

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

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

- Name of company: Cencon Viet Nam joint stock company
- Address of headoffice: Lot 45-50B, Thuy Hoa Street, Lao Cai Ward, Lao Cai Province.
- Telephone: 0246 285 0292 Fax: 0246 285 0292 Email: cenconvietnam@gmail.com
- Charter capital: 217.124.400.000 (Two hundred seventeen billion, one hundred twenty-four million, four hundred thousand VND)./
- Stock symbol: CEN
- Governance model:
- + General Meeting of Shareholders, Board of Directors, Board of Supervisors and Director.
- The implementation of internal audit: Implemented

I. Activities of the General Meeting of Shareholders

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

| No. | Resolution/Decision No. | Date | Content |
|-----|----------------------------|------------|---|
| 1 | 01/2025/NQĐHĐCĐ- CEN | 30/06/2025 | Annual General Meeting of Shareholders 2025 - Approval of the Board of Directors' Report on the results of production and business activities in 2024 and the production and business plan in 2025 - Announcement of the Board of Directors' activities in 2024 and the plan for 2025 - Announcement of the Board of Supervisors' report in 2024 and the plan for 2025 - Approval of the audited financial statements in 2024 - Approval of the process of selecting an auditor in 2025 - Approval of the process of Transitioning from unlimited tenure to 5-year tenure for the Board of Supervisors and the Board of Directors |

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| | | | - Approval of the Proposal for payment of remuneration to the Board of Directors and the Board of Supervisors in 2024 and the payment plan for 2025; Profit distribution plan for 2024 and expected for 2025 |
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II. Board of Directors (annual report):

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

| No. | Board of Directors' members | Position, Independent members of the Board of Directors, Non-executive members of the Board of Directors | The date becoming/ceasing to be the member of the Board of Directors | |
|-----|-----------------------------|--|--|-------------------|
| | | | Date of appointment | Date of dismissal |
| 1 | Mr. Tran Manh Son | Chairman of the Board of Directors | 06/2019 | - |
| 2 | Mr. Nguyen Huu Thuong | Independent Member of the Board of Directors | 01/2016 | - |
| 3 | Mr. Le Van Binh | Executive Member of the Board of Directors | 04/2021 | - |

2. Meetings of the Board of Directors:

| No. | Board of Director' member | Number of meetings attended by Board of Directors | Attendance rate | Reasons for absence |
|-----|---------------------------|---|-----------------|---------------------|
| 1 | Mr. Tran Manh Son | 8/8 | 100% | - |
| 2 | Mr. Nguyen Huu Thuong | 8/8 | 100% | - |
| 3 | Mr. Le Van Binh | 8/8 | 100% | - |

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

-In 2025, the Board of Directors (BOD) supervised the activities of the Executive Board through meetings focused on the Executive Board's business operations:

- The Board of Directors supervised the Executive Board in fully implementing the contents of the resolutions set forth by the Board of Directors, including executing the comprehensive business plan approved at the 2025 Annual General Meeting of Shareholders. The BOD also focused on strengthening the review, execution, and completion of the Company's key activities.

- The Board of Directors coordinated with the Supervisory Board to organize inspections and oversight of the Company's business operations.

- Actively engaged in creating opportunities for collaboration with key partners to expand the market and increase the Company's market share.

- Regarding Human Resources: The Board of Directors continued to maintain an executive structure aligned with the Company's management needs.

- The BOD supervised and inspected the Executive Board's human resource management, developed labor recruitment plans in line with the Company's requirements, and monitored the fair implementation of employee policies in compliance with legal regulations.

- The BOD worked on developing and refining workflows and implemented systematic communication management to enhance financial management capabilities and overall governance quality, aligning with the Company's operational realities.

