

REPORT ON CORPORATE GOVERNANCE

(For the First Six Months of 2025)

To: - The State Securities Commission

- Hanoi Stock Exchange

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

I. Activities of the General Meeting of Shareholders

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

II. Activities of the Board of Directors

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

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

2. BOD Meetings:

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

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

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

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

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

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

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

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

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

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

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

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

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

o) Performing tasks according to the Law.

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

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

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

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

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

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

5. Resolutions/Decisions of the Board of Directors:

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

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

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

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

III. Board of Supervisors:

1. Information about members of Board of Supervisors:

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

2. The meeting of the Board of Supervisors:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

5. Other activities of the Board of Supervisors: None

IV. Executive Board:

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

V. Chief Accountant:

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

VI. Corporate governance training:

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

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

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

VIII. Stock transactions of insiders and related parties of insiders

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

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

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

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



Le Van Tuan

APPENDIX II
LIST OF COMPANY RELATED PERSONS

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



SONG DA CORPORATION - JSC
SONG DA JOINT STOCK COMPANY

APPENDIX III
LIST OF INSIDERS AND RELATED PERSONS OF INSIDERS

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



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

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

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

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

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