

No. ~~1568~~/BC-E&C

Hanoi, month ~~07~~ day ~~30~~. year. ~~2025~~

REPORT ON CORPORATE GOVERNANCE

(6 months/year)

To: - The State Securities Commission;
- The Stock Exchange.

- Name of company: Alphanam E&C Joint Stock Company
- Address of head office: 3rd Floor, No. 108 Nguyen Trai, Thuong Dinh Ward, Thanh Xuan District, Hanoi City
- Telephone: 02435587979 Fax: 043557842 Email: info@alphanam.com
- Charter capital: 652.000.000.000 VND
- Stock symbol: AME
- Corporate governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors and General Director.
- The implementation of internal audit: Implemented.

I. Activities of the General Meeting of Shareholders

Information on meetings, resolutions and decisions of the General Meeting of Shareholders (including the resolutions of the General Meeting of Shareholders approved in the form of written comments):

No.	Resolution/Decision No.	Date	Content
1	Resolution No. 643/2025/NQ/E&C-DHDCĐ	17/04/2025	<p>The 2025 Annual General Meeting of Shareholders approved the following matters:</p> <ol style="list-style-type: none">1. Report on the activities of the Board of Directors in 2024.2. Report on the activities of the Executive Board regarding the 2024 business performance and the 2025 business plan.3. Report on the activities of the Supervisory Board in 2024.4. Audited financial statements for the year 2024.5. Approval of the authorization for the Company's General Director to decide and execute the contract with an independent auditing firm, in accordance with the

			<p>Company's procurement procedures and from the list of audit firms approved by the State Securities Commission to audit public-interest entities in the securities sector for the year 2025.</p> <p>6. Profit non-distribution plan for the year 2024.</p> <p>7. Remuneration payment plan for the Board of Directors for the year 2024.</p> <p>8. Promulgation of the Financial Management Regulation.</p>
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II. Board of Directors (Semiannual report/annual report):

1. Information about the members of the Board of Directors:

No.	Board of Directors' members	Position	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Mr. Bui Hoang Tuan	Chairman of the Board of Directors	1997	
2	Mr. Nguyen Minh Nhat	Member of the Board of Directors	26/11/2017	
3	Mr. Nguyen Anh Quan	Member of the Board of Directors	22/06/2020	

2. Meetings of the Board of Directors:

No.	Board of Director' member	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
1	Mr. Bui Hoang Tuan	10	100%	
2	Mr. Nguyen Minh Nhat	10	100%	
3	Mr. Nguyen Anh Quan	10	100%	

3. Supervising the Board of Management by the Board of Directors:

In the first six months of 2025, the Board of Directors of Alphanam E&C Joint Stock Company (the "Company") carried out supervisory activities over the Executive Board in accordance with the Company's Charter, internal regulations, and applicable laws. The Board of Directors held several meetings with the Executive Board to discuss, oversee, and provide direction for management activities. The focus of supervision included the following matters:

- Monitoring, urging, and inspecting the implementation of the business and production plan as approved by the 2025 General Meeting of Shareholders;

- Requesting the Executive Board to fully comply with the requirements for periodic and ad-hoc reporting on the Company's business performance, financial status, and management activities;
- Overseeing information disclosure to ensure accuracy, timeliness, and compliance with legal regulations;
- Reviewing and making decisions on matters related to organizational structure and personnel within the scope of the Board of Directors' authority.

