/04/2016 | Police Department | 132/84 Nguyen Hau Canh, Ward 22, Binh Thanh District, Ho Chi Minh City | 0 | 0% Resigned |
| 17.1 | Nguyen Ha Chi My      | -          | -                           | Wife            | 080172000107 | 31/05/2016 | Police Department | 132/84 Nguyen Hau Canh, Ward 22, Binh Thanh District, Ho Chi Minh City | 0 | 0%          |
| 17.2 | Duong Hai My          | -          | -                           | Daughter        | 072193003919 | 15/07/2018 | Police Department | 132/84 Nguyen Hau Canh, Ward 22, Binh Thanh                            | 0 | 0%          |



|      |                  |            |                             |                 |              |            |                            |   |   |          |
|------|------------------|------------|-----------------------------|-----------------|--------------|------------|----------------------------|---|---|----------|
|      |                  |            |                             |                 |              |            | District, Ho Chi Minh City |   |   |          |
| 17.3 | Duong Quoc Bao   | -          | -                           | Son             | 080096000065 | 12/01/2017 | Police Department          | 132/84<br>Nguyen Huu Canh, Ward 22, Binh Thanh District, Ho Chi Minh City | 0 | 0%       |
| 17.4 | Duong Van Vinh   | -          | -                           | Younger Brother | 035075003157 | 22/08/2019 | Police Department          | Duy Minh, Duy Tien, Ha Nam  | 0 | 0%       |
| 17.5 | Duong Van Qanh   | -          | -                           | Elder Brother   | 035060002516 | 09/05/2019 | Police Department          | Duy Minh, Duy Tien, Ha Nam  | 0 | 0%       |
| 17.6 | Duong Duc Khoan  | -          | -                           | Elder Brother   | 035057001435 | 12/03/2018 | Police Department          | Duy Minh, Duy Tien, Ha Nam  | 0 | 0%       |
| 17.7 | Duong Van Ve     | -          | -                           | Younger Brother | 012686309    | 28/11/2008 | Hanoi Police               | T2 Dai Dien Ly, Dang Xa, Gia Lam, Hanoi                                   | 0 | 0%       |
| 18   | Le Thi Thuy      | 058C629604 | Member of Supervisory Board | —               | 036187015077 | 20/12/2021 | Police Department          | 8.17 CC 326/1 Ung Van Khiem, Ward 25, Binh Thanh District                 | 0 | 0%       |
| 18.1 | Le Van Hai       | —          | —                           | Father          | 036059017980 | 10/05/2021 | Police Department          | Yen Thanh, Y Yen, Nam Dinh  | 0 | 0%       |
| 18.2 | Nguyen Thi Vinh  | —          | —                           | Mother          | 035164000115 | 26/10/2015 | Police Department          | Yen Thanh, Y Yen, Nam Dinh  | 0 | 0%       |
| 18.3 | Hoang Trong Manh | —          | —                           | Father-in-law   | 036061015709 | 25/08/2021 | Police Department          | Yen Thanh, Y Yen, Nam Dinh  | 0 | 0%       |
| 18.4 | Dao Thi Hoa      | —          | —                           | Mother-in-law   | 036164016125 | 22/12/2021 | Police Department          | Yen Thanh, Y Yen, Nam Dinh  | 0 | 0%       |
|      |                  |            |                             |                 |              |            |                            |   |   | Resigned |



|      |                 |            |                           |   |              |            |   |   |         |    |             |
|------|-----------------|------------|---------------------------|---|--------------|------------|---|---|---------|----|-------------|
| 18.5 | Hoang Trong Man | —          | —                         | Husband   | 036087015338 | 18/12/2021 | Police Department   | 8.17 CC 326/1 Ung Van Khiem, Ward 25, Binh Thanh District | 0       | 0% | —           |
| 18.6 | Hoang Trong Phu | —          | —                         | Child   | —            | —          | —   | 8.17 CC 326/1 Ung Van Khiem, Ward 25, Binh Thanh District | 0       | 0% | Still young |
| 18.7 | Le Duc Quan     | —          | —                         | Brother   | 036086007096 | 26/04/2018 | Police Department   | Yen Thanh, Yen, Nam Dinh                                  | 0       | 0% | —           |
| 18.8 | Nguyen Thi Thu  | —          | —                         | Sister-in-law   | 036194021246 | 10/05/2021 | Police Department   | Yen Nghia, Yen, Nam Dinh                                  | 0       | 0% | —           |
| 19   | Tran Van Hung   | 091C092897 | Head of Supervisory Board | —   | 049097017568 | 31/05/2023 | Department of Administrative Management of Social Order – Ministry of Public Security | Thon Thuan Tri, Duy Hai, Duy Xuyen, Quang Nam             | 426,000 | 4% | —           |
| 19.1 | Tran Van Dung   | —          | —                         | Father of Mr. Tran Van Hung – Head of Supervisory Board | 049076028042 | 11/11/2021 | Same as above   | Thon An Luong, Duy Hai, Duy Xuyen, Quang Nam              | 0       | 0% | —           |
| 19.2 | Do Thi Hanh     | —          | —                         | Mother of Mr. Tran Van Hung – Head of Supervisory Board | 049178020511 | 27/12/2021 | Same as above   | Thon Thuan Tri, Duy Hai, Duy Xuyen, Quang Nam             | 0       | 0% | —           |
| 19.3 | Vo Thi Anh      | —          | —                         | Wife of Mr. Tran Van Hung – Head of Supervisory Board   | 052197004498 | 02/02/2024 | Same as above   | Thuong Giang 1, Tay Giang, Tay Son, Binh Dinh             | 0       | 0% | —           |



