

## **REPORT ON CORPORATE GOVERNANCE IN 2025**

To: - State Securities Commission of Vietnam;  
- Hanoi Stock Exchange.

- Company Name: VC9 - No 9 Construction Joint Stock Company
- Head Office Address: 5th Floor, Tasco Building, Lot HH2-2, Pham Hung Street, Tu Liem Ward, Hanoi City
- Phone number: 0243 5540606 Fax:
- Email: [vc9@vc9.vn](mailto:vc9@vc9.vn)
- Registered capital: VND 170,000,000,000 VND (*One hundred seventy billion Vietnamese dongs*)
- Stock Code: VC9
- Corporate Governance Model: General Meeting of Shareholders, Board of Directors, Supervisory Board, and General Director.
- Implementation of Internal Audit Function: Implemented

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

Information on meetings and Resolutions/Decisions of the General Meeting of Shareholders (including resolutions passed by written consultation):

| No. | Resolution/Decision Number                                                  | Date           | Content                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|-----|-----------------------------------------------------------------------------|----------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1   | Resolution of 2025 Annual General Meeting of Shareholders: 06/2025/NQ-DHDCD | April 28, 2025 | <ol style="list-style-type: none"><li>1. Approval of the Report of the Board of Directors and the Executive Board on 2024 operations and the plan for 2025;</li><li>2. Approval of the Supervisory Board's 2024 activity report;</li><li>3. Approval of the audited Financial Statements for 2024 in accordance with Proposal No. 80/2025/TTr/VC9-HDQT dated April 5, 2025;</li><li>4. Approval of the list of independent audit firms to audit the 2025 Financial Statements in accordance with Proposal No. 81/2025/TTr/VC9-BKS dated April 5, 2025;</li><li>5. Approval of the 2024 profit distribution plan in accordance with Proposal No. 82/2025/TTr/VC9-HDQT dated April 5, 2025;</li><li>6. Approval of the remuneration payments for the Board of Directors and the Supervisory Board for 2024 and the plan for 2025 in accordance with Proposal No. 82/2025/TTr/VC9-HDQT dated April 5, 2025;</li></ol> |

| No. | Resolution/Decision Number | Date | Content                                                                                                            |
|-----|----------------------------|------|--------------------------------------------------------------------------------------------------------------------|
|     |                            |      | 7. Approval of the election of members of the Board of Directors and the Supervisory Board for the 2025–2030 term. |

## II. Board of Directors (2025 Semi-Annual Report)

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

| No. | BOD Member        | Position               | Start/End Date as BOD Member/Independent BOD Member |                   |
|-----|-------------------|------------------------|-----------------------------------------------------|-------------------|
|     |                   |                        | Date of Appointment                                 | Date of Dismissal |
| 1   | Vu Duc Cuong      | BOD Chairperson        | April 28, 2025                                      |                   |
| 2   | Tran Thach Tan    | BOD Vice Chairperson   |                                                     | April 28, 2025    |
| 3   | Nguyen Van Oanh   | BOD Vice Chairperson   | April 28, 2025                                      |                   |
| 4   | Nguyen Hong Giang | BOD Member             | April 28, 2025                                      |                   |
| 5   | Nguyen Viet Cuong | Independent BOD Member | April 28, 2025                                      |                   |

### 2. Meetings of the Board of Directors:

| No. | BOD Member        | Number of Meetings Attended/ | Attendance Rate | Reason for Absence                                  |
|-----|-------------------|------------------------------|-----------------|-----------------------------------------------------|
| 1   | Vu Duc Cuong      | 08/08                        | 100%            |                                                     |
| 2   | Tran Thach Tan    | 03/08                        | 100%            | Dismissed as BOD Vice Chairperson on April 28, 2025 |
| 3   | Nguyen Van Oanh   | 05/08                        | 100%            | BOD Vice Chairperson on April 28, 2025              |
| 4   | Nguyen Hong Giang | 08/08                        | 100%            |                                                     |
| 5   | Nguyen Viet Cuong | 08/08                        | 100%            |                                                     |

### 3. Supervisory Activities of the BOD over the Board of Management

The Board of Directors has set out the key task orientations of the Company for the year 2025, and shall regularly pay attention to, support and supervise the leadership, direction and executive management of the Board of Management, specifically as follows :

