

CORPORATE GOVERNANCE REPORT
(First 6 months of 2025)

To: - State Securities Commission
- Hanoi Stock Exchange

- Public company name: VCP Construction and Energy Joint Stock Company
- Head office address: 19th Floor, Vinaconex Building, 34 Lang Ha, Lang Ward, Hanoi
- Phone: 024.62699988 Fax: 024.62699977
- Email: vanthu@vcpholdings.com.vn
- Charter capital: 837,896,580,000 VND (In words: Eight hundred thirty seven billion, eight hundred ninety six million, five hundred eighty thousand VND)
- Stock code: VCP
- Trading floor: UPcom

I. Activities of the General Meeting of Shareholders:

1. Information about the Annual General Meeting of Shareholders in the first 6 months of 2025

The General Meeting of Shareholders held its annual meeting on April 23, 2025 and issued a Resolution with the following main contents:

TT	Resolution Number, Decision	Day	Content
1	Resolution No. 01/2025/NQ-ĐHĐCĐ / Annual General Meeting of Shareholders 2025	April 23, 2025	<ul style="list-style-type: none">- Approval of the Board of Directors' Operation Report No. 01/2025/BC-HĐQT dated April 2, 2025 for 2024 and tasks and work plan for 2025- Approval of Report No. 02/2025/BC-HĐQT dated April 2, 2025 of the Board of Directors on the results of production and business activities in 2024 and the direction and tasks for 2025 .- Approval of Report No. 03/2025/BC-BKS dated April 2, 2025 of the Board of Supervisors on the activities and inspection results in 2024, and the work plan for 2025 .- Approval of Operation Report No. 04/2025/BC-HĐQT dated April 2, 2025 of the independent member of the Board of Directors and the independent member's assessment

			<p>results on the Board of Directors' operations in 2024 .</p> <p>- Approval of Submission No. 01/2025/TTr-HĐQT dated April 2, 2025 on the approval of the Company's audited 2024 Financial Statements .</p> <p>- Approving the authorization for the Board of Directors to select an independent auditing company to audit the 2025 Financial Statements of VCP Construction and Energy Joint Stock Company according to Submission No. 02/2025/TTr-BKS dated April 2, 2025 of the Company's Board of Supervisors .</p> <p>- Approve the plan for distributing after-tax profits for the 2024 fiscal year according to Submission No. 03/2025/TTr-HĐQT dated April 2, 2025 of the Board of Directors .</p> <p>- Approve the proposed remuneration plan for the Board of Directors and the Board of Supervisors in 2025 according to Submission No. 04/2025/TTr-HĐQT dated April 2, 2025.</p> <p>- Approval of dismissal and plan to elect additional members of the Board of Supervisors for the 2024-2029 term according to Submission No. 05/2025/TTr-HĐQT dated April 2, 2025.</p>
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II. Board of Directors (Report for the first 6 months of 2025)

1. Information about Board of Directors members:

Total number of meetings in the first 6 months of 2025: 03 meetings

STT	Board Member	Position	Date of commencement/cease as a member of the Board of Directors	Number of Board of Directors meetings attended	Meeting attendance rate	Reason for not attending
Term 2024 -2029						

1	Mr. Vu Ngoc Tu	Chairman of Board of Directors	Appointed from 26/04/2024	7/7	100%	
2	Mr. Pham Van Minh	Deputy Chairman of Board of Directors	Appointed from 26/04/2024	7/7	100%	
3	Mr. Trinh Nguyen Khanh	Member of Board of Directors	Appointed from 26/04/2024	7/7	100%	
5	Ms. Nguyen Thi Ha Ninh	Member of Board of Directors	Appointed from 26/04/2024	7/7	100%	
6	Mr. Nguyen Viet Tien	Member of Board of Directors	Appointed from 26/04/2024	7/7	100%	

2. Supervisory activities of the Company's Board of Directors:

- Evaluate the business performance in the first 6 months of 2025 in regular meetings of the Board of Directors, seek effective business and investment plans, and improve the business efficiency of the enterprise.
- Successfully held the Annual General Meeting of Shareholders on April 23, 2025.
- Strengthen management, closely monitor and promptly direct the Company's production and business activities.
- The Board of Directors continuously monitors and closely directs the implementation of the targets set forth in the Resolution of the 2025 Annual General Meeting of Shareholders.
- Check the implementation and compliance with the provisions of the Enterprise Law, the Company Charter and current regulations of the State .
- The Board of Directors has issued documents and internal management regulations in accordance with legal documents and the Company's charter. These regulations are in accordance with regulations

and at the same time create initiative and creativity in the production and business activities of the collective and individuals.

