

REPORT ON CORPORATE GOVERNANCE

(For the First Six Months of 2025)

To: - The State Securities Commission

- Hanoi Stock Exchange

- Name of public company: **Song Da 5 Joint Stock Company**
- Head office address: 5th Floor, Tower B, HH4 Building, Song Da My Dinh Urban Zone, Tu Liem Ward, Hanoi City
- Tel: 04 222 555 86 Fax: 04 222 555 58
- Charter capital: VND 259,998,480,000
- Stock code: SD5
- Corporate governance model: General Meeting of Shareholders, Board of Directors (BOD), Supervisory Board, and General Director

I. Activities of the General Meeting of Shareholders

| No | Resolution/Decision No | Date | Content |
|----|------------------------|-----------|---|
| 1 | 01/2025/NQ-SD5-ĐHĐCĐ | 22/4/2025 | Resolution of the 2025 Annual General Meeting of Shareholders |

II. Activities of the Board of Directors

1. Information on Members of the Board of Directors (BOD):

| No | Member of BOD | Position | Date of Appointment/ Date of Dismissal of BOD, Independent BOD Member | |
|----|---------------------|----------|---|-------------------|
| | | | Date of Appointment | Date of Dismissal |
| 1 | Mr Le Van Tuan | Chairman | 22/4/2025 | |
| 2 | Mr Nguyen Dac Diep | Member | | 22/4/2025 |
| 3 | Mr Vu Duc Quang | Member | 22/4/2025 | |
| 4 | Mr Nguyen Ngoc Dong | Member | 22/4/2025 | |
| 5 | Mr Nguyen Van Ngoc | Member | 22/4/2025 | |
| 6 | Mr Nguyen Manh Toan | Member | 22/4/2025 | |

2. BOD Meetings:

| No | BOD Member | Position | Start/End Date of BOD Member | Number of Meetings Attended | Attendance Rate | Reason for Absence |
|----|---------------------|----------|------------------------------|-----------------------------|-----------------|--------------------|
| 1 | Mr Le Van Tuan | Chairman | | 6/6 | 100% | |
| 2 | Mr Nguyen Dac Diep | Member | Ended on 22/4/2025 | 0/6 | 0% | |
| 3 | Mr Vu Duc Quang | Member | | 6/6 | 100% | |
| 4 | Mr Nguyen Ngoc Dong | Member | | 6/6 | 100% | |
| 5 | Mr Nguyen Van Ngoc | Member | Started on 22/4/2025 | | | |
| 6 | Mr Nguyen Manh Toan | Member | | 6/6 | 100% | |

3. Supervisory Activities of the Board of Directors against Executive Board:

In the first 6 months of 2025, the members of the Board of Directors properly performed their duties and responsibilities, directed and oriented the Company's production and business activities. The BOD monitored and supervised the production and business operations of the Executive Board, timely made appropriate directions and solutions to implement the Resolutions of the Annual General Meeting of Shareholders and the Resolutions of the Board of Directors.

The Board of Directors supervised the activities of the Executive Board through reports presented by the General Director at BOD meetings, written consultations and ad-hoc reports (if required) were made on specific issues, including the following activities:

- a) Organize the implementation of the Resolution of the Company's 2024 Annual General Meeting of Shareholders;
- b) Successfully organize the 2025 Annual General Meeting of Shareholders;
- c) Direct the Executive to report on production and business performance results in 2024 and implement the production and business plan for the first and second Quarters of 2025;
- d) Direct the bidding work, organize and implement major projects that the Company participates in bidding and winning;
- e) Participated in weekly briefings and production meetings held by the Executive Board and Construction Management Board to stay informed about the Company's business operations; provided timely direction, guidance, and strategic orientation appropriate to each stage of business performance.
- f) Direct the bidding activities in alignment with the business plan and orientation approved by the Annual General Meeting of Shareholders, ensuring employment for workers and achieving planned profits;

g) Approve and appoint management positions under the authority of the Board of Directors;

h) Direct the Management Board to coordinate with the Internal Control Department in regularly and ad-hoc inspecting, reviewing, and reporting on the business activities of the Company and Projects;

i) Control contracts and approve other issues in accordance with the Law and the Company Charter, and internal regulations that must be passed by the Board of Directors prior to execution;

j) Direct the strengthening of internal management, strengthening the management of online production and business to ensure efficiency and safety;

k) Maintain and improve the quality of life of employees, providing timely remuneration to help employees stay committed, work with peace of mind, and contribute to the Enterprise;

l) Strengthen the collection of debts, unfinished work, especially bad debts;

m) Regarding matters under the authority of the Board of Directors, the General Director always makes a detailed written submission to request the direction of the Board of Directors and implements them in accordance with his/her authority;

n) Supervise the implementation of Resolutions and Decisions of the Board of Directors;

o) Performing tasks according to the Law.