- Fulfilled its functions and responsibilities in accordance with the Company's Charter and operational regulations. Objectively analyzed Company issues and promptly provided guidance and solutions to improve governance capacity, maintaining stable development and ensuring shareholder interests;
- Established business and production targets in alignment with the actual situation. Directed the implementation of multiple simultaneous solutions to fulfill the 2025 business plan, with



the goal of “Ensuring sustainable development of the Company and stable income for employees”;

- Regularly supervised the activities of the Executive Board. Strengthened financial management by controlling outstanding bank loans to reduce financial costs;
- Focused on debt recovery and restructuring the Company’s existing assets, developing plans to optimize the use of capital;
- Directed and required the Executive Board to minimize Company expenditures and to build detailed cost estimates for management, finance, and operations in accordance with approved budgets;
- Provided strategic direction and close supervision for market development and job acquisition for 2025 and subsequent years;
- Carried out personnel work in accordance with assigned functions, procedures, and regulations;
- Maximized the use of the Company’s available machinery and equipment to reduce costs and generate depreciation income;
- Required strict compliance with regulations on information disclosure applicable to listed companies on the Hanoi Stock Exchange.

4. Resolutions/Decisions of the Board of Directors:

| No. | Resolution/Decision Number | Date            | Content                                                                                                                   | Approval Rate |
|-----|----------------------------|-----------------|---------------------------------------------------------------------------------------------------------------------------|---------------|
| 1   | 01/2025/NQ-HĐQT            | January 3, 2025 | Approval of the policy for conducting transactions with related parties in 2025                                           | 100%          |
| 2   | 02/2025/NQ-HĐQT            | March 5, 2025   | Approval of convening the 2025 Annual General Meeting of Shareholders                                                     | 100%          |
| 3   | 03/2025/NQ-HĐQT            | March 18, 2025  | Approving the dismissal of Mr. Nguyen Hong Giang from the position of General Director of the Company.                    | 100%          |
| 4   | 04/2025/NQ-HĐQT            | March 18, 2025  | Approving the appointment of Mr. Nguyen Van Oanh as General Director of the Company                                       | 100%          |
| 5   | 05/2025/NQ-HĐQT            | March 18, 2025  | Through changing legal representative                                                                                     | 100%          |
| 6   | 07/2025/NQ-HĐQT            | April 28, 2025  | Approving the election of Mr. Vu Duc Cuong as Chairman of the Board of Directors                                          | 100%          |
| 7   | 08/2025/NQ-HĐQT            | April 28, 2025  | Approving the election of Mr. Nguyen Van Oanh to hold the position of Vice Chairman of the Board of Directors             | 100%          |
| 8   | 09/2025/NQ-HĐQT            | June 01, 2025   | Through the assignment of Mr. Nguyen Van Oanh - General Director to be the account holder of the company opened at banks. | 100%          |
| 9   | 10/2025/NQ-HĐQT            | July 09,        | Approval of the selection of the                                                                                          | 100%          |

| No. | Resolution/Decision Number | Date              | Content                                                                                                                                  | Approval Rate |
|-----|----------------------------|-------------------|------------------------------------------------------------------------------------------------------------------------------------------|---------------|
|     |                            | 2025              | auditing firm for the year 2025                                                                                                          |               |
| 10  | 11/2025/NQ-HĐQT            | November 05, 2025 | Approval of the liquidation of the Toyota Land Cruiser automobile bearing license plate No. 30P-1341                                     | 100%          |
| 11  | 12/2025/NQ-HĐQT            | November 17, 2025 | Approval of the release of pledged assets at the Joint Stock Commercial Bank for Investment and Development of Vietnam – Cau Giay Branch | 100%          |
| 12  | 13/2025/NQ-HĐQT            | November 17, 2025 | Approval of the release of pledged assets at the Joint Stock Commercial Bank for Investment and Development of Vietnam – Ha Dong Branch  | 100%          |