- The Board of Directors and the Board of Supervisors have coordinated the Company's operations to perform well the assigned tasks.

3. Activities of the subcommittee of the Board of Directors :

The Board of Directors has a Secretariat Subcommittee under the Board of Directors. The Company does not establish other subcommittees under the Board of Directors. Each specific area is assigned to the Board members for direct responsibility.

4. Resolutions/Decisions of the Board of Directors (Report for the first 6 months of 2025) :

Sta tus	Resolution/Decision Number	Day	Content
1	No. 01/NQ-HĐQT	01/02/2025	Through transactions between VCP Construction and Energy Joint Stock Company and/or companies, major shareholders, insiders
2	No. 01A/NQ-HĐQT	01/02/2025	Approving the plan to mobilize capital for production and business activities from sources other than banks in 2025
3	No. 02/NQ-ĐHĐCĐ	03/03/2025	Approval of the organization of the 2025 Annual General Meeting of Shareholders
4	No. 02A/NQ-HĐQT	05/03/2025	Organizing the Annual General Meeting of Shareholders in 2025
4	No. 03/NQ-HĐQT	10/03/2025	Approving the plan to mobilize capital and lend to serve production and business activities from sources other than banks in 2025
5	No. 04/NQ-HĐQT	03/24/2025	Through the purchase of additional shares of Nam La Hydropower Joint Stock Company
6	No. 05/NQ-HĐQT	April 16, 2025	Commitment to guarantee loans and provide financial support for Dak Lo 1 Hydropower Project and Dak Lo 3 Hydropower Project of Dak Lo 1-3 Hydropower Company Limited
7	No. 06/NQ-HĐQT	05/08/2025	Approval of temporary suspension of share repurchase of Nam La Hydropower Joint Stock Company

III. Board of Supervisors (first 6 months of 2024)

1. Information about the members of the Board of Supervisors (BOS)

STT	Member	Position	Date of starting/no longer being a member of the Board of	Number of meetings attended by the Board of Supervisors	Meeting attendance rate	Reason for not attending the meeting

			Supervisors			
1	Dinh Thi Hanh	TB KS	Dismissed from 23/04/2025	2/2	100%	
2	Nguyen Ho Ngoc	TV BKS	Dismissed from 23/04/2025	2/2	100%	
3	Bui Hai Yen	TV BKS	Appointed from 26/04/2024	2/2	100%	
4	Dinh Thuy Lam	TV BKS	Appointed from 23/04/2025	1/2	50%	
5	Nguyen Minh Hieu	TB KS	Appointed from 23/04/2025	1/2	50%	

2. Activities of the Board of Supervisors:

- Check and review the Reports, Resolutions and Decisions of the Board of Directors to implement the Resolution of the General Meeting of Shareholders in the first 6 months of 2025, evaluate in detail the achieved targets, the unachieved targets with specific analysis of the causes.

- The Company's Board of Supervisors has organized inspections and controls on the implementation of the contents of the Resolution of the 2025 Annual General Meeting of Shareholders, controlled the implementation of the production and business plan, and investment implementation in the first 6 months of 2025; controlled the Company's accounting documents and books; Debt management and payment capacity; Asset exploitation management, revenue and expenses to analyze factors affecting business and investment results, and promptly propose recommendations to the Company.

- The Board of Supervisors has implemented its activities in accordance with the Regulations on the organization and operation of the Board of Supervisors; focusing on inspecting and supervising the Company's production, business and investment activities. The Board of Supervisors has planned and developed a specific work program for the first 6 months of 2025, identifying key contents for each stage, investment or operation to determine appropriate control contents. The Board of Supervisors has participated in the meetings of the Board of Directors and periodically conducted direct inspections.

IV. Executive Board

Status	Board Member	Position	Date of birth	Professional qualifications	Date of appointment/dismissal
1	Pham Van Minh	General Director	October 5, 1976	Master of Business Administration	October 13, 2021

2	Trinh Nguyen Khanh	Deputy General Manager	September 1, 1982	Bachelor of Accounting	October 13, 2021
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V. Chief Accountant

Full name	Date of birth	Professional qualifications	Date of appointment/dismissal
Nguyen Van Binh	June 6, 1978	Master of Banking and Finance	01/08/2023

VI. Training on Corporate Governance

The company has sent its leaders to attend corporate governance courses to improve their capacity in corporate governance.