4. Activities of subcommittees of the Board of Directors (if any):

The Internal Control Board under the Board of Directors helps the Board of Directors monitor the Company's operations; detect risks and recommend solutions, monitor the implementation of remedial solutions in the Company's operations; Review and control other records and documents as required by the Board of Directors, including:

a) Organize regular and ad hoc meetings as required by work.

b) Review and report on arising issues and risks in the Company's production and business activities and Projects as directed by the Board of Directors;

c) Coordinate with the Construction Management Board in the Board's activities to ensure the objective and effective implementation of assigned tasks;

d) Report on arising issues as required by the Board of Directors.

5. Resolutions/Decisions of the Board of Directors:

| STT | Reference Number | Date of issue | Content | Approval ratio |
|----------|-------------------|---------------|--|----------------|
| I | Resolution | | | |
| 1 | 01/2025/NQ-HĐQT | 06/01/2025 | On the personnel work of Song Da 5 Joint Stock Company | 100% |
| 2 | 02/2025/NQ-HĐQT | 07/01/2025 | On the change of the legal representative of Song Da 5 Joint Stock Company | 100% |

| | | | | |
|----|------------------|------------|---|------|
| 3 | 03/2025/NQ-HĐQT | 16/01/2025 | Approval of the 13th month salary payment for employees working at Song Da 5 Joint Stock Company | 100% |
| 4 | 04/2025/NQ-HĐQT | 16/01/2025 | Resolution of the first quarter meeting of the Board of Directors of 2025 | 100% |
| 5 | 05/2025/NQ-HĐQT | 15/02/2025 | Approval of the management costs of the Company's headquarter in 2025 | 100% |
| 6 | 06/2024/NQ-HĐQT | 21/02/2025 | Approval of the payment of 2023 cash dividends and finalization of the list of shareholders attending the 2025 Annual General Meeting of Shareholders | 100% |
| 7 | 06A/2024/NQ-HĐQT | 10/03/2025 | Approval of the content of the contract Package 10HH-DZ500LC: Supply of steel poles and construction of the line from VT428 to the 500kV Vinh Yen Substation of the Lao Cai - Vinh Yen 500kV Line Project | 100% |
| 8 | 07/2025/NQ-HĐQT | 25/03/2025 | Approval of the adjustment of the financial leasing plan at Chailease International Leasing Company Limited to rent equipment for construction at the Nam Phak Hydropower Project | 100% |
| 9 | 08/2025/NQ-HĐQT | 01/04/2025 | Approval of the content of the Appendix No. 02/2025 of the premises lending agreement with SJ GROUP Joint Stock Company | 100% |
| 10 | 09/2025/NQ-HĐQT | 15/04/2025 | Approval of the content of Contract Appendix No. 03 of Subcontract No. 356/2022/HĐTP/SD5-CJC dated December 30, 2022 with Central Electromechanical Joint Stock Company | 100% |
| 11 | 10/2025/NQ-HĐQT | 18/04/2025 | Clearance of documents submitted to the 2025 Annual General Meeting of Shareholders | 100% |
| 12 | 11/2025/NQ-HĐQT | 18/04/2025 | Resolution of the Board of Directors meeting in the second quarter of 2025 | 100% |
| 13 | 18/2025/NQ-HĐQT | 22/04/2025 | Resolution on the election of the Chairman of the Board of Directors for the 2025-2030 term | 100% |
| 14 | 19/2025/NQ-HĐQT | 28/04/2025 | Resolution on the management personnel of Song Da 5 Joint Stock Company | 100% |

| | | | | |
|-----------|------------------|------------|---|------|
| 15 | 20/2025/NQ-HĐQT | 26/05/2025 | Approval of the content of Contract Appendix No. 10 of Subcontract No. 68/2022/HĐTP/SD5-SD10 signed on June 24, 2022 with Song Da 10 Joint Stock Company | 100% |
| 16 | 21/2025/NQ-HĐQT | 30/05/2025 | Approval of the content of Contract Appendix No. 07 of Subcontract No. 235/2022/HĐTP/SD5-C47 signed on July 24, 2022 for the construction of Nam Phak, Nam Pha and PhouPhong dams of Nam Nam Phak Hydropower Project | 100% |
| 17 | 22/2025/NQ-HĐQT | 11/06/2025 | Approval of the independent auditor to audit the financial statements for the first 6 months of the year and the financial statements for the fiscal year 2025 | 100% |
| 18 | 22A/2025/NQ-HĐQT | 13/06/2025 | Resolution on personnel work of Song Da 5 Joint Stock Company | 100% |
| 19 | 23/2025/NQ-HĐQT | 16/06/2025 | Approval of the remuneration payment plan for the Board of Directors, Supervisory Board, and Company Secretary in 2025 | 100% |
| 20 | 24/2024/NQ-HĐQT | 16/06/2025 | Approval of bonuses for company managers in 2024 | 100% |
| 21 | 25/2024/NQ-HĐQT | 27/06/2025 | Approval of the financial leasing plan at Chailease International Leasing Company Limited to rent equipment for construction at Nam Phak Hydropower Project and Bao Lac A-Thuong Ha Hydropower Project | 100% |
| 22 | 26/2025/NQ-HĐQT | 30/06/2025 | Approval of the content of Appendix to Contract No. 08 of Subcontract Contract No. NE/2019/SD5-MIE signed on January 25, 2019 between Song Da 5 Joint Stock Company and Industrial Machinery and Equipment Corporation - JSC on hydromechanical work - Nam Emoun Hydropower Project | 100% |
| II | Decision | | | |
| 1 | 01/2025/QĐ-HĐQT | 06/01/2025 | Dismissal of the General Director of Song Da 5 Joint Stock Company | 100% |