4. Activities of the Board of Directors' subcommittees (If any): The Board of Directors has not established committees.

5. Resolutions/Decisions of the Board of Directors (Semi-annual report/annual report):

No.	Resolution/Decision No.	Date	Content	Approval rate
1.	30/2025/NQ/E&C-HĐQT	07/01/2025	Guarantee for the credit limit of Alpec Joint Venture Joint Stock Company at First Commercial Bank, LTD – Hanoi Branch	100%
2.	75/2025/NQ/E&C-HĐQT	14/01/2025	Approval of the guarantee issuance plan for the Company's payment obligations arising from the contract signed with Dong Hai Hospitality Co., Ltd. at Saigon Thuong Tin Commercial Joint Stock Bank – Da Nang Branch	100%
3.	77/2025/NQ/E&C-HĐQT	14/01/2025	Approval of the guarantee issuance plan for the Company's payment obligations arising from the contract signed with Hai Ha Handicraft Co., Ltd. at Saigon Thuong Tin Commercial Joint Stock Bank – Da Nang Branch	100%
4.	79/2025/NQ/E&C-HĐQT	15/01/2025	Approval of the plan for re-issuance of the credit limit at Tien Phong Commercial Joint Stock Bank (TPBank) – Thanh Tri Branch	100%
5.	82/2025/NQ/E&C-HĐQT	15/01/2025	Approval of the plan for granting a credit limit at Vietnam Maritime Commercial Joint Stock Bank – Long Bien Branch	100%
6.	281/2025/NQ/E&C-HĐQT	25/02/2025	Change of the Company's Chief Accountant	100%

7.	297/2025/NQ/E&C-HĐQT	26/02/2025	Approval of the plan to convene the 2025 Annual General Meeting of Shareholders	100%
8.	964/2025/NQ/E&C-HĐQT	27/05/2025	Plan for re-issuance of the credit limit at Bank for Investment and Development of Vietnam (BIDV) – Ngoc Khanh Hanoi Branch	100%
9.	1158/2025/NQ/E&C-HĐQT	17/06/2025	Approval of the plan to convene the 2025 Extraordinary General Meeting of Shareholders	100%
10.	1328/2025/NQ/E&C-HĐQT	07/07/2025	Approval of the plan for issuing a corporate credit card limit at Saigon – Hanoi Commercial Joint Stock Bank – Ba Dinh Branch	100%

III. Board of Supervisors (Semi-annual report/annual report):

1. Information about members of Board of Supervisors:

No.	Members of Board of Supervisors	Position	The date becoming/ceasing to be the member of the Board of Supervisors	Qualification
1	Ms. Bui Kim Yen	Head of the Board of Supervisors	The date of becoming the Member of the Board of Supervisors: 22/06/2020	Bachelor's Degree in Accounting
2	Ms. Nguyen Thi Hai Yen	Member of the Board of Supervisors	The date of becoming the Member of the Board of Supervisors: 28/02/2022	Bachelor's Degree in Economics, Academy of Finance
3	Mr. Dam Van Han	Member of the Board of Supervisors	The date of becoming the Member of the Board of Supervisors: 25/04/2023	Bachelor's Degree in Construction Economics, University of Civil Engineering

2. Meetings of Board of Supervisors

No.	Members of Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Ms. Bui Kim Yen	01	01	100%	

2	Ms. Nguyen Thi Hai Yen	01	01	100%	
3	Mr. Dam Van Han	01	01	100%	

3. Supervising Board of Directors, Board of Management and shareholders by Board of Supervisors:

In the first half of 2025, the Supervisory Board of Alphanam E&C Joint Stock Company fully performed its functions and duties in accordance with the law, the Company's Charter, and the Resolutions of the General Meeting of Shareholders. The supervisory activities focused on the following:

- Monitoring the implementation of the Resolutions of the Annual General Meeting of Shareholders;
- Reviewing quarterly and semi-annual financial statements;
- Assessing the legality and validity of the Resolutions and Decisions issued by the Board of Directors and the Executive Board;
- Proposing the selection of an independent auditing firm and the corresponding audit fee;
- Performing other duties as prescribed by law.

Through its supervisory activities, the Supervisory Board found that the Board of Directors and the Executive Board complied with applicable laws, the Company's Charter, and the Resolutions of the General Meeting of Shareholders. During the reporting period, there were no complaints or inspection requests from shareholders.