VII. List of related persons of a public company as prescribed in Clause 34, Article 6 of the Securities Law and transactions of related persons of the company with the Company itself

1. List of related persons of the Company

TT	Name of organization/individual	Position in the company	ID card number/Business registration number	Date of issue of CCCD/Business Registration Certificate	Place of issue CCCD/Business Registration Certificate	Address	Number of shares owned at the end of the period	End of period SH CP ratio (%)	Note
1	Vu Ngoc Tu	Chairman of Board of Directors	024089000183	June 22, 2017	Department of Residence Registration and National Population Management	Vinhomes Riverside Urban Area, Long Bien District, Hanoi	0	0	Appointed from 26/04/2024
	Vu Van Dac						0	0	Father
	Nguyen Thi Thoa						0	0	Mother
	Vu Minh Hieu						0	0	Younger brother
	Luong Minh Thuy						0	0	Wife
	Vu My An						0	0	Son
	Vu Vinh Khang						0	0	Son
	VSD Investment Joint Stock Company	CEO					11,975,001	14.29	
	Nam La Hydropower Joint Stock Company	Chairman of Board of Directors					0	0	
	Thong Nhat Hanoi Joint Stock Company	Chairman of Board of Directors					0	0	
	CRE Vietnam Technology Company Limited	CEO					0	0	

TT	Name of organization/individual	Position in the company	ID card number/Business registration number	Date of issue of CCCD/Business Registration Certificate	Place of issue CCCD/Business Registration Certificate	Address	Number of shares owned at the end of the period	End of period SHCP ratio (%)	Note
2	Pham Van Minh	Deputy Chairman of Board of Directors, General Director	027076000515	10/07/2021	Department of Administrative Police on Social Order	CHCC 1715 V4 Homecity, Yen Hoa, Cau Giay, Hanoi	57,686	0.06	Appointed from 26/04/2024
	Pham Van Cuong						0	0	Dad
	Nguyen Thi Hue						0	0	Mom
	Pham Thi Thuy Van						0	0	Younger sister
	Do Thi Yen						0	0	Wife
	Pham Minh Yen Nhi						0	0	Daughter
	Pham Minh Hieu						0	0	Boy
	Pham Minh Yen Trang						0	0	Daughter
	VCP Electromechanical Joint Stock Company	Director					0	0	
3	Trinh Nguyen Khanh	Member of Board of Directors, Deputy General Director	015082000195	12/12/2017	Department of Registration and Management of Residence and National Population	No. 42B, Lane 164, Hong Mai Street, Hai Ba Trung District, Hanoi City	0	0	Appointed from 26/04/2024
	Trinh Nguyen Cuong						0	0	Father
	Nguyen Thi Thanh						0	0	Mother
	Trinh Khanh Dung						0	0	Younger sister
	Nguyen Thi Thu Thuy						0	0	Wife
	Trinh Khanh Ha						0	0	Son
	Trinh Hai Nam						0	0	Son
	Nguyen Van Hop						0	0	brother in law
	Saigon Spare Parts Equipment Joint Stock Company	Chairman of Board of Directors					0	0.00 %	

TT	Name of organization/individual	Position in the company	ID card number/Business registration number	Date of issue of CCCD/Business Registration Certificate	Place of issue CCCD/Business Registration Certificate	Address	Number of shares owned at the end of the period	End of period SHCP ratio (%)	Note
	Xuan Minh Hydropower Joint Stock Company	Chairman of Board of Directors					0	0.00 %	
	Bai Thuong Hydropower Joint Stock Company	Chairman of Board of Directors					0	0.00 %	
	Bao Viet Hotel and Tourism Joint Stock Company	Chairman of Board of Directors					0	0.00 %	
	NVT Holdings Joint Stock Company	Member of Board of Directors					0	0	
4	Nguyen Thi Ha Ninh	Member of Board of Directors	022177003303	12/21/2021	CCS	P811CT4 Bac Linh Dam, Hoang Mai, Hanoi	0	0	Appointed from 26/04/2024
	Nguyen Van Dinh						0	0	Father
	Khong Thi Lam						0	0	Mom
	Cao Tuy						0	0	father in law
	Nguyen Thi Sanh						0	0	Mother in law
	Cao Son Hai						0	0	Husband
	Nguyen Cong Minh						0	0	Older brother
	Nguyen Van Dinh						0	0	Younger brother
	Vu The Phu						0	0	brother in law
	Nguyen Thi Hue						0	0	Younger sister
	Khanh Hoa Highlands						0	0	Son
	Cao Khanh Nguyen						0	0	Son
5	Nguyen Viet Tien	Member of Board of Directors	001083001035	September 27, 2013	Department of Registration and Management of Residence and National Population	No. 58, Alley 8, Hoa Lu, Hai Ba Trung, Hanoi	0	0	Appointed from 26/04/2024
	Nguyen Van Trang						0	0	Dad