| | | | | |
|---|-----------------|------------|--|------|
| 2 | 02/2025/QD-HDQT | 06/01/2025 | Appointment of the General Director of Song Da 5 Joint Stock Company | 100% |
| 3 | 03/2025/QD-HDQT | 06/01/2025 | Assignment of tasks to members of the Board of Directors of Song Da 5 Joint Stock Company | 100% |
| 4 | 04/2025/QD-HDQT | 21/02/2025 | Establishment of the Organizing Committee of the 2025 Annual General Meeting of Shareholders | 100% |
| 5 | 05/2025/QD-HDQT | 29/04/2025 | Appointment of Deputy General Director of Song Da 5 Joint Stock Company | 100% |
| 6 | 06/2025/QD-HDQT | 29/04/2025 | Appointment of Deputy General Director of Song Da 5 Joint Stock Company | 100% |
| 7 | 07/2025/QD-HDQT | 22/04/2025 | Assignment of tasks to members of the Board of Directors of Song Da 5 Joint Stock Company | 100% |

III. Board of Supervisors:

1. Information about members of Board of Supervisors:

| No. | Board Member | Position | Date of becoming a member of the Board | Date of ceasing to be a member of the Board | Professional qualifications |
|-----|---------------------|----------------------------------|--|---|--|
| 1 | Mr. Pham Quang Tuan | Head of the Board of Supervisors | 22/04/2025 | | Bachelor of Economics |
| 2 | Mr. Tran Quang Hung | Member | 22/04/2025 | | Bachelor of Human Resource Management |
| 3 | Ms. Nguyen Hong Van | Member | 22/04/2025 | | Bachelor of Law, Bachelor of Foreign Languages |

2. The meeting of the Board of Supervisors:

| No. | Board Member | Position | Number of sessions attended | Rate of attending | Rate of voting | Reason for not attending |
|------------|---------------------|----------------------------------|------------------------------------|--------------------------|-----------------------|---------------------------------|
| 1 | Mr. Pham Quang Tuan | Head of the Board of Supervisors | 1 | 1/1 | 100% | |
| 2 | Ms. Nguyen Hong Van | Board Member | 1 | 1/1 | 100 % | |
| 3 | Mr. Tran Quang Hung | Board Member | 1 | 1/1 | 100% | |

3. Supervisory activities of the Board of Supervisors over the Board of Directors, Board of General Directors and shareholders:

In the first 6 months of 2025, the management and operation of the Board of Directors, the Board of General Directors and shareholders have properly performed their rights and obligations according to the provisions of the Enterprise Law, relevant laws and the Company Charter, specifically:

a) The Board of Directors directed and coordinated with the Executive Board to successfully organize the 2025 Annual General Meeting of Shareholders;

b) Attend meetings of the Board of Directors; review the contents of the Board of Directors' written opinions of members to promptly grasp and monitor the activities of the Board of Directors, ensuring that the activities of the Board of Directors and the Executive Board comply with the provisions of the Law and the Company's Charter;

c) The Board of Directors has fully performed its management responsibilities, strictly complied with the Law on Enterprises, the Law on Securities, the Company Charter, the Resolutions of the General Meeting of Shareholders, other provisions of law and of the Company;

d) All meetings of the Board of Directors are conducted in accordance with legal procedures and the Company Charter;

e) The Resolutions/Decisions of the Board of Directors have been issued with the right authority, approved with the high consensus of the Board of Directors, the contents of these Resolutions/Decisions comply with the provisions of law, the Resolutions of the General Meeting of Shareholders and the Company's Charter and are specifically implemented by the Board of General Directors for each Department/Division, each unit, and at the same time, closely inspected and supervised, so any problems arising during the implementation process are always promptly resolved and resolved;

f) In the first 6 months of 2025, the Board of Supervisors has not received any petitions, requests or complaints from shareholders or groups of shareholders (with the prescribed percentage and duration of share ownership) related to the management and business activities of the Company.