4. The coordination among the Board of Supervisors, Audit Committee, the Board of Management, Board of Directors and other managers:

- Supervise the implementation of resolutions, reviewing the process of organizing meetings, and ensuring that the decisions of the Board of Directors comply with laws and the Company Charter.
- Monitor the progress of the business plan implementation and oversee the disclosure of information in accordance with legal regulations.
- Coordinate with relevant departments to assess and review the Company's operational performance, ensuring that activities achieve effectiveness, optimize resources, and enhance business efficiency.

5. Other activities of the Board of Supervisors (if any): None.

IV. Board of Management

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment / dismissal of members of the Board of Management
1.	Ms. Truong Thi Thu	29/08/1976	Bachelor's Degree in	Appointment:

	Hien		Accounting	03/03/2022
2.	Mr. Lam Son Tung	28/01/1968	Engineer in Electrical Equipment and Information Technology	Appointment: 01/06/2009
3.	Mr. Nguyen Dac Tai	23/04/1974	Bachelor's Degree in Thermal Engineering	Appointment: 01/01/2023

V. Chief Accountant

Name	Date of birth	Qualification	Date of appointment/dismissal
Ms. Nguyen Thi Nhat Hoan	05/12/1977	Bachelor's Degree in Finance and Accounting	Dismissal: 25/02/2025
Ms. Nguyen Thi Duyen	10/11/1972	Bachelor's degree in Economics	Appointment: 25/02/2025

VI. Training courses on corporate governance:

Members of the Board of Directors, the Supervisory Board, the Executive Board, and Heads of Departments were facilitated to participate in internal training programs and attend corporate governance courses at training institutions during the first half of 2025.

VII. The list of affiliated persons of the public company (Semi-annual report/annual report) and transactions of affiliated persons of the Company)

1. The list of affiliated persons of the Company: As attached in Appendix I.
2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons: None.
3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes control of power: None.
4. Transactions between the Company and other objects: None.
 - 4.1. Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, Director (General Director) have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting): None.
 - 4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director (General Director) and other managers as a member of the Board of Directors, Director (General Director or CEO): None.
 - 4.3. Other transactions of the Company (if any) may bring material or non- material benefits for members of the Board of Directors, members of the Board of Supervisors, Director (General Director) and other managers: None.

VIII. Share transactions of internal persons and their affiliated persons (Semi-annual report/annual report)

1. The list of internal persons and their affiliated persons: Refer to: As attached in Appendix II.

2. Transactions of internal persons and affiliated persons with shares of the company: None.

IX. Other significant issues: None.

Recipients:

- As addressed;
- File: Office Archive.

CHAIRMAN OF THE BOARD OF DIRECTORS



BUI HOANG TUAN





Appendix 1: The list of affiliated persons of the Company
(Enclosed: Report on Corporate Governance (6 months/year of 2025) no. 458/BC-E&C dated 20.07.2025)

	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	No. *, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
1	Truong Thi Thu Hien		General Director			3/3/2022		Appointed	
2	Bui Hoang Tuan		Chairman of the Board of Directors			2006		Elected	
3	Nguyen Minh Nhat		Deputy Chairman of the Board of Directors			26/11/2017		Elected	
4	Nguyen Anh Quan		Independent Member of the Board of Directors			22/06/2020		Elected	
5	Bui Kim Yen		Head of the Supervisory Board			22/06/2020		Elected	
6	Nguyen Thi Hai Yen		Member of the Supervisory Board			28/02/2022		Elected	
7	Dam Van Han		Member of the Supervisory Board			25/04/2023		Elected	
8	Nguyen Dac Tai		Deputy General Director			1/1/2023		Appointed	
9	Lam Son Tung		Deputy General Director			2009		Appointed	
11	Nguyen Thi Nhat Hoan		Chief Accountant			25/02/2025		Relieved of duty	
10	Nguyen Thi Duyen		Chief Accountant			25/02/2025		Appointed	
12	Alphanam Investment Joint Stock Company					2006		Parent Company	
13	Alphanam Joint Stock Company					2015		Major Shareholder	