|      |                    |                                 |              |  |  |  |   |              |              |
|------|--------------------|---------------------------------|--------------|--|--|--|---|--------------|--------------|
|      |                    |                                 |              | Board  |  |  |   |              |              |
| 19.4 | Tran Gia Han       | —                               | —            | Child of Mr. Tran Van Hung – Head of Supervisory Board           | —  | Thon Thuan Tri, Duy Hai, Duy Xuyen, Quang Nam  | 0   | 0%           | Still young  |
| 19.5 | Tran Van Cuong     | —                               | —            | Younger brother of Mr. Tran Van Hung – Head of Supervisory Board | 27/12/2021   | Same as above                                  | Thon Thuan Tri, Duy Hai, Duy Xuyen, Quang Nam | 300          | Less than 1% |
| 19.6 | Tran Thi Du        | —                               | —            | Mother-in-law of Mr. Tran Van Hung – Head of Supervisory Board   | 01/04/2024   | Same as above                                  | Thuong Giang 1, Tay Giang, Tay Son, Binh Dinh | 0            | 0%           |
| 20   | Phan Thanh Hung    | Member of the Supervisory Board | 049084017855 | 13/12/2022   | Police Department of Administrative Management of Social Order | 161 Pham Phu Tiet, Khue Trung, Cam Le, Da Nang | 300   | Less than 1% |              |
| 20.1 | Le Thi Huyen Trang |                                 | 049084017855 | 31/05/2023   | Police Dept. of Admin. Management of Social Order              |  | 0   | 0%           |              |
| 20.2 | Phan Thanh Bach    |                                 | 049185019011 | 13/12/2022   | Police Dept. of Admin. Management of Social Order              |  | 0   | 0%           |              |



|       |                      |  |  |  |  |  |  |   |    |                         |
|-------|----------------------|--|--|--|--|--|--|---|----|-------------------------|
| 20.3  | Phan Thanh Quynh Anh |  |  |  |  |  |  | 0 | 0% | Still young             |
|       |                      |  |  |  |  |  |  |   |    |                         |
| 20.4  | Phan Dinh Khai       |  |  |  |  |  |  | 0 | 0% | Insider did not provide |
|       |                      |  |  |  |  |  |  |   |    |                         |
| 20.5  | Nguyen Thi Hue       |  |  |  |  |  |  | 0 | 0% | Insider did not provide |
|       |                      |  |  |  |  |  |  |   |    |                         |
| 20.6  | Phan Thanh Tuyen     |  |  |  |  |  |  | 0 | 0% | Insider did not provide |
|       |                      |  |  |  |  |  |  |   |    |                         |
| 20.7  | Phan Thanh Lam       |  |  |  |  |  |  | 0 | 0% | Insider did not provide |
|       |                      |  |  |  |  |  |  |   |    |                         |
| 20.8  | Phan Thi Thanh Suong |  |  |  |  |  |  | 0 | 0% | Insider did not provide |
|       |                      |  |  |  |  |  |  |   |    |                         |
| 20.9  | Le Van Thuong        |  |  |  |  |  |  | 0 | 0% | Insider did not provide |
|       |                      |  |  |  |  |  |  |   |    |                         |
| 20.10 | Nguyen Thi Dao       |  |  |  |  |  |  | 0 | 0% | Insider did not provide |
|       |                      |  |  |  |  |  |  |   |    |                         |
| 20.11 | Le Thi Thanh Loan    |  |  |  |  |  |  | 0 | 0% | Insider did not provide |
|       |                      |  |  |  |  |  |  |   |    |                         |