4. Activities of the Board of Directors' subcommittees (If any): None

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

| No. | Resolution/Decision No. | Date | Content | Approval rate |
|-----|-------------------------|------------|--|---------------|
| 1 | 01/2025/NQHĐQT-CEN | 24/02/2025 | Through the liquidation of 01 Ford car 29H-147.68 | 100% |
| 2 | 02/2025/NQHĐQT-CEN | 26/03/2025 | Through the liquidation of 01 Ford car 24A-258.44 | 100% |
| 3 | 03/2025/NQHĐQT-CEN | 11/04/2025 | Approving the 10th adjustment of the business registration certificate issued on August 12, 2022 | 100% |
| 4 | 04/2025/NQHĐQT-CEN | 12/05/2025 | <ul style="list-style-type: none"> - Approval of the organization of the 2025 Annual General Meeting of Shareholders - The last registration date to close the list of shareholders attending the 2025 Annual General Meeting of Shareholders is June 2, 2025. | 100% |
| 5 | 05/2025/NQHĐQT-CEN | 05/06/2025 | Approving the time, location and content of the 2025 Annual General Meeting of Shareholders | 100% |

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|---|--------------------|------------|---|------|
| 6 | 06/2025/NQHĐQT-CEN | 10/07/2025 | Selecting an auditing firm to conduct the review of the interim financial statements and the audit of the 2025 annual financial statements. | 100% |
| 7 | 07/2025/NQHĐQT-CEN | 30/10/2025 | Mr. Pham Trung Hai is dismissed from his position as Chief Accountant and his employment contract is terminated effective November 1, 2025. | 100% |
| 8 | 08/2025/NQHĐQT-CEN | 31/12/2025 | Ms. Do Thi Thanh Xuan is appointed as Head of Accounting Department of Cencon Vietnam Joint Stock Company effective January 1, 2026. | 100% |

III. Board of Supervisors (Annual report):

1. Information about members of Board of Supervisors

| No. | Members of Board of Supervisors | Position | The date becoming/ceasing to be the member of the Board of Supervisors | Qualification |
|-----|---------------------------------|---------------------------------|--|--|
| 1 | Ms. Vu Thi Hai Yen | Head of the Supervisory Board | Appointment 04/2020 | Bachelor's Degree in Finance and Banking |
| 2 | Ms. Nguyen Thi Dung | Member of the Supervisory Board | Appointment 26/07/2024 | Intermediate Diploma in Tourism |
| 3 | Mr. Ngo Thuong Hung | Member of the Supervisory Board | Appointment 26/07/2024 | Bachelor's Degree in Economics |

2. Meetings of Supervisors

| No. | Members of Board of Supervisors | Number of meetings attended | Attendance rate | Voting rate | Reasons for absence |
|-----|---------------------------------|-----------------------------|-----------------|-------------|---------------------|
| 1 | Ms. Vu Thi Hai Yen | 2/2 | 100% | 100% | - |

| | | | | | |
|---|---------------------|-----|------|------|---|
| 2 | Ms. Nguyen Thi Dung | 2/2 | 100% | 100% | - |
| 3 | Mr. Ngo Thuong Hung | 2/2 | 100% | 100% | - |

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

- In 2025, the Supervisory Board held two meetings, conducted monitoring and evaluation activities of the Company's operations through financial reports, and examined several documents. The monitoring activities included:

- + Oversee the activities of the Board of Directors and review the Board's activity reports.
- + The Supervisory Board has inspected and supervised the implementation of the resolutions of the General Meeting of Shareholders and the Board of Directors.
- + Inspect and monitor compliance with state laws, regulations, and the rules of the Board of Directors and the Company's Management Board by reviewing and studying the Board of Directors' resolutions and the Management Board's decisions on production and business operations.
- + Review and examine the Company's 2024 financial statements and the first, second, third, fourth, and semi-annual financial statements of 2025. Coordinate with CPA VIETNAM Auditing Company Limited to supervise the inventory, settlement, and verification of the Company's 2024 and semi-annual financial statements of 2025.
- + Collaborate with the auditing firm to finalize the 2025 financial statements in preparation for the draft report of the Supervisory Board to be presented at the Company's 2026 Annual General Meeting; Monitor and provide feedback on the procedures for preparing and organizing the 2026 Annual General Meeting of Shareholders, ensuring compliance with the law and the Company's Charter.

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

- The Board of Supervisors has received good cooperation from the Board of Directors, the Board of Management and the managers of functional departments, creating favorable conditions in terms of facilities as well as providing full information and documents necessary for the inspection work of the Board of Supervisors.