### III. Supervisory Board :

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

| No. | SB Member           | Position                  | Start/End Date as SB Member | Professional Qualification         |
|-----|---------------------|---------------------------|-----------------------------|------------------------------------|
| 1   | Bui Tien Luan       | Head of Supervisory Board | April 28, 2025              | Bachelor of Finance and Accounting |
| 2   | Tran Manh Hieu      | SB Member                 | April 28, 2025              | Bachelor of Banking                |
| 3   | Nguyen Thi Duc Vinh | SB Member                 | Dismissed on April 28, 2025 | Master of Finance and Banking      |
| 4   | Nguyen Tien Toi     | SB Member                 | April 28, 2025              | Civil and Industrial Engineer      |

#### 2. Meetings of the Supervisory Board

| No. | SB Member           | Number of Meetings Attended | Attendance Rate | Voting Rate | Reason for Absence          |
|-----|---------------------|-----------------------------|-----------------|-------------|-----------------------------|
| 1   | Bui Tien Luan       | 02/02                       | 100%            | 100%        |                             |
| 2   | Tran Manh Hieu      | 02/02                       | 100%            | 100%        |                             |
| 3.  | Nguyen Thi Duc Vinh | 01/02                       | 100%            | 100%        | Dismissed on April 28, 2025 |
| 4.  | Nguyen Tien Toi     | 01/02                       | 100%            | 100%        | Appointed on April 28, 2025 |

#### 3. Supervisory Activities of the Supervisory Board over the Board of Directors, the Board of Management, and Shareholders:

- Representatives of the Supervisory Board attended the meetings of the Board of Directors and contributed opinions to the Board of Directors and the Executive Board on issues related to the Company's operations during the period;
- Review the legality, order and procedures for the issuance of resolutions and decisions of the Board of Directors and the Board of Management in 2025 in accordance with applicable laws and the Company's regulations. Monitored the Company's information disclosure activities to ensure compliance with legal regulations;



- Proposed the selection of an independent audit firm to audit the Company's 2025 financial statements;
- Propose the selection of an independent auditing firm to conduct the audit of the 2025 financial statements.
- Review the quarterly financial statements prepared by the Company and the semi-annual audit report and the 2025 annual financial statements in terms of figures and contents in accordance with current Vietnamese accounting standards and accounting regulations.

4. Coordination between the Supervisory Board and the Board of Directors, Executive Board, and Other Managers:

- Representatives of the Supervisory Board attended the meetings of the Board of Directors, were allowed to give opinions on issues related to the management of production and business activities of the Company. The Supervisory Board also contributed opinions on issues related to the management of production and business activities to the Board of Management of the Company.
- The Board of Supervisors was provided with documents submitted to the Board of Directors and other documents and information at the same time and in the same manner as with members of the Board of Directors.
- The Board of Supervisors was provided by the Board of Management with sufficient information, financial data, quarterly and annual financial statements and documents related to the Company's operations.

5. Other activities of the Supervisory Board: None

#### IV. Executive Board

| No. | Executive Board Member | Date of Birth | Professional Qualification        | Date of Appointment           |
|-----|------------------------|---------------|-----------------------------------|-------------------------------|
| 1   | Nguyen Hong Giang      | Mar 26, 1980  | Master of Business and Management | Dismissed on March 18, 2025   |
| 2   | Nguyen Van Oanh        | June 30, 1983 | Master of bridges and roads       | Appointed on March 18, 2025   |
| 3   | Tran Trung Ha          | July 12, 1977 | Civil Engineer                    | Reappointed on March 28, 2024 |

#### V. Chief Accountant

| Full Name   | Date of Birth      | Professional Qualification | Date of Appointment              |
|-------------|--------------------|----------------------------|----------------------------------|
| Lai Thi Lan | September 20, 1975 | Bachelor of Economics      | Reappointed on November 22, 2024 |

**VI. Training on corporate governance:** In 2025, members of the Board of Directors, the Supervisory Board, the Board of Management, and other management staff participated in seminars and training sessions on corporate governance and securities registration.

