

No: 02/BCQT/2025

Hanoi, January 29, 2026

**REPORT ON CORPORATE GOVERNANCE
(Year 2025)**

**To: - The State Securities Commission
- The Hanoi Stock Exchange**

- **Company name:** BDC Vietnam Investment and Construction Joint Stock Company
- **Address:** No. 15, Alley 45 Hao Nam, O Cho Dua Ward, Hanoi City, Vietnam.
- **Tel:** 0243 5373241 **Fax:** 0243 5373240
- **Charter Capital:** 41.039.290.000 VND
- **Stock Symbol:** MCO
- **Governance model:** General Meeting of Shareholders, Board of Director, Board of Supervisor and General Director.
- Regarding the implementation of the internal audit function: Completed.

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

No	Resolution No	Date	Content
01	2306-2025/NQ-DHDCD	23/06/2025	Resolution of the 2025 Annual General Meeting of Shareholders

II. Board of Director (Year 2025):

1. Information about the member of the Board of Director (BOD)

No	Board of Director's member	Non-executive member	The date becoming/ceasing to the member of the Board of Director	
			Date of appointment	Date of Dismissal
1	Nguyen Quoc Tu	Chairman of BOD	24/06/2022	
2	Nguyen Quoc Huong	Member of BOD	24/06/2022	
3	Le Quoc Khanh	Member of BOD	24/06/2022	

4	Nguyen Dinh Hung	Member of BOD	24/06/2022	
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2. Board of Directors meetings: 2 meetings

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

- Supervising the 2025 business operations of the Board of Management;
- Organizing and directing the bidding process for projects with favorable funding sources;
- Working with the auditing firm to audit the annual financial statements;
- Adjusting the 2025 business plan;

4. Activities of the Board of Director's subcommittees: None

5. Resolutions/Decisions of the Board of Director (Year 2025)

Stt	Resolution/Decision No	Date	Content	Approval rate
01	07/2025/QĐ-HĐQT	05/05/2025	Extension of Time and Convening of the 2025 Annual General Meeting of Shareholders	100%
2	01-2025/NQ-HĐQT	18/06/2025	Appointment of the Person in Charge of Corporate Governance	100%

III. Board of Supervisor (year 2025)

1. Information about members of Board of Supervisor

No	Members of Board of Supervisor	Position	The date becoming of the Board of Supervisor	Qualification
1	Phan Thi Thanh Tra	Chairman of Board of Supervisor	24/06/2022	Bachelor's Degree
2	Nguyen Minh Khoi	Members of Board of Supervisor	24/06/2022	Engineer's Degree
3	Tran Dieu Linh	Members of Board of Supervisor	24/06/2022	Bachelor's Degree

2. Number of meetings of Board of Supervisor: 3

3. Board of Supervisor's activities regarding the Board of Directors, the Board of Management, and shareholders:

- Monitoring compliance with laws, adherence to the Company's Charter, and the implementation of the resolutions of the General Meeting of Shareholders
- Supervising the Board of Directors and the Executive Board in effectively fulfilling their management and operational roles
- Financial supervision: Ensuring the accuracy of financial reports, compliance with regulations on preparation and disclosure of information, and safeguarding shareholders' rights.

4. Coordination of activities among Board of Supervisor: None

5. Other Board of Supervisor's activities: None

IV. Board of Management:

No	Member of Board of Management	Date of Birth	Qualification	Date of appointment/Dismissal
1	Nguyen Quoc Huong	24/04/1964	Engineer	
2	Nguyen Hong Noi	20/07/1964	Engineer	

V. Chief Accountant:

Name	Date of Birth	Qualification	Date of appointment
Ngo Duc Nam	12/08/1980	Bachelor's degree	

VI. Training courses on corporate governance: *None*

VII. The list of affiliated persons of the public company (Year 2025) and transactions of affiliated person of the company:

1. The list of affiliated persons of company

No	Name of organization/ individual	Securies trading account	Position	NSH No	Address	Time of starting to be affiliated persons	Time of ending to be affiliated persons	Reason	Relationship with company
1	Nguyen Quoc Tu		Chairman of BOD	186007137	194 Hong Bang Street, Vinh, Nghe An	30/06/2020			
2	Nguyen Quoc Huong		Member of BOD, General Director	012143649	25 Son Tay, Ba Dinh, Ha Noi	07/04/2012			