- The activities of the Board of Supervisors are carried out in accordance with the Company's charter and the Resolution of the General Meeting of Shareholders.

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

IV. Board of Management

| No. | Members of Board of Management | Date of birth | Qualification | Date of appointment / dismissal of members of the Board of Management / |
|-----|--------------------------------|---------------|---------------|---|
|-----|--------------------------------|---------------|---------------|---|

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|---|-----------------|------------|--|---------------------|
| 1 | Mr. Le Van Binh | 08/07/1987 | Intermediate level in Mining and Geology | Appointment 07/2020 |
|---|-----------------|------------|--|---------------------|

V. Chief Accountant

| Name | Date of birth | Qualification | Date of appointment/ dismissal |
|--------------------|---------------|---------------------------------|-----------------------------------|
| Mr. Pham Trung Hai | 26/05/1986 | Bachelor's degree in Accounting | Dismissal 01/11/2025 |

VI. Training courses on corporate governance:

Training courses on corporate governance were involved by members of Board of Directors, the Board of Supervisors, Director (General Director), other managers and secretaries in accordance with regulations on corporate governance: The company fully participated in the training courses and seminars organized by the State Securities Commission, the Hanoi Stock Exchange, and the company itself.

VII. The list of affiliated persons of the public compan (Annual report) and transactions of affiliated persons of the Company)

1. The list of affiliated persons of the Company: Details in appendix 1
2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons: None
3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power: None
4. Transactions between the Company and other objects: None

4.1. Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, Director (General Director) have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting). None

4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director (General Director) and other managers as a member of Board of Directors, Director (General Director or CEO): None

4.3. Other transactions of the Company (if any) may bring material or non- material benefits for members of Board of Directors, members of the Board of Supervisors, Director (General Director) and other managers. None

VIII. Share transactions of internal persons and their affiliated persons (Annual report)

1. The list of internal persons and their affiliated persons Transactions of internal persons and affiliated persons with shares of the Company: Details in appendix 2

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

IX. Other significant issues: None

Recipients:

As above;

Company website disclosure

Archived: Administration

CHAIRMAN OF THE BOARD OF DIRECTORS

(Sign, full name and seal)



CHỦ TỊCH HĐQT

Trần Mạnh Sơn

APPENDIX 1: LIST OF PERSONS RELATED TO THE COMPANY

| No. | Name of the organization/ individual | Stock trading account (if any) | Position in the company (if any) | Certificate of NSH number, date of issuance, place of issuance | Head office address/Contact address | The starting time as a related person | The time of no longer being a related person | Reason | Relationship with the company |
|-----|---|--------------------------------|--|--|-------------------------------------|---------------------------------------|--|--------|--|
| 1 | Tran Manh Son | - | Chairman of the Board of Directors | | | 06/2019 | - | - | Chairman of the Board of Directors |
| 2 | Nguyen Huu Thuong | - | Member of the Board of Directors | | | 01/2016 | - | - | Member of the Board of Directors |
| 3 | Le Van Binh | - | Member of the Board of Directors cum CEO (Chief Executive Officer) | | | 07/2020 | - | - | Member of the Board of Directors cum CEO (Chief Executive Officer) |
| 4 | Vu Thi Hai Yen | - | Head of the Supervisory Committee | | | 04/2020 | - | - | Head of the Supervisory Committee |

| | | | | | | | | |
|---|-----------------|---|---------------------------------|-------|--------|------------|-----------|---------------------------------|
| 5 | Pham Trung Hai | - | Chief Accountant | Order | 7/2024 | 01/11/2025 | Dismissal | Chief Accountant |
| 6 | Nguyen Thi Dung | - | Member of the Supervisory Board | | 7/2024 | - | - | Member of the Supervisory Board |
| 7 | Ngo Thuong Hung | - | Member of the Supervisory Board | | 7/2024 | - | - | Member of the Supervisory Board |