TT	Name of organization/individual	Position in the company	ID card number/Business registration number	Date of issue of CCCD/Business Registration Certificate	Place of issue CCCD/Business Registration Certificate	Address	Number of shares owned at the end of the period	End of period SHCP ratio (%)	Note
	Nguyen Thi Thanh Binh						0	0	Mom
	Nguyen Thu Trang						0	0	Older sister
	Nguyen Thi Thu Phuong						0	0	Older sister
	VSD Investment Joint Stock Company	TC Director					11,975,001	14.29	
6	Dinh Thuy Lam	TV KS	038183021390	April 21, 2021	CCS	54 Dinh Dong, Bach Mai, Hanoi	0	0	Appointed from 23/04/2025
	Duong Quoc Toan						0	0	Husband
	Duong An Nam						0	0	Young
	Duong Nam An						0	0	Young
	Dinh Cong Tem						0	0	Dad
	Ha Thi Can						0	0	Mom
	Pham Thi Thanh						0	0	Mother in law
	Dinh Thai Ha						0	0	Older sister
	Dinh Tieu Thai						0	0	Older sister
	Dinh Nam Son						0	0	Older brother
	Pham Bao Long						0	0	brother in law
	Bui Viet Hung						0	0	brother in law
	Xuan Minh Hydropower Joint Stock Company	KTT					0	0	
7	Nguyen Minh Hieu	T B KS	0011059014103	13/01/2025	Ministry of Public Security	No. 12C, Lane 40/8-Chinh Kinh-Nhan Chinh-Thanh Xuan-Hanoi	0	0	Appointed from 23/04/2025
	Nguyen Van De						0	0	Father
	Pham Thi Chinh						0	0	Mother
	Truong Duc Binh						0	0	father in law
	Do Thi Ly						0	0	Mother in law
	Truong Duc Phuong						0	0	Husband
	Truong Ngoc Mai						0	0	Daughter
	Truong Duc Minh Khoi						0	0	Boy
	Nguyen Minh Duc						0	0	Older brother

TT	Name of organization/individual	Position in the company	ID card number/Business registration number	Date of issue of CCCD/Business Registration Certificate	Place of issue CCCD/Business Registration Certificate	Address	Number of shares owned at the end of the period	End of period SHCP ratio (%)	Note
8	Bui Hai Yen	TV BKS	001195004277	April 27, 2021	Department of Administrative Police on Social Order	Group 21, Thuong Thanh, Long Bien, Hanoi	0	0	Appointed from 26/04/2024
	Le Nho Hieu						0	0	Husband
	Le Tue An						0	0	Daughter
	Bui Van Bao						0	0	Dad
	Nguyen Thi Luyen						0	0	Mom
	Bui Bao Long						0	0	Older brother
	Le Nho Dien						0	0	father in law
9	Nguyen Van Binh	Chief Accountant	026078001373	June 28, 2016	Department of Immigration Registration and National Immigration Agency	Financial Academy Center, Bac Tu Liem District, Hanoi	0	0	
	Nguyen Van Luan						0	0	Father
	Nguyen Thi Quyet						0	0	Mother
	Nguyen Van Chinh						0	0	Younger brother
	Nguyen Thi Thanh Thuy						0	0	Younger sister
	Pham Thi Thu Uyen						0	0	Wife
	Nguyen Ngoc Chi Mai						0	0	Son
	Nguyen Chi Thanh						0	0	Son
	Nguyen Thanh Phong						0	0	Young
	Pham Kim Son						0	0	father in law
	Dao Thuy Dien						0	0	Mother in law
	Pham Thi Thu Thuy						0	0	Sister-in-law
	Pham Thu Hien						0	0	sister in law
	Pham Quang Ngoc						0	0	sister in law