|           |                  |  |   |              |            |   |   |   |    |                         |
|-----------|------------------|--|---|--------------|------------|---|---|---|----|-------------------------|
| 20.1<br>2 | Le Van Thanh     |  | Brother-in-law of Mr. Phan Thanh Hung - SB Member |              |            |   |   | 0 | 0% | Insider did not provide |
| 21        | Nguyen Le Duy    | Member of the Supervisory Board  |   | 048084007384 | 18/10/2024 | Police Dept. of Admin. Management of Social Order | K270/8 Nui Thanh, Group 9, Hoa Cuong Bac, Hai Chau, Da Nang | 0 | 0% |                         |
| 21.1      | Nguyen Ngoc Toan |  | Father of Mr. Nguyen Le Duy - SB Member           |              |            |   |   | 0 | 0% | Insider did not provide |
| 21.2      | Le Son Ca        |  | Mother of Mr. Nguyen Le Duy - SB Member           |              |            |   |   | 0 | 0% | Insider did not provide |
| 21.3      | Nguyen Ha Doan   |  | Sister of Mr. Nguyen Le Duy - SB Member           | 048179001149 | 20/08/2022 | Police Dept. of Admin. Management of Social Order |   | 0 | 0% |                         |
| 21.4      | Nguyen Ha Uyen   |  | Sister of Mr. Nguyen Le Duy - SB Member           | 048182000021 | 23/02/2016 | Police Dept. of Admin. Management of Social Order |   | 0 | 0% |                         |
| 22        | Nguyen Hai Anh   | Authorized Information Disclosure Officer, Corporate Secretary, Person in charge of Corporate Governance |   | 001302007151 | 24/04/2023 | Police Dept. of Admin. Management of Social Order | Group 4, Tran Phu Ward, Hoang Mai District, Hanoi           | 0 | 0% |                         |



|      |                  |  |  |  |              |            |   |   |   |    |  |
|------|------------------|--|--|--|--------------|------------|---|---|---|----|--|
| 22.1 | Nguyen Van Hoa   |  |  | Father of Ms. Nguyen Hai Anh – Authorized Info. Disclosure Officer, Corporate Secretary, Person in charge of Corporate Governance          | 001064026184 | 10/01/2025 | Police Dept. of Admin. Management of Social Order | Group 4, Tran Phu Ward, Hoang Mai District, Hanoi | 0 | 0% |  |
| 22.2 | Vu Thi Chien     |  |  | Mother of Ms. Nguyen Hai Anh – Authorized Info. Disclosure Officer, Corporate Secretary, Person in charge of Corporate Governance          | 001169025849 | 28/04/2021 | Police Dept. of Admin. Management of Social Order | Group 4, Tran Phu Ward, Hoang Mai District, Hanoi | 0 | 0% |  |
| 22.3 | Nguyen Quoc Viet |  |  | Younger brother of Ms. Nguyen Hai Anh – Authorized Info. Disclosure Officer, Corporate Secretary, Person in charge of Corporate Governance | 001205008735 | 31/05/2021 | Police Dept. of Admin. Management of Social Order | Group 4, Tran Phu Ward, Hoang Mai District, Hanoi | 0 | 0% |  |



|      |                      |            |   |              |              |            |   |         |       |          |
|------|----------------------|------------|---|--------------|--------------|------------|---|---------|-------|----------|
| 23   | Nguyen Minh Sang     |            | Corporate Secretary, Person in charge of Corporate Governance |              |              |            | Dang Dinh Hamlet, Dang Le, An Thi, Hung Yen | 468,100 | 4.33% | Resigned |
| 23.1 | Truong Thi Dep       |            |   | Mother       | 054169002637 | 07/02/2022 | Police Department                           | 0       | 0%    |          |
| 23.2 | Nguyen Thi Thu Thao  | 004C074343 |   | Elder sister | 054194002339 | 08/04/2024 | Police Department                           | 490,500 | 4.54% |          |
| 23.3 | Tran Thi Thanh Huyen | 004C079199 |   | Wife         | 033198011312 | 17/05/2023 | Police Department                           | 179,400 | 1.66% |          |