APPENDIX 2: LIST OF INSIDERS AND RELATED PERSONS OF INSIDERS

| No. | Full name | Securities trading account (if any) | Position at the company (if any) | ID number/Passport number, date of issuance, place of issuance | Contact address | Number of shares owned at the end of the period | Shareholding ratio at the end of the period | Ghi chú |
|-----|-----------------|-------------------------------------|------------------------------------|--|-----------------|---|---|------------------|
| 1 | Tran Manh Son | - | Chairman of the Board of Directors | / | | 1.100.000 | 5,07% | - |
| 1.1 | Tran Van Tan | - | - | | | 0 | 0% | Father |
| 1.2 | Nguyen Thi Thom | - | - | | | 0 | 0% | Mother |
| 1.3 | Tran Manh Tuan | - | - | | | 0 | 0% | Older brother |
| 1.4 | Tran Ha Giang | - | - | (| | 0 | 0% | Biological child |

| | | | | | | | |
|-----|-----------------------|---|---|--|---|----|---------------------|
| 2 | Nguyễn Hữu Thuong | - | Member of the Board of Directors | | 0 | 0% | - |
| 2.1 | Nguyễn Hữu Thang | - | - | | 0 | 0% | Father |
| 2.2 | Nguyễn Thị Nhan | - | - | | 0 | 0% | Mother |
| 2.3 | Nguyễn Quỳnh Huong | - | - | | 0 | 0% | Biological child |
| 2.4 | Nguyễn Hữu Manh | - | - | | 0 | 0% | Older brother |
| 3 | Le Van Binh | - | Member of the Board of Directors cum CEO (Chief Executive Officer) | | 0 | 0% | - |
| 3.1 | Le Thị Bang | - | - | | 0 | 0% | Mother |
| 3.2 | Le Van Bien | - | - | | 0 | 0% | Younger brother |
| 3.3 | Nguyễn Thủy Linh | - | - | | 0 | 0% | Wife |

| | | | | | | | |
|-----|-------------------|---|-----------------------------------|--|---|----|------------------|
| 3.4 | Le Ngoc Han | - | - | | 0 | 0% | Biological child |
| 4 | Vu Thi Hai Yen | - | Head of the Supervisory Committee | | 0 | 0% | - |
| 4.1 | Vu Doan Thac | - | - | | 0 | 0% | Father |
| 4.2 | Vu Thi Ro | - | - | | 0 | 0% | Mother |
| 4.3 | Vu Thi Chau Loan | - | - | | 0 | 0% | Older sister |
| 4.4 | Vu Thi Kim Phuong | - | - | | 0 | 0% | Older sister |
| 5 | Phạm Trung Hai | - | Chief Accountant | | 0 | 0% | - |
| 5.1 | Pham Thanh Huyen | - | - | | 0 | 0% | Father |

| | | | | | | | |
|-----|------------------|---|---------------------------------|--|---|----|------------------|
| 2.2 | Do Thi Mo | - | - | | 0 | 0% | Mother |
| 3.3 | Pham Van Manh | - | - | | 0 | 0% | Younger brother |
| 5.4 | Pham Cuong Trang | - | - | | 0 | 0% | father-in-law |
| 5.5 | Vu Thi Xuan | - | - | | 0 | 0% | Mother-in-law |
| 5.6 | Pham Thuy Dung | - | - | | 0 | 0% | Wife |
| 5.7 | Pham Gia Phuc | - | - | | 0 | 0% | Biological child |
| 5.8 | Pham Gia Minh | - | - | | 0 | 0% | Biological child |
| 6 | Nguyen Thi Dung | - | Member of the Supervisory Board | | 0 | 0% | |
| 6.1 | Loc Van Hoai | - | - | | 0 | 0% | Husband |
| 6.2 | Loc Quang Dung | - | - | | 0 | 0% | Biological child |
| 6.3 | Loc Bao Lam | - | - | | 0 | 0% | Biological child |

| | | | | | | | | |
|-----|---------------------|---|---------------------------------|---|--|---|----|--------------|
| 6.4 | Nguyen Thi Lien | - | - | | | 0 | 0% | Mother |
| 6.5 | Nguyen Thi Thanh | - | - | | | 0 | 0% | Older sister |
| 7 | Ngo Thuong Hung | | Member of the Supervisory Board | | | 0 | 0% | |
| 7.1 | Ngo Thuong Nam | - | - | (| | 0 | 0% | Father |
| 7.2 | Nguyen Thi Thu Hoai | - | - | (| | 0 | 0% | Mother |