TT	Name of organization/individual	Position in the company	ID card number/Business registration number	Date of issue of CCCD/Business Registration Certificate	Place of issue CCCD/Business Registration Certificate	Address	Number of shares owned at the end of the period	End of period SHCP ratio (%)	Note
	Nam La Hydropower Joint Stock Company	TV BKS					0	0	
10	VSD Investment Joint Stock Company	Major shareholder	2300940336	June 10, 2016	Department of Planning and Investment of Bac Ninh province	Land plot number 52, Thuong area, Khac Niem ward, Bac Ninh city, Bac Ninh	11,975,001	14.29	

2. Change the list of related persons of a public company as prescribed in Clause 34, Article 6 of the Law on Securities: *(List as above)*
3. Transactions between the company and related persons of the company; or between the company and major shareholders, insiders, and related persons of insiders:
4. Transactions between insiders of listed companies, related persons of insiders and subsidiaries, companies controlled by listed companies:

S T T	Name of organizat ion/indivi dual	MQH related to organization	NSH Certificate Number*, <i>NSH Certificate Issue Date</i>	Contact address	Time of transacti on	Content, quantity, total transaction value	Note
1	Trinh Nguyen Khanh	Chairman of Board of Directors of Xuan Minh Hydropower Joint Stock Company	2802200078	2nd Floor, Management and Operation Building of Hydropower Projects in Trung Chinh Village, Thuong Xuan Commune, Thanh Hoa Province	05/26/202 5	Principal repayment: 604,516,733 Interest payment: 22,191,228	
2	Nguyen Thi Thu Thuy	Related person of Insider (Mr. Trinh Nguyen Khanh)	2802200078	as above	February 18, 2025	Loan: 2,000,000,000	
3	Pham Tien Luat	Deputy General Director of Xuan Minh Hydropower Joint Stock Company	2802200078	as above	February 26, 2025	Principal repayment: 1,076,865,766 Interest payment: 14,249,441	
4	Nguyen Thanh Phuong	General Director of Saigon Spare Parts Equipment Joint Stock Company	300542187	No. 205A Nguyen Xi, Binh Thanh Ward, Ho Chi Minh City	12/14/202 3; 06/23/202 4; 01/19/202 5	Lending money to the parent company (VCP) respectively: 2,207,370,685; 80,000,000; 1,000,000,000.	
5	Tran Hong Ha	Related person: Chief Accountant of Saigon Equipment and Spare Parts Joint Stock Company	300542187	as above	12/13/202 3	Loan to Parent Company (VCP): 200,000,000	

5. Transactions between the company and other entities :

5.1. Transactions between the company and companies in which members of the Board of Directors, members of the Board of Supervisors, and the General Director have been or are founding members or members of the Board of Directors, General Director within the past (03) years:

ST T	Name of organization/ individual	Relationshi p with the company	NSH Certificate Number*, <i>NSH Certificate Issue Date</i>	Head office address/ Contact address	Time of transac tion with the compa ny	Resolutio n /Contract Number (if any)	Content, quantity, total transaction value	N ot e
1	Saigon Spare Parts Equipment	Subsidiary	0300542187	No. 205A Nguyen Xi, Binh Thanh	Quarter I + II/2025	10/03/2021 /HĐTV- VCP-SMA dated	Total value of operation management of Dak	

ST T	Name of organization/ individual	Relationshi p with the company	NSH Certificate Number*, NSH Certificate Issue Date	Head office address/ Contact address	Time of transac tion with the compa ny	Resolutio n /Contract Number (if any)	Content, quantity, total transaction value	N ot e
	Joint Stock Company			Ward, Ho Chi Minh City		March 10, 2021	Glun factory: 60,000,000	
					Quarter I + II/2025	06/2024 year 2023	Total office rental value: 132,000,000	
					Quarter I + II/2025	14SMA- PL01 December 23, 2024	Total loan value: 10,000,000,000	
2	Xuan Minh Hydropower Joint Stock Company	Subsidiary	2802200078	2nd Floor, Hydropow er Project Manageme nt and Operation Building, Trung Chinh Village, Thuong Xuan Commune , Thanh Hoa	Quarter I + II/2025	01/2024 year 2023	Total rental value of office: 185,433,600	
					Quarter I + II/2025	Line rental contract	Total value of line rental contract: 1,806,129,631	
					Quarter I + II/2025	01- 04cv/2025 March 31, 2025	Total value of VCP loan: 5,000,000,000	
3	Nam La Hydropower Joint Stock Company	Subsidiary	5500290578	144 Truong Chinh, Son La City,	Quarter I + II/2025	05/2024 year 2023	Total rental value of office: 99,000,000	
					Quarter I + II/2025	01/2025 on 02/01/2025 and 02PL01/20 25 on 08/01/2025	Total loan value: 250,000,000,000 and 6,000,000,000	
4	VCP Electromechan ical Joint Stock Company	Subsidiary	0109298049	19th Floor - Vinaconex Building No. 34 Lang Ha, Lang Ward, Hanoi	Quarter I + II/202 5	13/2023; 15/2025	Total value of maintenance work: 4,016,628,000	
					Quarter I + II/2025	01/2024 05/01/2024	Total loan value: 4,000,000,000	