4. Coordination of activities between the Board of Supervisors and the activities of the Board of General Directors and other management staff.

a) In the first 6 months of 2025, the Board of Supervisors coordinated with the Board of Directors and the Board of General Directors to successfully organize the 2025 General Meeting of Shareholders; organize and implement the production and business plan for the first and second quarters of 2025.

b) All meetings of the Board of Directors are attended by the Board of Supervisors; all documents requesting the Board of Directors' opinions are sent to the Board of Supervisors. At these meetings, the Board of Supervisors, based on the contents presented at the meeting, will give comments to the Board of Directors and the Board of General Directors, ensuring that the Board of Directors and the Board of General Directors perform their functions and tasks in accordance with the provisions of law, the charter and internal regulations of the Company.

c) The Board of Supervisors regularly participates in the production meetings of the Executive Board to grasp the production and business situation of the Enterprise to promptly reflect the status of the Enterprise and effectively perform its supervisory role.

d) All documents and materials of the Board of Directors and the Board of General Directors are sent to the members of the Board of Supervisors in full and in accordance with regulations;

e) During the working process, the Board of Supervisors has been provided with full records, documents, and information related to the working program by the Departments/Divisions.

5. Other activities of the Board of Supervisors: None

IV. Executive Board:

| No. | Board Member | Date of birth | Appointment date | Dismissal Date | Professional Qualifications |
|-----|---|---------------|------------------|----------------|---|
| 1 | Mr. Nguyen Ngoc Dong General Director | 17/12/1979 | 06/01/2025 | | Engineer of construction machinery, MBA |
| 2 | Mr. Nguyen Van Cuong Deputy General Director | 11/11/1978 | 25/05/2024 | | Water Resources Engineer |
| 3 | Mr. Ta Xuan Cuong Deputy General Director | 02/08/1983 | 29/04/2025 | | Hydraulic Construction Engineer |
| 4 | Mr. Ung Vu Thanh Deputy General Director | 26/02/1978 | 29/04/2025 | | Energy Economics Engineer, MBA |

V. Chief Accountant:

| Full name | Date of birth | Professional Qualifications | Appointment date |
|-------------------|---------------|---|------------------|
| Nguyen Trong Thuy | 03/06/1980 | Bachelor of Finance and Accounting, Bachelor of Law. | 26/07/2024 |

VI. Corporate governance training:

Corporate governance training courses attended by members of the Board of Directors, members of the Supervisory Board, the General Director, other managers and the Company Secretary in accordance with regulations on corporate governance.

VII. List of related persons of public companies and transactions of related persons of the company with the Company itself

1. List of related persons of the Company: *(Appendix I attached)*
2. Transactions between the Company and related persons of the Company; or between the Company and major shareholders, insiders, and related persons of insiders: None
3. Transactions between insiders of listed companies, related persons of insiders and Subsidiaries, Companies controlled by listed companies: None
4. Transactions between the Company and other entities: None

VIII. Stock transactions of insiders and related parties of insiders

1. List of insiders and related persons of insiders *(Appendix II attached)*.
2. Transactions by insiders and related parties in company shares .

IX. Other matters to note: None.**Recipient :**

- State Securities Commission, Hanoi Stock Exchange;
- Members of the Board of Directors and Board of Supervisors of the Company;
- Save to Board of Directors.

