

**REPORT ON CORPORATE GOVERNANCE
For the 6 months of 2025**

To:

Valuable shareholders:
State Securities Commission of Vietnam;
Hanoi Stock Exchange.

- Company name: Power Engineering Consulting Joint Stock Company 1
- Address: No.66, Luong Ngoc Quyen street, Thanh Liet ward, Hanoi
- Phone number: 02438544270 - Fax: 02438541208 - Email: Pecc1@fpt.vn
- Charter capital: 266,913,190,000 VND
- Security code: TV1
- Corporate governance model: General meeting of shareholders, Management Board, Supervisory Board and General Director.

I. Activities of general meeting of shareholders

On June 26th, 2025, Power Engineering Consulting JSC 1 held the 2025 annual general meeting of shareholders. The General Meeting (GM) ended at 14h00 on the same day.

Resolutions	Date	Contents
01/NQ-TVĐ1-ĐHĐCĐ	26/06/2025	The General Meeting approved:
		1. Management Board's Report on performance results in 2024 and performance orientation in 2025.
		2. Board of Directors' Report on production and business results in 2024 and business plan and objectives for 2025.
		3. Approval of the production and business plan in 2025 with key indicators as follows: - Total revenue: + Consolidated: 550 billion VND + Parent company: 526.5 billion VND - Total profit after tax (PAT): + Consolidated: 95.4 billion VND + Parent company: 94.7 billion VND
		4. Supervisory Board's Report on performance results in 2024 and performance plan in 2025.
		5. Audited Consolidated Financial Statement and Separate Financial Statement of the Parent Company in 2024; Outstanding financial settlement results in 2024.
		6. Profit allocation option in 2024 - Total profit to be allocated: 113.38 billion VND + Profit after CIT: 99.59 billion VND + Retained profits from previous years: 13.78 billion VND - Profit allocation option: + Investment & development fund: 25 billion VND + Reward and welfare funds for employees: 16.91 billion VND + Reward fund for managers, supervisors: 0.33 billion VND

		+ Dividend payment in 2024 in cash: 6% of par value per share (equivalent to VND 600/share) + Retained earnings: 57.10 billion VND
		7. Profit allocation plan in 2025 - Investment & development fund: Not exceeding 30% of the profit after tax in 2025 as maximum - Reward and welfare funds - Reward fund for managers, supervisors - Dividend payment in cash: Not less than 6%/share.
		8. Salary and remuneration fund of the Management Board, Supervisory Board in 2024; plan in 2025
		9. Amendment and addition of business lines
		10. Amendment and addition of Company's Charter
		11. Dismissal, additional election of member of Management Board - Dismissal of Mr. Nguyen Tai Anh - Dismissal of Mr. Le Thanh Chung - Appointment of Mr. Nguyen Kim Cuong - Appointment of Mr. Do Viet Khoa
		12. To authorize the Management Board - Decision on the adjustment of the 2025 production and business plan in case the implemented/actual production and business targets are higher than the plan. - Decision on the dismissal of the independent auditor performing the audit of the 2025 Financial Statements when deemed necessary.

II. Management Board

1. Information on members of the Management Board

Member of Management Board	Position held	Commencement date/Date of no longer being a member of the Management Board	
		Appointment date	Dismissal date
Nguyen Huu Chinh	Member	29/06/2017	30/06/2020
Nguyen Huu Chinh	Member	29/04/2021	
Nguyen Huu Chinh	Chairman	26/06/2025	
Tran Thai Hai	Member	29/06/2017	
Le Van Luc	Independent member	27/06/2023	
Nguyen Kim Cuong	Member	26/06/2025	
Do Viet Khoa	Member	26/06/2025	
Nguyen Tai Anh	Chairman	30/06/2020	26/06/2025
Le Thanh Chung	Member	27/06/2023	26/06/2025

Term of the Chairman of the Management Board and members

Full name	Position held	Term
Nguyen Tai Anh	Chairman	2020-2025, dismissal on 26/06/2025
Nguyen Huu Chinh	Member	2021-2026
Tran Thai Hai	Member	2023-2028
Le Thanh Chung	Member	2023-2028, dismissal on 26/06/2025
Le Van Luc	Independent	2023-2028
Nguyen Kim Cuong	Member	2025-2030, appointment on 26/06/2025
Do Viet Khoa	Member	2025-2030, appointment on 26/06/2025