#### VII. List of Related Persons of the Public Company (Annual report) and Transactions between Related Persons and the Company

1. List of Related Persons- *Appendix 1*

2. Transactions between the Company and Related Persons or with Major Shareholders, Insiders, and Related Persons of Insiders

**Transactions with related parties:**

| Related parties                                 | Relations                         | Quarter<br>III/2025<br>Cumulative<br>VND | Quarter<br>III/2024<br>Cumulative<br>VND |
|-------------------------------------------------|-----------------------------------|------------------------------------------|------------------------------------------|
| <b>Sales of goods and services rendered</b>     |                                   | <b>147,036,173,497</b>                   | <b>133,548,384,896</b>                   |
| TNG Investment and Construction Company Limited | Capital contribution shareholders | 143,240,508,512                          | 109,768,970,299                          |
| Thang Long Joint Stock Corporation              | Related companies of insiders     | 3,795,664,985                            | 23,779,414,597                           |
| <b>Purchase of goods</b>                        |                                   | <b>460,390</b>                           | <b>675,297,657</b>                       |
| TNG Investment and Construction Company Limited | Capital contribution shareholders | -                                        | 631,787,608                              |
| Thang Long Joint Stock Corporation              | Related companies of insiders     | 460,390                                  | 43,510,049                               |
| <b>Balance with related parties:</b>            |                                   |                                          |                                          |
| Related parties                                 | Relations                         | 31/12/2025<br>VND                        | 01/01/2025<br>VND                        |
| <b>Receivables from customers</b>               |                                   | <b>81,120,769,983</b>                    | <b>52,084,574,667</b>                    |
| TNG Investment and Construction Company Limited | Capital contribution shareholders | 80,349,698,399                           | 51,756,914,148                           |
| Thang Long Joint Stock Corporation              | Related companies of insiders     | 771,071,584                              | 327,660,519                              |
| <b>Trade payables</b>                           |                                   | <b>1,498,067,955</b>                     | <b>1,498,067,955</b>                     |
| TNG Investment and Construction Company Limited | Capital contribution shareholders | 1,498,067,955                            | 1,498,067,955                            |
| <b>Prepayments from customers</b>               |                                   | <b>93,392,541,779</b>                    | <b>123,916,245,322</b>                   |
| TNG Investment and Construction Company Limited | Capital contribution shareholders | 22,593,859,060                           | 50,686,504,813                           |
| Thang Long Joint Stock Corporation              | Related companies of insiders     | 70,798,682,719                           | 73,229,740,509                           |

3. Transactions between the company's insiders or their related persons and subsidiaries or entities controlled by the company: None.

4. Transactions Between the Company and Other Parties

4.1 Transactions between the company and any company in which a member of the Board of Directors, the Supervisory Board, the General Director (Director), or other managerial personnel has been or is currently a founding shareholder, a member of the Board of Directors, or an executive (General Director/Director) within the past three (03) years (as of the reporting date): None.

4.2 Transactions between the company and any company in which a related person of a member of the Board of Directors, the Supervisory Board, the General Director (Director), or other managerial personnel serves as a member of the Board of Directors or as an executive (General Director/Director): None.

4.3 Other transactions of the company (if any) that may bring material or immaterial benefits to members of the Board of Directors, the Supervisory Board, the General Director (Director), or other managerial personnel: None.

#### **VIII. Transactions in the Company's Shares by Insiders and Their Related Persons**

1. List of insiders and related persons of insiders (as detailed in Appendix II attached).
2. Transactions by insiders and related persons involving the company's shares: None.

#### **IX. Other Notable Matters:**

**Recipients:**

- As addressed;
- Filed: CBTT.

**CHAIRMAN OF THE BOARD OF DIRECTORS**

(Signature, full name and seal)



**Vu Duc Cuong**





## LIST OF RELATED PERSONS

| No. | Name of organization/individual | Securities trading account (if any) | Position at the Company (if any)                       | NSH 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.  | Vu Duc Cuong                    |                                     | BOD Chairperson and Deputy General Manager             |                                          |         |                                          |                                        | Re-elected for the 2025 - 2030 term                      |                               |
| 2.  | Nguyen Van Oanh                 |                                     | Vice Chairman of Board of Directors - General Director |                                          |         |                                          |                                        | Appointment of Deputy Chairman of the Board of Directors |                               |
| 3.  | Nguyen Hong Giang               |                                     | General Director                                       |                                          |         |                                          |                                        | Re-elected for the 2025 - 2030 term                      |                               |
| 4.  | Nguyen Viet Cuong               |                                     | Independent BOM Member                                 |                                          |         |                                          |                                        | Re-elected for the 2025 - 2030 term                      |                               |
| 5.  | Tran Trung Ha                   |                                     | Deputy General Director                                |                                          |         |                                          |                                        |                                                          |                               |
| 6.  | Lai Thi Lan                     |                                     | Chief accountant                                       |                                          |         |                                          |                                        |                                                          |                               |
| 7.  | Bùi Tiến Luan                   |                                     | Head of Supervisory Board                              |                                          |         |                                          |                                        | Re-elected for the 2025 - 2030 term                      |                               |
| 8.  | Tran Manh Hieu                  |                                     | Member of the Supervisory Board                        |                                          |         |                                          |                                        | Re-elected for the 2025 - 2030 term                      |                               |
| 9.  | Nguyen Tien Toi                 |                                     | Member of the Supervisory Board                        |                                          |         |                                          |                                        | Elected for term 2025 - 2030                             |                               |
| 10. | Nguyen Nhu Quyen                |                                     | Disclosure officer, corporate governance officer       |                                          |         |                                          |                                        |                                                          |                               |