SONG DA 5 JOINT STOCK COMPANY
TM. BOARD OF DIRECTORS
CHAIRMAN



Le Van Tuan

APPENDIX II
 LIST OF COMPANY RELATED PERSONS

| NO | ORGANIZATION/INDIVIDUAL | SECURITIES ACCOUNT TRADING NAME (IF ANY) | POSITION | HEAD OFFICE ADDRESS/CONTACT ADDRESS | START DATE AS A RELATED PERSON | END DATE AS A RELATED PERSON | REASON |
|----|-------------------------|--|---|---|-----------------------------------|------------------------------------|---|
| 1 | Le Van Tuan | | Chairman of BOD | No. 38 - Villa 2 - Hyundai Urban Area - Ha Dong Ward - Hanoi City | 22/04/2025 | | BOD Term 2025-2030 |
| 2 | Nguyen Ngoc Dong | | General Director/Member of BOD | Room 1302 CT5A - Van Khe Urban Area - Ha Dong Ward - Hanoi City | 22/04/2025 | | BOD Term 2025-2030 |
| 3 | Nguyen Dac Diep | | Member of BOD | Room 1108 - Rainbow Building - Van Quan Urban Area - Ha Dong Ward - Hanoi City | | 22/04/2025 | end of BOD Term 2020-2025 |
| 4 | Vu Duc Quang | | Member of BOD | Building 27 - Huynh Thuc Khang Street - Dong Da Ward - Hanoi City | 22/04/2025 | | BOD Term 2025-2030 |
| 5 | Nguyen Manh Toan | | Member of BOD | CT7A - Van Quan Urban Area - Ha Dong Ward - Hanoi City | 22/04/2025 | | BOD Term 2025-2030 |
| 6 | Nguyen Van Ngoc | | Member of BOD | Room 401 DNI CT3 Van Khe Urban Area - Ha Dong Ward - Hanoi City | 22/04/2025 | | BOD Term 2025-2030 |
| 7 | Nguyen Van Cuong | | Deputy General Director | Room 1806, building 18T1, HH6 Nam An Khanh new urban area, An Khanh commune, Hanoi city | 25/05/2024 | | |
| 8 | Ung Vu Thanh | | Deputy General Director | Room 2812, building T03, Times city urban area 458 Minh Khai, Vinh Tuy Ward - Hanoi | 29/04/2025 | | |
| 9 | Ta Xuan Cuong | | Deputy General Director | Room B2408, CT01B, Hateco 6 area, residential group 2 Tu Hoang, Xuan Phuong ward - Hanoi city | 29/04/2025 | | |
| 10 | Pham Quang Tuan | | Head of Board of Supervisors | Hamlet 3, Quang Thien, Ninh Binh | 22/04/2025 | | Board of Supervisors Term 2025-2030 |
| 11 | Nguyen Hong Van | | Member of Board of Supervisors | Dang Thuy Tram Street, Nghia Do Ward, Hanoi | 22/04/2025 | | Board of Supervisors Term 2025-2030 |
| 12 | Tran Quang Hung | | Member of Board of Supervisors | No. 10, Alley 19, Lane 445 Lac Long Quan Street, Tay Ho Ward, Hanoi City | 22/04/2025 | | Board of Supervisors Term 2025-2030 |
| 13 | Nguyen Trong Thuy | | Chief Accountant | Room 903 - DDN1 - Building A2 - Vinaconex 7 - 136 Ho Tung Mau - Phu Dien Ward - Hanoi | 26/07/2024 | | |
| 14 | Trinh Trong Hung | | Company Secretary/Company Administrator | Room 714 - CT1B - Van Quan Urban Area - Ha Dong Ward - Hanoi City | 18/03/2024 | | |



SONG DA CORPORATION - JSC
SONG DA JOINT STOCK COMPANY

APPENDIX III
LIST OF INSIDERS AND RELATED PERSONS OF INSIDERS

| No. | Full name | Securities account trading name | Position at the Company (if any) | Number of shares owned at the end of the period | End of period ownership ratio | Note |
|------|-----------------------------|---------------------------------|---|---|-------------------------------|-----------------|
| 1 | Le Van Tuan | | Chairman of the Board of Directors | 0 | 0% | |
| 1.01 | Le Van Thuy (deceased) | | None | | | Father |
| 1.02 | Le Thi Mien (deceased) | | None | | | Mother |
| 1.03 | Nguyen Ba Hiep (deceased) | | None | | | Father in law |
| 1.04 | Le Thi Sau | | None | | | Mother in law |
| 1.05 | Nguyen Thi Hoan | | None | | | Wife |
| 1.06 | Le Thi Ngoc Quyen | | None | | | Offspring |
| 1.07 | Le Bang Linh | | None | | | Offspring |
| 1.08 | Le Thi Nha Khanh | | None | | | Offspring |
| 1.09 | Le Thi Mien | | None | | | Older sister |
| 1.10 | Le Viet Ky | | None | | | Older brother |
| 1.11 | Le Van Tuy | | None | | | Older brother |
| 1.12 | Le Van Phu | | None | | | Older brother |
| 1.13 | Le Thi Hue | | None | | | Older sister |
| 1.14 | Le Van Tuyen | | None | | | Younger brother |
| 1.15 | Nghiêm Xuân Dac | | None | | | Brother in law |
| 1.16 | Le Van Ghi (deceased) | | None | | | Brother in law |
| 1.17 | Nguyen Thi Chung | | None | | | Sister in law |
| 1.18 | Khuat Thi Lien | | None | | | Sister in law |
| 1.19 | Nhu Thi Thu Ha | | None | | | Sister in law |
| 1.20 | Vu Thi Nguyet | | None | | | Sister in law |
| 2 | Nguyen Ngoc Dong | | Member of Board of Directors/ General Director | 440 | 0% | |
| 2.01 | Nguyen Ngoc Mai | | None | | | Father |
| 2.02 | Nguyen Thi Tan (deceased) | | None | | | Mother |
| 2.03 | Nguyen Xuan Hung (deceased) | | None | | | Father in law |
| 2.04 | Hoang Thi Thanh | | None | | | Mother in law |
| 2.05 | Nguyen Lam Hong | | None | | | Wife |
| 2.06 | Nguyen Ngoc Hai Dang | | None | | | Son |
| 2.07 | Nguyen Ngoc Hai Ninh | | None | | | Son |
| 2.08 | Nguyen Ngoc Phuong | | None | | | Older brother |
| 2.09 | Nguyen Thi Yen | | None | | | Older sister |
| 2.10 | Nguyen Thi Van | | None | | | Younger sister |
| 2.11 | Nguyen Thi Thuy | | None | | | Younger sister |
| 2.12 | Doan Thi Duyen | | None | | | Sister in law |
| 2.13 | Nguyen Duc Trung | | None | | | Sister in law |
| 2.14 | Nguyen Dai Thang | | None | | | Brother in law |