**List of Insiders and Related Persons of Insiders
(Attached with Corporate Governance Report)**

Alphanam E&C Joint Stock Company
AME

No.	Stock Code	Full Name	Securities Trading Account (if any)	Position at the Company (if any)	Relationship with the Insider	Identification Document (Citizen ID/Passport/Business Registration Certificate)			Registered Address/Contact Address	Number of Shares Held at the End of Period	Shareholding Ratio at the End of Period	Notes (regarding missing ID number and other remarks)
						ID Number (*)	Date of Issue	Place of Issue				
1	2		4	5	6	7	8	9	10	11	12	13
1		Bui Hoang Tuan		Chairman of the Board of Directors					Ba Dinh District, Hanoi			
1.01		Dang Thi Que Lan			Wife				Ba Dinh District, Hanoi			
1.02		Bui Thi Que Duong			Biological child				Ba Dinh District, Hanoi			
1.03		Bui Thi Thu			Elder sister							
1.04		Le Thi Khue			Mother-in-law				Warsaw, Poland			Deceased
1.05		Dang Ngoc Am			Father-in-law							Deceased
1.06		Tran Thi Con			Biological mother							Deceased
1.07		Bui Hoang Dung			Biological father							Deceased
1.08		Alphanam Investment Joint Stock Company			Member of the Board of Directors				Pho Noi A Industrial Zone, Nhu Quynh Commune, Hung Yen Province			
1.09		Alphanam Joint Stock Company			Member of the Board of Directors				Pho Noi A Industrial Zone, Nhu Quynh Commune, Hung Yen Province			
1.10		Hane - Alphanam Urban Joint Stock Company			Member of the Board of Directors				Floor 3B, No. 47 Vu Trong Phung, Thanh Xuan Ward, Hanoi City			
1.11		Zeta Infrastructure Investment and Development Joint Stock Company			Chairman of the Board of Directors				Pho Noi A Industrial Zone, Nhu Quynh Commune, Hung Yen Province			

1.12		Molha Joint Stock Company			Member of the Board of Directors					Floor 3, No. 108 Nguyen Trai, Thanh Xuan Ward, Hanoi City			
2		Nguyen Minh Nhat		Member of the Board of Directors						Hai Ba Trung District, Hanoi			
2.01		Nguyen Tuan Hai			Biological father					Hai Ba Trung District, Hanoi			
2.02		Do Thi Minh Anh			Biological mother					Hai Ba Trung District, Hanoi			
2.03		Nguyen Thuy Minh			Wife					Hai Ba Trung District, Hanoi			
2.04		Nguyen Minh Triet			Biological child					Hai Ba Trung District, Hanoi			
2.05		Nguyen Minh Lam			Biological child					Hai Ba Trung District, Hanoi			
2.06		Nguyen Ngoc Nhu Anh			Biological child					Hai Ba Trung District, Hanoi			
2.07		Pham Thi Nguyet Anh			Mother-in-law					Hai Ba Trung District, Hanoi			
2.08		Nguyen Thuy Linh			Father-in-law							Deceased	
2.09		Nguyen Ngoc My			Sibling					Hai Ba Trung District, Hanoi			
2.10		Nguyen Tri Chung			Brother-in-law					Ba Dinh District, Hanoi			
2.11		Muong Hoa Cultural Park Investment Joint Stock Company			Shareholder, Chairman of the Board of Directors, General Director					Group 2, Sa Pa Ward, Lao Cai Province, Vietnam			
2.12		Alphanam Joint Stock Company			Shareholder, Chairman of the Board of Directors, General Director					Pho Noi A Industrial Zone, Nhu Quynh Commune, Hung Yen Province			
2.13		Ho Thac Ba Sports, Tourism and Urban Cultural Park Investment Joint Stock Company			Shareholder					No. 672, Group 6, Dai Dong Street, Yen Binh Commune, Yen Bai Province			
2.14		Alphanam Real Estate Joint Stock Company			Member of the Board of Directors					Floor 3, No. 108 Nguyen Trai, Thanh Xuan Ward, Hanoi			