## LIST OF INSIDERS AND RELATED PERSONS OF INSIDERS

| No. | Name               | Securities trading account (if any) | Position at the company (if any) | ID card No./Passport No., date of issue, place of issue | Address | Number of shares owned at the end of the period | Percentage of share ownership at the end of the period | Note                                |
|-----|--------------------|-------------------------------------|----------------------------------|---------------------------------------------------------|---------|-------------------------------------------------|--------------------------------------------------------|-------------------------------------|
| 1.  | Vu Duc Cuong       |                                     | Chairman of the BOD              |                                                         |         |                                                 |                                                        | Re-elected for the 2025 - 2030 term |
|     | Nguyen Thi Ngoan   |                                     | Mother                           |                                                         |         |                                                 |                                                        |                                     |
|     | Dam Thi Kieu Chinh |                                     | Wife                             |                                                         |         |                                                 |                                                        |                                     |
|     | Vu Dieu Linh       |                                     | Child                            |                                                         |         |                                                 |                                                        |                                     |
|     | Vu Duc Thinh       |                                     | Child                            |                                                         |         |                                                 |                                                        |                                     |
|     | Vu Van Thuy        |                                     | Older brother                    |                                                         |         |                                                 |                                                        |                                     |
|     | Vu Dinh Pho        |                                     | Older brother                    |                                                         |         |                                                 |                                                        |                                     |
|     | Vu Duc Khang       |                                     | Older brother                    |                                                         |         |                                                 |                                                        |                                     |
|     | Vu Thi Nga         |                                     | Sister-in-law                    |                                                         |         |                                                 |                                                        |                                     |
|     | Dinh Thu Hang      |                                     | Sister-in-law                    |                                                         |         |                                                 |                                                        |                                     |
|     | Nguyen Thi Phuc    |                                     | Sister-in-law                    |                                                         |         |                                                 |                                                        |                                     |
|     | Dam Van Nien       |                                     | Father-in-law                    |                                                         |         |                                                 |                                                        |                                     |
|     | Le Thi Son         |                                     | Mother-in-law                    |                                                         |         |                                                 |                                                        |                                     |

| No. | Name             | Securities trading account (if any) | Position at the company (if any)              | ID card No./Passport No., date of issue, place of issue | Address | Number of shares owned at the end of the period | Percentage of share ownership at the end of the period | Note                                                   |
|-----|------------------|-------------------------------------|-----------------------------------------------|---------------------------------------------------------|---------|-------------------------------------------------|--------------------------------------------------------|--------------------------------------------------------|
| 2.  | Nguyen Van Oanh  |                                     | Vice chairman of the BOD and General Director |                                                         |         |                                                 |                                                        | Appointed Deputy Chairman of the BOD on April 28, 2025 |
|     | Nguyen Hong Quan |                                     | Father                                        |                                                         |         |                                                 |                                                        |                                                        |
|     | Ta Thi Tham      |                                     | Mother                                        |                                                         |         |                                                 |                                                        |                                                        |
|     | Nguyen Van Dan   |                                     | Older brother                                 |                                                         |         |                                                 |                                                        |                                                        |
|     | Nguyen Thi Tan   |                                     | Older sister                                  |                                                         |         |                                                 |                                                        |                                                        |
|     | Nguyen Thi Nen   |                                     | Older sister                                  |                                                         |         |                                                 |                                                        |                                                        |
|     | Duong Thi Hien   |                                     | Sister-in-law                                 |                                                         |         |                                                 |                                                        |                                                        |
|     | Ta Van Tien      |                                     | Brother-in-law                                |                                                         |         |                                                 |                                                        |                                                        |
|     | Duong Van Hai    |                                     | Brother-in-law                                |                                                         |         |                                                 |                                                        |                                                        |
|     | Pham Quynh Trang |                                     | Wife                                          |                                                         |         |                                                 |                                                        |                                                        |
|     | Pham Huu Quynh   |                                     | Mother-in-law                                 |                                                         |         |                                                 |                                                        |                                                        |
|     | Cap Thi Dong     |                                     | Father-in-law                                 |                                                         |         |                                                 |                                                        |                                                        |