ST T	Name of organization/ individual	Relationshi p with the company	NSH Certificate Number*, NSH Certificate Issue Date	Head office address/ Contact address	Time of transac tion with the compa ny	Resolutio n /Contract Number (if any)	Content, quantity, total transaction value	N ot e
5	Bai Thuong Hydropower Joint Stock Company	Subsidiary	2801952893	2nd Floor - Manageme nt and Operation Building of Hydropow er Projects in Trung Chinh Village, Thuong Xuan Commune, Thanh Hoa Province, Vietnam	Quarter I + II/2025	04/2024 year 2023	Total office rental value: 99,000,000	
6	Dak Robaye Hydropower Company Limited	Subsidiary	6101210389	Mang Den Hamlet, Mang Den Commune, Kon Tum Province	Quarter I + II/2025	02/2024 year 2023	Total rental value of office: 165,844,800	
					Quarter I + II/2025	032025ĐR B dated May 8, 2025; PL12- 08/2023/C T-HDKT dated April 2, 2024; 042025ĐR B dated June 20, 2025; 022025ĐR B dated April 26, 2025	Total loan value: 5,000,000,000; 29,920,000,000; 3,000,000,000; 2,000,000,000	
7	Thac Ba Hydropower Plant Company Limited	Subsidiary	3401133034	No. 30 Nguyen Binh	Quarter I + II/202 5	Office lease contract	Total office rental value: 66,000,000	

ST T	Name of organization/ individual	Relationshi p with the company	NSH Certificate Number*, <i>NSH Certificate Issue Date</i>	Head office address/ Contact address	Time of transac tion with the compa ny	Resolutio n /Contract Number (if any)	Content, quantity, total transaction value	N ot e
				Khiem, Phu Thuy Ward, Lam Dong Province, Vietnam	Quarter I + II/2025	PLHD 04- 01/2023/C T-HDKT dated March 7, 2024; PL03- 03/2023/C T-HDKT dated October 4, 2023; PL04- 02/2023/C T-HDKT dated October 4, 2023	Total loan value: 105,000,000,000; 99,000,000,000; 44,750,000,000	
8	Dak Lot 4 Hydropower Company Limited	Subsidiary	6101256048	Mang Den Hamlet, Mang Den Commune, Kon Tum Province	Quarter I + II/2025	PL04- 06/2023/C T-HDKT dated April 4, 2024; 14 Daklo4 dated October 17, 2024; 33PL05 dated March 7, 2024; 04/2025 dated February 7, 2025	Total loan value: 36,000,000,000; 4,000,000,000; 51,150,000,000; 52,308,219,178	

5.2. Transactions between the company and companies in which related persons of members of the Board of Directors, members of the Board of Supervisors, and the General Director are members of the Board of Directors or the General Director: *None*

5.3. Other transactions of the Company (if any) that may bring material or immaterial benefits to Board of Directors member, Supervisory Board member, CEO: *None*

VI II . Stock transactions of insiders and related parties of insiders:

1. List of insiders and related persons of insiders:

T T	Full name	Trading account (if any)	Position in the company	ID card/Passport number	Date of issue	Place of issue CCCD	Addresses	Number of shares owned at the end of the period	End of period SH CP ratio (%)	Note
1	Vu Ngoc Tu		Chairman of Board of Directors	024089000183	June 22, 2017	Department of Residence Registration and National Population Management	Vinhme Riverside Urban Area, Long Bien District, Hanoi	0	0	Appointed from 26/04/2024
	Vu Van Dac							0	0	Father
	Nguyen Thi Thoa							0	0	Mother
	Vu Minh Hieu							0	0	Younger brother
	Luong Minh Thuy							0	0	Wife
	Vu My An							0	0	Son
	Vu Vinh Khang							0	0	Son
	VSD Investment Joint Stock Company		CEO					11,975,001	14.29	
	Nam La Hydropower Joint Stock Company		Chairman of Board of Directors					0	0	
	Thong Nhat Hanoi Joint Stock Company		Chairman of Board of Directors					0	0	
	CRE Vietnam Technology Company Limited		CEO					0	0	
2	Pham Van Minh		Deputy Chairman of Board of Directors, General Director	027076000515	10/07/2021	Department of Administrative Police on Social Order	CHCC 1715 V4 Homecity, Yen Hoa, Cau Giay, Hanoi	57,686	0.06	Appointed from 26/04/2024
	Pham Van Cuong							0	0	Dad
	Nguyen Thi Hue							0	0	Mom