2. Meetings of the Management Board:

Members of the MB	Number of meetings attended	Attendance rate	Reason for not attending meetings
Nguyen Tai Anh	28	93%	Dismissal on 26/06/2025

Nguyen Huu Chinh	30	100%	
Tran Thai Hai	30	100%	
Le Thanh Chung	28	93%	Dismissal on 26/06/2025
Le Van Luc	30	100%	
Nguyen Kim Cuong	2	07%	Appointment on 26/06/2025
Do Viet Khoa	2	07%	Appointment on 26/06/2025

3. Supervision by the Management Board over the Board of Directors

- The Management Board always closely monitors the activities of the Board of Directors, promptly resolves issues arising under the authority of the Management Board to facilitate the management activities of the Board of Directors.

- The Management Board uses the Company's staff to regularly inspect and supervise the General Director in performing his/her functions and duties in accordance with the provisions of the Enterprise Law, the Charter, the Company's Regulations and the Resolutions/Decisions of the Management Board.

- At Management Board meetings, the General Director regularly reports on the Company's production and business activities. Members of the Management Board have coordinated with the General Director in implementing the Resolutions/Decisions of the Management Board.

4. Activities of sub-committees of the Management Board

The Management Board operates on a collective basis under the direction of the Chairman of the Management Board. No sub-committees are established under the Management Board.

5. Resolutions/Decisions of the Management Board

No.	Resolutions/Decisions	Date	Contents	Approved rate
1	01/NQ-TVĐ1-HĐQT	06/01/2025	Personnel matters at PECC1 and at Power Engineering Investigation, Design & Construction Co. Ltd. 1.	100%
2	09/QĐ-TVĐ1-HĐQT	10/01/2025	Approval of the outline of the task of preparing the proposal for granting the Environmental License for Song Bung 5 HPP.	100%
3	10/QĐ-TVĐ1-HĐQT	10/01/2025	Approval of the outline of the technical plan and cost estimate for upgrading the SCADA system to the IEC60870-5-104 protocol standard at Song Bung 5 HPP.	100%
4	02/NQ-TVĐ1-HĐQT	20/01/2025	Re-appointment of Director, Deputy Directors of Consultancy Center for Power Network; Re-appointment in principle of the Corporate Governance Officer cum Company Secretary.	100%
5	03/NQ-TVĐ1-HĐQT	26/02/2025	2025 work program of the Management Board.	100%
6	04/NQ-TVĐ1-HĐQT	03/03/2025	The last registration date: March 24, 2025; On April 25, 2025: The 2025 Annual General Meeting of Shareholders held.	100%
7	05/NQ-TVĐ1-HĐQT	05/03/2025	Personnel matters and the Company's 2024 salary and remuneration fund.	100%
8	06/NQ-TVĐ1-HĐQT	06/03/2025	Plan for restructuring the Company's management units	100%