| No. | Name                                | Securities trading account (if any) | Position at the company (if any) | ID card No./Passport No., date of issue, place of issue | Address | Number of shares owned at the end of the period | Percentage of share ownership at the end of the period | Note                                |
|-----|-------------------------------------|-------------------------------------|----------------------------------|---------------------------------------------------------|---------|-------------------------------------------------|--------------------------------------------------------|-------------------------------------|
|     | Nguyen Gia Bao                      |                                     | Child                            |                                                         |         |                                                 |                                                        |                                     |
|     | Nguyen Nhat Quang                   |                                     | Child                            |                                                         |         |                                                 |                                                        |                                     |
|     | Sai Gon general service corporation |                                     | Independent BOM Member           |                                                         |         |                                                 |                                                        |                                     |
| 3.  | Nguyen Hong Giang                   |                                     | General Director                 |                                                         |         |                                                 |                                                        | Re-elected for the 2025 - 2030 term |
|     | Ngo Thi Tham                        |                                     | Mother                           |                                                         |         |                                                 |                                                        |                                     |
|     | Do Thi Hoa Quynh                    |                                     | Wife                             |                                                         |         |                                                 |                                                        |                                     |
|     | Nguyen Hong Bao Ha                  |                                     | Child                            |                                                         |         |                                                 |                                                        |                                     |
|     | Nguyen Hong Bao An                  |                                     | Child                            |                                                         |         |                                                 |                                                        |                                     |
|     | Nguyen Hong Tue Minh                |                                     | Child                            |                                                         |         |                                                 |                                                        |                                     |
|     | Nguyen Minh Hung                    |                                     | Child                            |                                                         |         |                                                 |                                                        |                                     |
|     | Nguyen Thi Thu                      |                                     | Younger sister                   |                                                         |         |                                                 |                                                        |                                     |
|     | Man Ba Tri                          |                                     | Brother-in-law                   |                                                         |         |                                                 |                                                        |                                     |
| 4.  | Nguyen Viet Cuong                   |                                     | Independent BOM Member           |                                                         |         |                                                 |                                                        | Re-elected for the 2025 - 2030 term |

| No. | Name                            | Securities trading account (if any) | Position at the company (if any) | ID card No./Passport No., date of issue, place of issue | Address | Number of shares owned at the end of the period | Percentage of share ownership at the end of the period | Note |
|-----|---------------------------------|-------------------------------------|----------------------------------|---------------------------------------------------------|---------|-------------------------------------------------|--------------------------------------------------------|------|
|     | Nguyen Thanh Tung               |                                     | Father                           |                                                         |         |                                                 |                                                        |      |
|     | Ho Thi Hue                      |                                     | Mother                           |                                                         |         |                                                 |                                                        |      |
|     | Nguyễn Thị Thanh Van            |                                     | Wife                             |                                                         |         |                                                 |                                                        |      |
|     | Nguyen Ho Phuong Lan            |                                     | Child                            |                                                         |         |                                                 |                                                        |      |
|     | Nguyen Ho Thao Nguyen           |                                     | Child                            |                                                         |         |                                                 |                                                        |      |
|     | Nguyen Ho Chi Kien              |                                     | Child                            |                                                         |         |                                                 |                                                        |      |
|     | Nguyen Ho Nam Trung             |                                     | Younger brother                  |                                                         |         |                                                 |                                                        |      |
|     | Ha Thi Thu Trang                |                                     | Sister-in-law                    |                                                         |         |                                                 |                                                        |      |
|     | Trinh Thi Sen                   |                                     | Mother-in-law                    |                                                         |         |                                                 |                                                        |      |
|     | Nguyen Viet Hung                |                                     | Father-in-law                    |                                                         |         |                                                 |                                                        |      |
|     | DNP holding joint stock company |                                     | Deputy General Director          |                                                         |         |                                                 |                                                        |      |
|     | CMC Joint stock Company         |                                     | General Director                 |                                                         |         |                                                 |                                                        |      |
| 5.  | Tran Trung Ha                   |                                     | Deputy General Director          |                                                         |         |                                                 |                                                        |      |
|     | Tran Huu Truong                 |                                     | Father                           |                                                         |         |                                                 |                                                        |      |