T T	Full name	Trading account (if any)	Position in the company	ID card/Passp ort number	Date of issue	Place of issue CCCD	Addres s	Numbe r of shares owned at the end of the period	End of period SH CP ratio (%)	Note
	Pham Thi Thuy Van							0	0	Younger sister
	Do Thi Yen							0	0	Wife
	Pham Minh Yen Nhi							0	0	Daughter
	Pham Minh Hieu							0	0	Boy
	Pham Minh Yen Trang							0	0	Daughter
	VCP Electromecha nical Joint Stock Company		Director					0	0	
3	Trinh Nguyen Khanh		Membe r of Board of Director s, Deputy General Director	0 150820001 95	12/12/2 017	Departme nt of Registratio n and Manageme nt of Residence and National Population	No. 42B, Lane 164, Hong Mai Street, Hai Ba Trung District , Hanoi City	0	0	Appoint ed from 26/04/20 24
	Trinh Nguyen Cuong							0	0	Father
	Nguyen Thi Thanh							0	0	Mother
	Trinh Khanh Dung							0	0	Younger sister
	Nguyen Thi Thu Thuy							0	0	Wife
	Trinh Khanh Ha							0	0	Son
	Trinh Hai Nam							0	0	Son
	Nguyen Van Hop							0	0	brother in law
	Saigon Spare Parts Equipment Joint Stock Company		Chairma n of Board of Director s					0	0	
	Xuan Minh Hydropower Joint Stock Company		Chairma n of Board of Director s					0	0	

T T	Full name	Trading account (if any)	Position in the company	ID card/Passp ort number	Date of issue	Place of issue CCCD	Addres s	Numbe r of shares owned at the end of the period	End of perio d SH CP ratio (%)	Note
	Bai Thuong Hydropower Joint Stock Company		Chairma n of Board of Director s					0	0	
	Bao Viet Hotel and Tourism Joint Stock Company		Chairma n of Board of Director s					0	0	
	NVT Holdings Joint Stock Company		Member of Board of Director s					0	0	
4	Nguyen Thi Ha Ninh		Membe r of Board of Director s	022177003 303	12/21/2 021	CCS	P811C T4 Bac Linh Dam, Hoang Mai, Hanoi	0	0	Appoint ed from 26/04/20 24
	Nguyen Van Dinh							0	0	Father
	Khong Thi Lam							0	0	Mom
	Cao Tuy							0	0	father in law
	Nguyen Thi Sanh							0	0	Mother in law
	Cao Son Hai							0	0	Husband
	Nguyen Cong Minh							0	0	Older brother
	Nguyen Van Dinh							0	0	Younger brother
	Vu The Phu							0	0	brother in law
	Nguyen Thi Hue							0	0	Younger sister
	Khanh Hoa Highlands							0	0	Son
	Cao Khanh Nguyen							0	0	Son
5	Nguyen Viet Tien		Membe r of Board of Director s	001083001 035	Septem ber 27, 2013	Departme nt of Registratio n and Manageme nt of Residence and National Population	No. 58, Alley 8, Hoa Lu, Hai Ba Trung, Hanoi	0	0	Appoint ed from 26/04/20 24

T T	Full name	Trading account (if any)	Position in the company	ID card/Passp ort number	Date of issue	Place of issue CCCD	Addres s	Numbe r of shares owned at the end of the period	End of perio d SH CP ratio (%)	Note
	Nguyen Van Trang							0	0	Dad
	Nguyen Thi Thanh Binh							0	0	Mom
	Nguyen Thu Trang							0	0	Older sister
	Nguyen Thi Thu Phuong							0	0	Older sister
	VSD Investment Joint Stock Company		TC Director					11,975, 001	14.29	
6	Dinh Thuy Lam		TV KS	038183021 390	April 21, 2021	CCS	54 Dinh Dong, Bach Mai, Hanoi	0	0	Appoint ed from 23/04/20 25
	Duong Quoc Toan							0	0	Husband
	Duong An Nam							0	0	Young
	Duong Nam An							0	0	Young
	Dinh Cong Tem							0	0	Dad
	Ha Thi Can							0	0	Mom
	Pham Thi Thanh							0	0	Mother in law
	Dinh Thai Ha							0	0	Older sister
	Dinh Tieu Thai							0	0	Older sister
	Dinh Nam Son							0	0	Older brother
	Pham Bao Long							0	0	brother in law
	Bui Viet Hung							0	0	brother in law
	Xuan Minh Hydropower Joint Stock Company		KTT					0	0	
7	Nguyen Minh Hieu		T B KS	001105901 4103	13/01/2 025	Ministry of Public Security	No. 12C, Lane 40/8- Chinh Kinh- Nhan	0	0	Appoint ed from 23/04/20 25