| No. | Full name | Securities account trading name | Position at the Company (if any) | Number of shares owned at the end of the period | End of period ownership ratio | Note |
|------|-----------------------------|---------------------------------|--|---|-------------------------------|-----------------|
| 2.15 | Nguyen Cong Tho | | None | | | Brother in law |
| 3 | Vu Duc Quang | | Member of Board of Directors | 0 | 0% | |
| 3.01 | Vu Duc Thinh (deceased) | | None | | | Father |
| 3.02 | Nguyen Thi Hoan (deceased) | | None | | | Mother |
| 3.03 | Vu Thi Toan (deceased) | | None | | | Older sister |
| 3.04 | Vu Thi Quy | | None | | | Older sister |
| 3.05 | Vu Thi Nho (deceased) | | None | | | Older sister |
| 3.06 | Vu Duc Hung | | None | | | Older brother |
| 3.07 | Vu Duc Cuong | | None | | | Older brother |
| 3.08 | Vu Thi Lan | | None | | | Older sister |
| 3.09 | Tran Thi Huong | | None | | | Wife |
| 3.10 | Vu Duc Tung | | None | | | Son |
| 3.11 | Tran Van Khien (deceased) | | None | | | Father in law |
| 3.12 | Nguyen Thi Teo (deceased) | | None | | | Mother in law |
| 3.13 | Pham Ngoc Liem (deceased) | | None | | | Brother in law |
| 3.14 | Nguyen Xuan Thinh | | None | | | Brother in law |
| 3.15 | Nguyen Thi Ngoc Mai | | None | | | Sister in law |
| 3.16 | Nguyen Thi Thanh Nhan | | None | | | Sister in law |
| 3.17 | Lai Manh Hung | | None | | | Brother in law |
| 3.18 | Nguyen Thi Thu Thao | | None | | | Daughter in law |
| 4 | Nguyen Van Ngoc | | Member of Board of Directors (since 22/04/2025) | 0 | 0% | |
| 4.1 | Nguyen Van Si | | None | | | Father |
| 4.2 | Hoang Thi Vien | | None | | | Mother |
| 4.3 | Duong Van Tan | | None | | | Father in law |
| 4.4 | Nguyen Thi Hong | | None | | | Mother in law |
| 4.5 | Duong Thi Thu Hien | | None | | | Wife |
| 4.6 | Nguyen Quang Huy | | None | | | Son |
| 4.7 | Nguyen Son Tung | | None | | | Son |
| 4.8 | Nguyen Thi Phu | | None | | | Older sister |
| 4.9 | Nguyen Van Cuong | | Deputy General Director | | | Older brother |
| 4.10 | Nguyen Van Hoe | | None | | | Brother in law |
| 4.11 | Nguyen Thi Hong Nhung | | D. Manager of Admin & HR Department | | | Sister in law |
| 5 | Nguyen Manh Toan | | Member of Board of Directors | 440 | 0% | |
| 5.01 | Nguyen Huu Tuan (deceased) | | None | | | Father |
| 5.02 | Nguyen Thi Xuyen (deceased) | | None | | | Mother |
| 5.03 | Nguyen Thi Don | | None | | | Wife |
| 5.04 | Nguyen Minh Thang | | None | | | Son |