| No. | Name               | Securities trading account (if any) | Position at the company (if any) | ID card No./Passport No., date of issue, place of issue | Address | Number of shares owned at the end of the period | Percentage of share ownership at the end of the period | Note |
|-----|--------------------|-------------------------------------|----------------------------------|---------------------------------------------------------|---------|-------------------------------------------------|--------------------------------------------------------|------|
|     | Trieu Thi Thuy     |                                     | Mother                           |                                                         |         |                                                 |                                                        |      |
|     | Duong Thi Minh Thu |                                     | Wife                             |                                                         |         |                                                 |                                                        |      |
|     | Tran Minh Hoang    |                                     | Child                            |                                                         |         |                                                 |                                                        |      |
|     | Tran Huyen Trang   |                                     | Child                            |                                                         |         |                                                 |                                                        |      |
|     | Tran Hung Trung    |                                     | Older brother                    |                                                         |         |                                                 |                                                        |      |
|     | Tran Manh Hung     |                                     | Younger brother                  |                                                         |         |                                                 |                                                        |      |
|     | Tran Hung Duong    |                                     | Younger brother                  |                                                         |         |                                                 |                                                        |      |
|     | Nguyen Thuy Mui    |                                     | Sister-in-law                    |                                                         |         |                                                 |                                                        |      |
|     | Vu Thu Han         |                                     | Sister-in-law                    |                                                         |         |                                                 |                                                        |      |
|     | Luu Thu Thanh Van  |                                     | Sister-in-law                    |                                                         |         |                                                 |                                                        |      |
| 6.  | Lai Thi Lan        |                                     | Chief Accountant                 |                                                         |         |                                                 |                                                        |      |
|     | Lai Van Cu         |                                     | Father                           |                                                         |         |                                                 |                                                        |      |
|     | Duong Thi Kim Thoa |                                     | Mother                           |                                                         |         |                                                 |                                                        |      |
|     | Nguyen Xuan Manh   |                                     | Child                            |                                                         |         |                                                 |                                                        |      |
|     | Nguyen Mai Trang   |                                     | Child                            |                                                         |         |                                                 |                                                        |      |

| No. | Name                | Securities trading account (if any) | Position at the company (if any) | ID card No./Passport No., date of issue, place of issue | Address | Number of shares owned at the end of the period | Percentage of share ownership at the end of the period | Note                                |
|-----|---------------------|-------------------------------------|----------------------------------|---------------------------------------------------------|---------|-------------------------------------------------|--------------------------------------------------------|-------------------------------------|
|     | Lai Thi Huong       |                                     | Older sister                     |                                                         |         |                                                 |                                                        |                                     |
|     | Nguyen Anh Dung     |                                     | Brother-in-law                   |                                                         |         |                                                 |                                                        |                                     |
| 7.  | Bui Tien Luan       |                                     | Head of Supervisory Board        |                                                         |         |                                                 |                                                        | Re-elected for the 2025 - 2030 term |
|     | Bui Tien Doan       |                                     | Father                           |                                                         |         |                                                 |                                                        |                                     |
|     | Nguyen Thi Quy      |                                     | Mother                           |                                                         |         |                                                 |                                                        |                                     |
|     | Bui Ngoc Khanh Linh |                                     | Child                            |                                                         |         |                                                 |                                                        |                                     |
|     | Bui Gia Khanh       |                                     | Child                            |                                                         |         |                                                 |                                                        |                                     |
|     | Bui Dang Thanh      |                                     | Child                            |                                                         |         |                                                 |                                                        |                                     |
|     | Bui Minh Thuy       |                                     | Older sister                     |                                                         |         |                                                 |                                                        |                                     |
|     | Bui Thuy Huong      |                                     | Older sister                     |                                                         |         |                                                 |                                                        |                                     |
| 8.  | Tran Manh Hieu      |                                     | Member of the Supervisory Board  |                                                         |         |                                                 |                                                        | Re-elected for the 2025 - 2030 term |
|     | Tran Duong Dieu     |                                     | Father                           |                                                         |         |                                                 |                                                        |                                     |