#### APPENDIX 4: TRANSACTIONS BY INSIDERS AND RELATED PERSONS INVOLVING THE COMPANY'S SHARES

| No. | Name of Person Executing the Transaction | Relationship to Insider | Shares Held at Beginning of Period |            | Shares Held at End of Period |            | Reason for Change (Purchase, Sale, Conversion, Bonus, etc.) |
|-----|--|-------------------------|------------------------------------|------------|------------------------------|------------|---|
|     |  |                         | Number of shares                   | Percentage | Number of shares             | Percentage |   |
| 1   | Do Tan Cuong                             | Insider                 | 0                                  | 0%         | 2,160,000                    | 20%        | Purchase  |
| 2   | Do Tan Vu                                | Brother of Do Tan Cuong | 0                                  | 0%         | 431,700                      | 4%         | Purchase  |
| 3   | Do Thi Hoa                               | Sister of Do Tan Cuong  | 0                                  | 0%         | 300                          | <1%        | Purchase  |
| 4   | Do Thi Hiep                              | Sister of Do Tan Cuong  | 0                                  | 0%         | 300                          | <1%        | Purchase  |
| 5   | Tran Viet Thang                          | Insider                 | 0                                  | 0%         | 5,100                        | <1%        | Purchase  |
| 6   | Bui Do Linh                              | Insider                 | 0                                  | 0%         | 102,000                      | 1%         | Purchase  |



|    |  |                          |           |       |           |     |          |
|----|--|--------------------------|-----------|-------|-----------|-----|----------|
| 7  | Do Thi Thuy Van                                    | Mother of Bui Do Linh    | 0         | 0%    | 300       | <1% | Purchase |
| 8  | Bui Van Chin                                       | Father of Bui Do Linh    | 0         | 0%    | 300       | <1% | Purchase |
| 9  | Bui Do Sang  | Brother of Bui Do Linh   | 0         | 0%    | 300       | <1% | Purchase |
| 10 | Dinh Van Xuan                                      | Insider                  | 0         | 0%    | 1,123,000 | 10% | Purchase |
| 11 | Dinh Van Ha  | Brother of Dinh Van Xuan | 0         | 0%    | 300       | <1% | Purchase |
| 12 | Tran Van Hung                                      | Insider                  | 0         | 0%    | 426,000   | 4%  | Purchase |
| 13 | Tran Van Cuong                                     | Brother of Tran Van Hung | 0         | 0%    | 300       | <1% | Purchase |
| 14 | Phan Thanh Hung                                    | Insider                  | 0         | 0%    | 300       | <1% | Purchase |
| 15 | Bui Thanh Tuan                                     | Insider                  | 0         | 0%    | 300       | <1% | Purchase |
| 16 | Nguyen Van Son                                     | Insider                  | 180,500   | 5.01% | 0         | 0%  | Sale     |
| 17 | Le Dinh Hien                                       | Insider                  | 17,710    | 0.48% | 0         | 0%  | Sale     |
| 18 | Pham Thi Thanh Huong                               | Wife of Le Dinh Hien     | 2,000     | 0.05% | 0         | 0%  | Sale     |
| 19 | Le Huong Giang                                     | Child of Le Dinh Hien    | 1,000     | 0.03% | 0         | 0%  | Sale     |
| 20 | Lam Dong Hydraulic Investment and Construction JSC | Major Shareholder        | 1,836,000 | 51.0% | 0         | 0%  | Sale     |



|    |                       |                                   |        |       |        |       |      |
|----|-----------------------|-----------------------------------|--------|-------|--------|-------|------|
| 21 | Ha Huy Khanh          | Insider                           | 15,000 | 0.42% | 0      | 0%    | Sale |
| 22 | Ha Van Duong          | Brother of Ha Huy Khanh           | 6,000  | 0.16% | 0      | 0%    | Sale |
| 23 | Tran Bac Viet         | Insider                           | 35,000 | 0.97% | 0      | 0%    | Sale |
| 24 | Nguyen Thi Hoa        | Insider                           | 58,000 | 1.61% | 24,000 | 0.22% | Sale |
| 25 | Nguyen Van Hung       | Husband of Nguyen Thi Hoa         | 12,000 | 0.33% | 0      | 0%    | Sale |
| 26 | Nguyen Tien Dung      | Child of Nguyen Thi Hoa           | 3,000  | 0.08% | 0      | 0%    | Sale |
| 27 | Nguyen Tran Mi Phuong | Daughter-in-law of Nguyen Thi Hoa | 2,000  | 0.06% | 0      | 0%    | Sale |
| 28 | Nguyen Tien Thanh Dat | Child of Nguyen Thi Hoa           | 2,000  | 0.06% | 0      | 0%    | Sale |
| 29 | Duong Van Vang        | Insider                           | 38,300 | 1.06% | 0      | 0%    | Sale |
| 30 | Le Thi Thuy           | Insider                           | 30,000 | 0.83% | 0      | 0%    | Sale |
| 31 | Hoang Trong Man       | Husband of Le Thi Thuy            | 4,400  | 0.12% | 0      | 0%    | Sale |
| 32 | Pham Van Hoan         | Insider                           | 73,500 | 2.04% | 0      | 0%    | Sale |