3	Lê Quốc Khanh		Member of BOD	011416225	172 Ngoc Khanh, R1108, ARTEX Hanoi Tower	24/06/2022			
4	Nguyen Dinh Hung		Member of BOD	181562579	Block 7, Doi Cung Ward, Vinh, Nghe An	24/06/2022			
5	Phan Thi Thanh Tra		Member of BOS	182186143	No. 52, Alley 1160, Lang Road, Dong Da, Hanoi	22/06/2018			
6	Tran Dieu Linh		Member of BOS	011800223	No. 21, Alley 31, Xuan Dieu, Tay Ho, Hanoi	22/06/2018			
7	Nguyen Minh Khoi		Member of BOS	012033979	Building G, Ho Den Lu, Hoang Van Thu, Hoang Mai, Hanoi	18/06/2025			
8	Ngo Duc Nam		Chief Accountant	012047592	Loc Ha, Mai Lam, Dong Anh, Hanoi	27/04/2011			
9	Nguyen Khac Tu		Person in Charge of Corporate Governance	040200007314	Block 12, Ben Thuy Ward, Vinh City, Nghe An Province	18/06/2025			

2. Transaction between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons: None

3. Transaction between internal person of the Company, affiliated persons of internal person and the Company's subsidiaries in which the Company takes controlling power: None

4. Transactions between the Company and other objects:

4.1. Transactions between the Company and the company that its member of Board of Management, the Board of Supervisor, General Director have been founding members or members of Board of Director, or CEOs in three lasted year (calculated at the time of reporting): None

4.2. Transaction between the Company and the company that its affiliated person with member of Board of Director, Board of Supervisor, General Director and other managers as a member of Board Director, General Director: None

4.3. Other transaction of the company (if any) may bring material or non-material benefits for members of Board of Director, members of the Board of Supervisor, General Director and other managers: None

VIII. Share transactions of internal person and their affiliated person

1. The list of internal person and their affiliated person

No	Stock Symbol	Full name (*)	Securities trading account (if any)	Position in the company (if any)	Relationship with the internal person	Identification Document (*) (Citizen ID/Passport/Business Registration Certificate)			Registered Head Office Address	Number of Shares Held at the End of the Period	Shareholding Ratio at the End of the Period	Notes (regarding absence of identification document number and other remarks)
						ID Number (*)	Date of Issue	Place of Issue				
1	2	3	4	5	6	7	8	9	10	11	12	13
1	MCO	Nguyễn Quốc Tú		Chairman of BOD		040060010499	27/09/2021	Police Department for Administrative Management of Social Order	No. 15, Alley 45 Hao Nam Street, O Cho Dua Ward, Hanoi	222.370	5,42%	
1.01	MCO	Nguyễn Quốc Trú			Father	040033001867	18/03/2024	Police Department for Administrative Management of Social Order		-	0,00%	
1.02	MCO	Nguyễn Thị Đoá			Mother	None				-		Pass away
1.03	MCO	Hoàng Thị Phương Lan			Wife	040168004814	16/04/2021	Police Department for Administrative Management of Social Order		-	0,00%	
1.04	MCO	Nguyễn Quốc Hùng			Son	None				-		Pass away
1.05	MCO	Nguyễn Quốc Hưng			Son	040202020513	24/06/2021	Police Department for Administrative Management of Social Order		-	0,00%	
2	MCO	Nguyễn Quốc Hương		Member of BOD, CEO		040064000236	22/11/2021	Police Department for Administrative Management of Social Order	No. 15, Alley 45 Hao Nam Street, O Cho Dua Ward, Hanoi	114.341	2,79%	
2.01	MCO	Lê Thị Thu Hà			Wife	040171000337	01/10/2018	Police Department for Administrative Management of Social Order			0,00%	
2.02	MCO	Nguyễn Hà Duyên			Daughter			Police Department for Administrative			0,00%	

								Management of Social Order				
2.03	MCO	Nguyễn Quốc Bách			Son	001200010040	17/03/2023	Police Department for Administrative Management of Social Order			0,00%	
3	MCO	Nguyễn Đình Hùng		TV HĐQT		040064038471	08/07/2021	Police Department for Administrative Management of Social Order	No. 15, Alley 45 Hao Nam Street, O Cho Dua Ward, Hanoi	353.058	8,60%	
3.01	MCO	Nguyễn Thị Cẩm Nhung			Wife	040171021397	08/07/2021	Police Department for Administrative Management of Social Order		-	0,00%	
3.02	MCO	Nguyễn Đình Thiên			Son	040095030068	08/07/2021	Police Department for Administrative Management of Social Order		-	0,00%	
3.03	MCO	Nguyễn Đình Bảo An			Daughte r	040201010416	08/05/2022	Police Department for Administrative Management of Social Order		-	0,00%	
4	MCO	Lê Quốc Khánh		Member of BOD		015065000014	27/08/2015	Police Department for Administrative Management of Social Order	No. 15, Alley 45 Hao Nam Street, O Cho Dua Ward, Hanoi	-	0,00%	
4.01	MCO	Bùi Thị Bích Thủy			Wife	002169000006	27/08/2015	Police Department for Administrative Management of Social Order		-	0,00%	
4.02	MCO	Lê Thị Hương Giang			Daughte r	001190042573	13/03/2022	Police Department for Administrative Management of Social Order		-	0,00%	
4.03	MCO	Lê Khánh Thủy Tiên			Daughte r	001302015847	11/05/2017	Police Department for Administrative Management of Social Order		-	0,00%	
4.04	MCO	Nguyễn Thị Chung			Mother	033144000596	01/05/2021	Police Department for Administrative Management of Social Order		-	0,00%	