| No. | Name               | Securities trading account (if any) | Position at the company (if any) | ID card No./Passport No., date of issue, place of issue | Address | Number of shares owned at the end of the period | Percentage of share ownership at the end of the period | Note                           |
|-----|--------------------|-------------------------------------|----------------------------------|---------------------------------------------------------|---------|-------------------------------------------------|--------------------------------------------------------|--------------------------------|
|     | Le Thi Kim Lien    |                                     | Mother                           |                                                         |         |                                                 |                                                        |                                |
|     | Ngo Thi Thanh Tu   |                                     | Wife                             |                                                         |         |                                                 |                                                        |                                |
|     | Tran Duong Tung    |                                     | Child                            |                                                         |         |                                                 |                                                        |                                |
|     | Tran Quyet Thang   |                                     | Younger brother                  |                                                         |         |                                                 |                                                        |                                |
|     | Vu Kim Dung        |                                     | Sister-in-law                    |                                                         |         |                                                 |                                                        |                                |
|     | Ngo Quang Chau     |                                     | Father-in-law                    |                                                         |         |                                                 |                                                        |                                |
|     | Phan Thi Thanh Mai |                                     | Mother-in-law                    |                                                         |         |                                                 |                                                        |                                |
|     | Nguyen Thi Hai Yen |                                     | Sister-in-law                    |                                                         |         |                                                 |                                                        |                                |
| 9.  | Nguyen Tien Toi    |                                     | Member of the Supervisory Board  |                                                         |         |                                                 |                                                        | Appointment for term 2025-2030 |
|     | Trinh Thi Huyen    |                                     | Mother                           |                                                         |         |                                                 |                                                        |                                |
|     | Nguyen Thuy Duong  |                                     | Child                            |                                                         |         |                                                 |                                                        |                                |
|     | Nguyen Thanh Tung  |                                     | Child                            |                                                         |         |                                                 |                                                        |                                |
|     | Nguyen Tri Tue     |                                     | Older brother                    |                                                         |         |                                                 |                                                        |                                |

| No. | Name                  | Securities trading account (if any) | Position at the company (if any)                 | ID card No./Passport No., date of issue, place of issue | Address | Number of shares owned at the end of the period | Percentage of share ownership at the end of the period | Note |
|-----|-----------------------|-------------------------------------|--------------------------------------------------|---------------------------------------------------------|---------|-------------------------------------------------|--------------------------------------------------------|------|
|     | Trinh Xuan Duong      |                                     | Father-in-law                                    |                                                         |         |                                                 |                                                        |      |
|     | Nguyen Thi Hien       |                                     | Mother-in-law                                    |                                                         |         |                                                 |                                                        |      |
| 10. | Nguyen Nhu Quyen      |                                     | Disclosure officer, corporate governance officer |                                                         |         |                                                 |                                                        |      |
|     | Nguyen Thi Khuyen     |                                     | Mother                                           |                                                         |         |                                                 |                                                        |      |
|     | Doan Van Khoi         |                                     | Husband                                          |                                                         |         |                                                 |                                                        |      |
|     | Doan Ba Khoi Nguyen   |                                     | Child                                            |                                                         |         |                                                 |                                                        |      |
|     | Doan Ba Nguyen Phuong |                                     | Child                                            |                                                         |         |                                                 |                                                        |      |
|     | Nguyen Viet Dung      |                                     | Younger brother                                  |                                                         |         |                                                 |                                                        |      |
|     | Le Thi Ngoc Mai       |                                     | Sister-in-law                                    |                                                         |         |                                                 |                                                        |      |
|     | Doan Ba Cu            |                                     | Father-in-law                                    |                                                         |         |                                                 |                                                        |      |
|     | Dang Diem Le          |                                     | Mother-in-law                                    |                                                         |         |                                                 |                                                        |      |