2.15	Hanel- Alphanam Urban Joint Stock Company				Member of the Board of Directors					Floor 3B, No. 47 Vu Trong Phung, Thanh Xuan Ward, Hanoi			
2.16	Alphanam Investment Joint Stock Company				Vice Chairman of the Board of Directors and General Director					Pho Noi A Industrial Zone, Nhu Quynh Commune, Hung Yen Province			
3	Nguyen Anh Quan				Independent Member of the Board of Directors					Hai Ba Trung District, Hanoi			
3.01	Nguyen Huu Viet				Biological Father					Hai Ba Trung District, Hanoi			
3.02	Do Thuý Nga				Biological mother					Hai Ba Trung District, Hanoi			
3.03	Nguyen Thu Trang				Elder sister					Hai Ba Trung District, Hanoi			
3.04	Nguyen Le Trung Hieu				Brother-in-law					Hai Ba Trung District, Hanoi			
3.05	Vu Ha Mi				Wife					Hai Ba Trung District, Hanoi			
3.06	Vu Quoc Hung				Father-in-law								Lost Citizen ID
3.07	Ngô Thị Nhi Ha				Mother-in-law								Lost Citizen ID
4	Truong Thi Thu Hien				General Director					Dong Da District, Hanoi			
4.01	Vu Thi Ha				Biological mother					Hai Phong			
4.02	Truong Van Trong				Biological father								Deceased
4.03	Luong Duc				Father-in-law								Deceased
4.04	Duong Thi Vien				Mother-in-law					Hanoi			
4.05	Luong Hai Long				Husband								
4.06	Truong Thi Thu Huyen				Elder sister					Hanoi			
4.07	Truong Thi Thu Binh				Sibling					Hanoi			
4.08	Do Tung Lam				Brother-in-law					Hanoi			
4.09	Truong Thi Phuong Thao				Sibling					Nghe An			
4.10	Truong Van Thang				Sibling					Hanoi			

4.11	Hoang Thi Thu Trang				Sister-in-law						Hanoi				
4.12	Foodinco Real Estate Joint Stock Company				Member of the Board of Directors						No. 58 Bach Dang, Hai Chau Ward, Da Nang City				
4.13	Foodinco Central Joint Stock Company				Member of the Board of Directors						Street No. 2, Hoa Khanh Industrial Zone, Lien Chieu Ward, Da Nang City				
4.14	Zeta Infrastructure Investment and Development Joint Stock Company				Member of the Board of Directors						Pho Noi A Industrial Zone, Nhu Quynh Commune, Hung Yen Province				
4.15	Foodinco Investment and Import-Export Corporation Joint Stock Company				Member of the Board of Directors						No. 58 Bach Dang, Hai Chau Ward, Da Nang City				
4.16	Alphanam Investment Joint Stock Company				Deputy General Director						Pho Noi A Industrial Zone, Nhu Quynh Commune, Hung Yen Province				
4.17	Mekong Financial Group Joint Stock Company				Chairman of the Board of Directors						No. 277 Thuy Khue Street, Tay Ho Ward, Hanoi City				
5	Nguyen Dac Tai				Deputy General Director						Dong Da District, Hanoi				Appointed on 01/01/2023
5.01	Nguyen Dac Can				Biological father						Hanoi				
5.02	Tran Thi Quy				Mother-in-law						Hanoi				Deceased
5.03	Truong Trung Chinh				Father-in-law						Hanoi				Deceased
5.04	Nguyen Thi Lan				Mother-in-law						Hanoi				
5.05	Truong Thi Mai Luong				Wife						Hanoi				
5.06	Nguyen Dac Anh				Biological child						Hanoi				