| No. | Full name | Securities account trading name | Position at the Company (if any) | Number of shares owned at the end of the period | End of period ownership ratio | Note |
|------|----------------------------|---------------------------------|--|---|-------------------------------|-----------------------------|
| 5.05 | Nguyen Minh Duc Hai | | None | | | Son |
| 5.06 | Nguyen Minh Tien | | None | | | Older brother |
| 5.07 | Nguyen Minh Thanh | | None | | | Younger brother |
| 5.08 | Nguyen Minh Thanh | | None | | | Younger brother |
| 5.09 | Nguyen Thu Huong | | None | | | Younger sister |
| 5.10 | Nguyen Van Huu (deceased) | | None | | | Father in law |
| 5.11 | Nguyen Thi Nhun (deceased) | | None | | | Mother in law |
| 5.12 | Nguyen Thi Quynh Nhu | | None | | | Sister in law |
| 5.13 | Nguyen Thi Nga | | None | | | Sister in law |
| 5.14 | Cat Thi Loan Phuong | | None | | | Sister in law |
| 5.15 | Nguyen Van Dong | | None | | | Brother in law |
| 6 | Nguyen Van Cuong | | Deputy General Director (from May 25, 2024) | | | |
| 6.01 | Nguyen Thi Hong Nhung | | D. Manager of Admin & HR Department | | | Wife |
| 6.02 | Nguyen Phuc Minh | | None | | | Son (small) |
| 6.03 | Nguyen Thien Truong | | None | | | Son (small) |
| 6.04 | Nguyen Van Si (deceased) | | None | | | Father |
| 6.05 | Hoang Thi Vien | | None | | | Mother |
| 6.06 | Nguyen Thi Phu | | None | | | Older sister |
| 6.07 | Nguyen Van Hoe | | None | | | Brother in law |
| 6.08 | Nguyen Van Ngoc | | Member of Board of Directors | | | Younger brother |
| 6.09 | Duong Thu Hien | | None | | | Sister in law |
| 6.10 | Nguyen Van Nhieu | | None | | | Father in law |
| 6.11 | Pham Thi Kim Hoa | | None | | | Mother in law |
| 7 | Pham Quang Tuan | | Head of Board of Supervisors | | | Board of Supervisors |
| 7.01 | Dau Thi Van | | None | | | Wife |
| 7.02 | Pham Binh Nguyen | | None | | | Son |
| 7.03 | Pham Quynh Trang | | None | | | Daughter (small) |
| 7.04 | Pham Quynh Anh | | None | | | Daughter (small) |
| 7.05 | Pham Van Chuyen | | None | | | Father |
| 7.06 | Tran Thi Huong | | None | | | Mother |
| 7.07 | Dau Khac Thanh | | None | | | Father in law |
| 7.08 | Tran Thi Loan | | None | | | Mother in law |
| 7.09 | Pham Thi Oanh | | None | | | Older sister |
| 7.10 | Tran Van Dan | | None | | | Older sister |
| 7.11 | Pham Van Dinh | | None | | | Brother in law |
| 7.12 | Tran Thi Dung | | None | | | Sister in law |

| No. | Full name | Securities account trading name | Position at the Company (if any) | Number of shares owned at the end of the period | End of period ownership ratio | Note |
|-------|----------------------------|---------------------------------|--|---|-------------------------------|-----------------------------|
| 7.13 | Pham Thi Cuc | | None | | | Older sister |
| 7.14 | Duong Viet Thuy | | None | | | Brother in law |
| 7.15 | Pham Quang Vinh | | None | | | Younger brother |
| 7.16 | Nguyen Thi Minh Huong | | None | | | Sister in law |
| 8 | Nguyen Hong Van | | Member of Board of Supervisors | 0 | 0% | Board of Supervisors |
| 8.01 | Nguyen Huu Ngoc | | None | | | Father |
| 8.02 | Ha Ngoc Dung | | None | | | Mother |
| 8.03 | Phan Cong Khoa | | None | | | Husband |
| 8.04 | Phan Khanh An | | None | | | Daughter |
| 8.05 | Nguyen Viet Phuong | | None | | | Older brother |
| 8.06 | Phan Cong Thieu (deceased) | | None | | | Father in law |
| 8.07 | Tang Thi Thuc (deceased) | | None | | | Mother in law |
| 9 | Nguyen Trong Thuy | | Chief Accountant | 0 | 0% | |
| 9.01 | Duong Thi Chinh | | None | | | Wife |
| 9.02 | Nguyen Trong Truong Son | | None | | | Son |
| 9.03 | Nguyen Thu Giang | | None | | | Daughter |
| 9.04 | Nguyen Trong Dam | | None | | | Father |
| 9.05 | Ngo Thi Hoi | | None | | | Mother |
| 9.06 | Nguyen Thi Thuy Hien | | None | | | Younger sister |
| 9.07 | Pham Quang Vinh | | None | | | Brother in law |
| 9.08 | Duong Van Thanh | | None | | | Father in law |
| 9.09 | Pham Thi Sen | | None | | | Mother in law |
| 10 | Tran Quang Hung | | Member of Board of Supervisors | 0 | 0% | Board of Supervisors |
| 10.1 | Tran Thi Thanh | | None | | | Mother |
| 10.2 | Dang Thuy Tien | | None | | | Wife |
| 10.3 | Tran Thanh Mai | | None | | | Daughter |
| 10.4 | Tran Van Hiep | | None | | | Older brother |
| 10.5 | Dang Thi Kim | | None | | | Sister in law |
| 10.6 | Tran Thi Chanh | | None | | | Younger sister |
| 10.7 | Nhu Van Luyen | | None | | | Brother in law |
| 10.8 | Dang Van Loi | | None | | | Father in law |
| 10.9 | Tran Thi Minh Sen | | None | | | Mother in law |
| 11 | Trinh Trong Hung | | Company Secretary (from March 18, 2024) | 0 | 0% | |
| 11.01 | Trinh Trong Hoa (deceased) | | None | | | Father |
| 11.02 | Truong Thi Cai | | None | | | Mother |