T T	Full name	Trading account (if any)	Position in the company	ID card/Passport number	Date of issue	Place of issue CCCD	Addresses	Number of shares owned at the end of the period	End of period SH CP ratio (%)	Note
							Chinh- Thanh Xuan- Hanoi			
	Nguyen Van De							0	0	Father
	Pham Thi Chinh							0	0	Mother
	Truong Duc Binh							0	0	father in law
	Do Thi Ly							0	0	Mother in law
	Truong Duc Phuong							0	0	Husband
	Truong Ngoc Mai							0	0	Daughter
	Truong Duc Minh Khoi							0	0	Boy
	Nguyen Minh Duc							0	0	Older brother
8	Bui Hai Yen		TV BKS	001195004 277	April 27, 2021	Departme nt of Administr ative Police on Social Order	Group 21, Thuon g Thanh, Long Bien, Hanoi	0	0	Appoint ed from 26/04/20 24
	Le Nho Hieu							0	0	Husband
	Le Tue An							0	0	Daughter
	Bui Van Bao							0	0	Dad
	Nguyen Thi Luyen							0	0	Mom
	Bui Bao Long							0	0	Older brother
	Le Nho Dien							0	0	father in law
9	Nguyen Van Binh		Chief Account ant	026078001 373	June 28, 2016	Departme nt of Immigrati on Registratio n and National Immigrati on Agency	Financi al Acade my Center, Bac Tu Liem District , Hanoi	0	0	
	Nguyen Van Luan							0	0	Father
	Nguyen Thi Quyet							0	0	Mother

T T	Full name	Trading account (if any)	Position in the company	ID card/Passport number	Date of issue	Place of issue CCCD	Address	Number of shares owned at the end of the period	End of period SH CP ratio (%)	Note
	Nguyen Van Chinh							0	0	Younger brother
	Nguyen Thi Thanh Thuy							0	0	Younger sister
	Pham Thi Thu Uyen							0	0	Wife
	Nguyen Ngoc Chi Mai							0	0	Son
	Nguyen Chi Thanh							0	0	Son
	Nguyen Thanh Phong							0	0	Young
	Pham Kim Son							0	0	father in law
	Dao Thuy Dien							0	0	Mother in law
	Pham Thi Thu Thuy							0	0	Sister-in-law
	Pham Thu Hien							0	0	sister in law
	Pham Quang Ngoc							0	0	sister in law
	Nam La Hydropower Joint Stock Company		TV BKS					0	0	

2.2. Transactions of insiders and related persons on shares of listed companies:

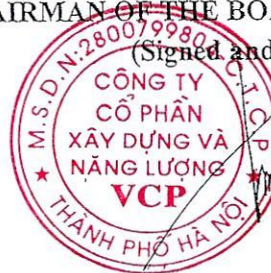
ST T	Name of organization/individual	Relationship with the company	NSH Certificate Number*, NSH Certificate Issue Date	Head office address/ Contact address	Time of transaction with the company	Resolution/Decision No. approved by the General Meeting of Shareholders/ Board of Directors... (if any)	Number and percentage of shares held after transaction	Note

1	Pham Thu Huyen	Major shareholder		Vietnam	06/06/25		0	Sell shares
2	Do Tuan Anh	Major shareholder		Vietnam	12/06/25		1,147,320 (1.37%)	Sell shares
3	VSD Investment Joint Stock Company	Major shareholder		Vietnam	06/16/25		11,975,001 (14.29%)	Sell shares
4	DH Holdings Joint Stock Company	Major shareholder		Vietnam	06/16/25		4,210,800 (5.03%)	Buy stocks

IX . Other matters to note: None

CHAIRMAN OF THE BOARD OF DIRECTORS

(Signed and sealed)



VU NGOC TU