5.07	Nguyen Trung Duc									Hanoi			
5.08	Nguyen Dac Tien									Hanoi			
5.09	Nguyen Thi Ngoc Thuy									Hanoi			
5.10	Nguyen Thi Tinh									Hanoi			
5.11	Ngo Xuan Huy									Hanoi			
5.12	Nguyen Thi Tu									Hanoi			
5.13	Giap Van Tam									Hanoi			
5.14	Nguyen Thi Thuong												Residing abroad
5.15	Shon Sung Kwot												Residing abroad
5.16	Nguyen Thi Tho									Hanoi			
5.17	Nguyen Quoc Cuong									Hanoi			
5.18	Zeta Infrastructure Investment and Development Joint Stock Company									Pho Noi A Industrial Zone, Nhu Quynh Commune, Hung Yen Province			
6	Nguyen Thi Nhat Hoan									Hanoi			Dismissed on 25/02/2025
6.01	Nguyen Duy Tich									Hanoi			
6.02	Pham Thi Thoan									Hanoi			
6.03	Nguyen Ngoc Nhat Anh									Hanoi			
6.04	Nguyen Ngoc Mai Linh									Hanoi			
6.05	Nguyen Thi Thu Hien									Hanoi			
6.06	Nguyen Thi Oanh Chau									Hanoi			

7	Nguyen Thi Duyen	Chief Accountant							9, Alley 96/7 Thanh Nhan Street, Thanh Nhan Ward, Hai Ba Trung District, Hanoi			Appointed on 25/02/2025
7.01	Nguyen Van Duy							Biological father	Hanoi			
7.02	Nguyen Thi Dinh							Biological mother	Hanoi			
7.03	Doan Manh Quy							Father-in-law	Hanoi			
7.04	Nguyen Thi Thom							Mother-in-law	Hanoi			
7.05	Doan Manh Duy							Husband	Hanoi			
7.06	Doan Thanh Mai							Biological child	Hanoi			
7.07	Doan Quang Hung							Biological child	Hanoi			
7.08	Pham Yen Huan							Son-in-law	Hanoi			
7.09	Nguyen Anh Tuan							Sibling	Hanoi			
7.10	Nguyen Hoang Lan							Sibling	Hanoi			
7.11	Molta Joint Stock Company							Member of the Board of Directors	Floor 3, No. 108 Nguyen Trai Street, Thanh Xuan Ward, Hanoi City			
7.12	Zeta Infrastructure Investment and Development Joint Stock Company							Chief Accountant	Pho Noi A Industrial Zone, Nhu Quynh Commune, Hung Yen Province			
8	Bui Kim Yen	Head of the Supervisory Board, Person in charge of Corporate Governance							Dong Da District, Hanoi			Appointed on 22/06/2020
8.01	Tran Thi Mien							Biological mother	Hoan Kiem District, Hanoi			
8.02	Bui Thien Thau							Biological father	Hoan Kiem District, Hanoi			

8.03	Dang Tran Quang									Dong Da District, Hanoi			
8.04	Dang Tran Dat									Dong Da District, Hanoi			
8.05	Bui Taien Minh									Hoan Kiem District, Hanoi			
8.06	Tran Thi Hong									Hoan Kiem District, Hanoi			
8.07	Bui Kim Tuyen									Hoan Kiem District, Hanoi			
8.08	Dang Binh Minh												Deceased
8.09	Phi Hai Yen									Dong Da District, Hanoi			
8.10	Nguyen Thi Lan												Deceased
8.11	Hanel- Alphanam Urban Joint Stock Company									Floor 3B, No. 47 Vu Trong Phung Street, Thanh Xuan Ward, Hanoi City, Vietnam			
8.12	Minh Nguyen Investment Joint Stock Company									Pho Noi A Industrial Zone, Trung Trac Commune, Van Lam District, Hung Yen Province, Vietnam			
8.13	Foodrice Tay Nguyen Joint Stock Company									161 National Highway 1A, Bac Nha Trang Ward, Khanh Hoa Province, Vietnam			
8.14	Alphanam Investment Joint Stock Company									Pho Noi A Industrial Zone, Trung Trac Commune, Van Lam District, Hung Yen Province, Vietnam			
8.15	Flying Kites Joint Stock Company									Floor 3, No. 47 Vu Trong Phung Street, Thanh Xuan Ward, Hanoi City, Vietnam			