4.05	MCO	Lê Đình Khôi			Father đẻ	None		Police Department for Administrative Management of Social Order		-		Pass away
5	MCO	Phan Thị Thanh Trà		Head of BOS		040178000635	04/05/2021	Police Department for Administrative Management of Social Order	No. 15, Alley 45 Hao Nam Street, O Cho Dua Ward, Hanoi	-	0,00%	
5.01	MCO	Nguyễn Thế Dân			Husban d	001077024209	10/05/2021	Police Department for Administrative Management of Social Order			0,00%	
5.02	MCO	Nguyễn Phan Dung Anh			Daughte r	001303023567	04/05/2018	Police Department for Administrative Management of Social Order			0,00%	
5.03	MCO	Nguyễn Phan Minh Anh			Daughte r	001306016423	10/04/2021	Police Department for Administrative Management of Social Order			0,00%	
5.04	MCO	Nguyễn Phan Thế Minh			Son	None					0,00%	Miner
6	MCO	Trần Diệu Linh		Member of BOS		034177001133	25/04/2021	Police Department for Administrative Management of Social Order	No. 15, Alley 45 Hao Nam Street, O Cho Dua Ward, Hanoi	4.218	0,10%	
6.01	MCO	Lưu Hà Long			Chồng	04007504752	25/04/2021	Police Department for Administrative Management of Social Order			0,00%	
6.02	MCO	Lưu Đức Duy			Son	01205021238	02/04/2021	Police Department for Administrative Management of Social Order			0,00%	
6.03	MCO	Lưu Đức Khánh			Son	001210004838	05/08/2024	Police Department for Administrative Management of Social Order			0,00%	
6.04	MCO	Trần Xuân Song			Father đẻ	034048004262	25/04/2021	Police Department for Administrative Management of Social Order			0,00%	

6.05	MCO	Phan Thị Hiền			Mẹ đẻ	001149001212	25/04/2021	Police Department for Administrative Management of Social Order			0,00%	
7	MCO	Nguyễn Minh Khôi		Member of BOS		001081049225	10/05/2021	Police Department for Administrative Management of Social Order	No. 15, Alley 45 Hao Nam Street, O Cho Dua Ward, Hanoi	-	0,00%	
7.01	MCO	Thiều Thị Huệ			Wife	038183012829		Police Department for Administrative Management of Social Order			0,00%	
7.02	MCO	Nguyễn Bảo Trâm			Daughte r	None		Police Department for Administrative Management of Social Order			0,00%	Miner
7.03	MCO	Nguyễn Thụy Vân			Daughte r	None		Police Department for Administrative Management of Social Order			0,00%	Miner
8	MCO	Ngô Đức Nam		Chief Accountant		001080027909	27/04/2021	Police Department for Administrative Management of Social Order	No. 15, Alley 45 Hao Nam Street, O Cho Dua Ward, Hanoi	-	0,00%	
9	MCO	Nguyễn Khắc Tú		Person in charge of corporate governance		040200007314	05/09/2023	Police Department for Administrative Management of Social Order	No. 15, Alley 45 Hao Nam Street, O Cho Dua Ward, Hanoi		0,00%	
9.01	MCO	Nguyễn Khắc Tài			Father đẻ	040060006876	10/07/2022	Police Department for Administrative Management of Social Order			0,00%	
9.02	MCO	Trần Thị Vinh			Mother	042169014512	08/07/2021	Police Department for Administrative Management of Social Order			0,00%	
9.03	MCO	Nguyễn Thị Thanh Huyền			Sister	040198022167	21/03/2022	Police Department for Administrative Management of Social Order			0,00%	
9.04	MCO	Nguyễn Thanh Tịnh			Brother-in-law	001096017144	10/07/2021	Police Department for Administrative Management of Social Order			0,00%	

2. Transaction of internal person and affiliated person with shares of the company: None

IX. Other significant issues: None

Receiving place:

- As above
- Save: VT

**CHAIRMAN OF BOARD
OF DIRECTOR**



Nguyen Quoc Tu