| No. | Full name | Securities account trading name | Position at the Company (if any) | Number of shares owned at the end of the period | End of period ownership ratio | Note |
|-------|----------------------|---------------------------------|---|---|-------------------------------|------------------|
| 11.03 | Nguyen Kha Chuan | | None | | | Father in law |
| 11.04 | Trinh Thi Nhan | | None | | | Mother in law |
| 11.05 | Nguyen Thi Huong | | None | | | Wife |
| 11.06 | Virgin In Le Duy | | None | | | Son |
| 11.07 | Trinh Ngoc Diep | | None | | | Daughter (small) |
| 11.08 | Trinh Trong Minh Huy | | None | | | Son |
| 11.09 | Trinh Thi Sen | | None | | | Older sister |
| 11.10 | Nguyen Van Tien | | None | | | Brother in law |
| 11.11 | Trinh Thi Cuc | | None | | | Older sister |
| 11.12 | Trinh Thi Hue | | None | | | Older sister |
| 11.13 | Nguyen Van Quyet | | None | | | Brother in law |
| 11.14 | Trinh Thi Hang | | None | | | Older sister |
| 11.15 | Trinh Thi Ha | | None | | | Older sister |
| 11.16 | Dang Dinh Nguyen | | None | | | Brother in law |
| 11.17 | Trinh Thi Hoa | | None | | | Older sister |
| 11.18 | Quang Hao Palace | | None | | | Brother in law |
| 12 | Ung Vu Thanh | | Deputy General Director (since 29 April 2025) | 0 | 0% | |
| 12.01 | Ung Duy Pho | | None | | | Father |
| 12.02 | Ta Thi Ngoai | | None | | | Mother |
| 12.03 | Vu Duy Ky | | None | | | Father in law |
| 12.04 | Vu Thi Xanh | | None | | | Mother in law |
| 12.05 | Vu Thi Thuy Duong | | None | | | Wife |
| 12.06 | Ung Vu Chi Bang | | None | | | Son |
| 12.07 | Ung Vu Ha Chi | | None | | | Daughter (small) |
| 12.08 | Ung Duy Hai | | None | | | Younger brother |
| 12.09 | Le Thuy Nga | | None | | | Sister in law |
| 12.10 | Ung Thuy Hang | | None | | | Younger sister |
| 12.11 | Nguyen Hoai Nam | | None | | | Brother in law |
| 13 | Ta Xuan Cuong | | Deputy General Director (since 29 April 2025) | 0 | 0% | |
| 13.01 | Ta Xuan Truong | | None | | | Father |
| 13.02 | Tran Thi Thuong | | None | | | Mother |
| 13.03 | Hoang Ba Tang | | None | | | Father in law |
| 13.04 | Nguyen Thi Sao | | None | | | Mother in law |
| 13.05 | Hoang Thi Dao | | None | | | Wife |
| 13.06 | Ta Gia Hung | | None | | | Son |

| No. | Full name | Securities account trading name | Position at the Company (if any) | Number of shares owned at the end of the period | End of period ownership ratio | Note |
|-------|----------------------|---------------------------------|---|---|-------------------------------|--|
| 13.07 | Ta Khanh An | | None | | | Daughter |
| 13.08 | Ta Xuan Duong | | None | | | Younger brother |
| 13.09 | Hoang Thi Bach Tuyet | | None | | | Sister in law |
| 14 | Nguyen Dac Diep | | General Director/ Member of Board of Directors | 100 | 0% | No longer an insider since 22 April 2025 |
| 14.01 | Nguyen Thi No | | None | | | Mother |
| 14.02 | Chu Thi Kim Ngan | | None | | | Wife |
| 14.03 | Nguyen Dang Duong | | None | | | Son |
| 14.04 | Nguyen Ngoc Diep | | None | | | Daughter (small) |
| 14.05 | Nguyen Thi Hai Yen | | None | | | Older sister |
| 14.06 | Nguyen Dac Dao | | None | | | Younger brother |
| 14.07 | Nguyen Dac Tam | | None | | | Younger brother |
| 14.08 | Chu Van Ba | | None | | | Father in law |
| 14.09 | Cao Thi Vinh | | None | | | Mother in law |
| 14.10 | Chu Thi Vinh Ha | | None | | | Sister in law |
| 14.11 | Chu Thiet Giap | | None | | | Sister in law |
| 14.12 | Dang Thai Hung | | None | | | Brother in law |
| 14.13 | Truong Thi Hue | | None | | | Sister in law |
| 14.14 | Pham Thi Bich | | None | | | Sister in law |