9	79/QĐ-TVĐ1-HĐQT	10/03/2025	Re-appointment of the Corporate Governance Officer cum Company Secretary.	100%
10	07/NQ-TVĐ1-HĐQT	11/03/2025	Personnel matters at Song Bung 5 HPP.	100%
11	08/NQ-TVĐ1-HĐQT	11/03/2025	Approval of the survey report, assessment of the current status, technical plan and repair estimate for Unit 01 of Song Bung 5 HPP.	100%
12	09/NQ-TVĐ1-HĐQT	19/03/2025	Personnel matters at Investigation & Laboratory Testing Center.	100%
13	10/NQ-TVĐ1-HĐQT	28/03/2025	Allocation of the retained salary fund in 2024 of employees	100%
14	11/NQ-TVĐ1-HĐQT	28/03/2025	2025 production and business plan	100%
15	12/NQ-TVĐ1-HĐQT	02/04/2025	Cancellation of the last registration date of March 24, 2025; Cancellation of the 2025 annual general meeting of shareholders on April 25, 2025.	100%
16	13/NQ-TVĐ1-HĐQT	10/04/2025	Approval of technical plan and cost estimate for additional installation of F87 protection relay for 100kV line - Song Bung 5 HPP.	100%
17	14/NQ-TVĐ1-HĐQT	12/04/2025	Approval of the audited 2024 Financial Statements.	100%
18	15/NQ-TVĐ1-HĐQT	12/04/2025	Approval of restructuring plan for 4 single-member limited liability companies.	100%
19	16/NQ-TVĐ1-HĐQT	18/04/2025	Approval in principle of the personnel for the position of Head of Human Resources Department.	100%
20	17/NQ-TVĐ1-HĐQT	29/04/2025	Approval of voting content at the 2025 annual general meeting of shareholders.	100%
21	18/NQ-TVĐ1-HĐQT	29/04/2025	Approval of personnel plan to appoint the position of Head of Human Resources Department.	100%
22	19/NQ-TVĐ1-HĐQT	13/05/2025	The last registration date as of May 27, 2025; The General Meeting date as of June 26, 2025.	100%
23	20/NQ-TVĐ1-HĐQT	14/05/2025	The last registration date (June 3, 2025).	100%
24	21/NQ-TVĐ1-HĐQT	23/05/2025	Personnel plan to concurrently hold the position of Head of Power System Calculation Department of the Consultancy Center for Power Network	100%
25	22/NQ-TVĐ1-HĐQT	23/05/2025	Approval of credit limit plan for production and business activities at banks in 2025-2026.	100%
26	23/NQ-TVĐ1-HĐQT	27/05/2025	Approval in principle of studying and evaluating the potential for developing solar power projects on Song Bung 5 HPP's reservoir.	100%
27	24/NQ-TVĐ1-HĐQT	07/06/2025	Approval of the adjustment of some production and business plan indicators for 2025.	100%
28	25/NQ-TVĐ1-HĐQT	12/06/2025	Approval of the re-appointment of the Deputy Head of Planning and Market Department.	100%

29	26/NQ-TVĐ1-HĐQT	12/06/2025	Financial supervision of the single-member limited liability companies in 2024.	100%
30	27/NQ-TVĐ1-HĐQT	25/06/2025	Approval of the results of the evaluation and classification of senior staff in 2024 for positions under the evaluation authority of the Management Board.	100%
31	28/NQ-TVĐ1-HĐQT	26/06/2025	Election of the Chairman of the Management Board; Assignment of the duties and tasks of the General Director.	100%
32	29/NQ-TVĐ1-HĐQT	30/06/2025	Appointment of the Chief Accountant	100%

III. Supervisory Board

1. Information on members of the Supervisory Board

Members of the Supervisory Board	Position held	Commencement date as a member of the Supervisory Board	Qualification
Nguyen Hong Quang	Chairman	27/06/2023	Bachelor of Business Administration
Cao Thuy Nga	Member	26/04/2016	Bachelor of Finance-Accounting, Master of Economics
Nguyen Hoang Diep	Member	26/04/2016	Bachelor of Finance-Accounting

Term of the Chairman of the Supervisory Board and members

Full name	Position held	Term
Nguyen Hong Quang	Chairman	2023-2028
Cao Thuy Nga	Member	2023-2028
Nguyen Hoang Diep	Member	2023-2028

2. Meeting of the Supervisory Board

Member of the Supervisory Board	Number of meetings attended	Attendance rate	Voting ratio	Reason for not attending meetings
Mr. Nguyen Hong Quang	02	100%	100%	
Mrs. Nguyen Hoang Diep	02	100%	100%	
Mrs. Cao Thuy Nga	02	100%	100%	

3. Supervisory activities of the Supervisory Board toward the Management Board, Board of Directors and shareholders

3.1. Minutes No. 01/BB-TVĐ1-BKS dated June 6, 2025 on the 2024 supervisory report with the following contents:

- To review, inspect and evaluate the compliance with the law of the Management Board, General Director, other managers; evaluate the implementation of the Resolution of the General Meeting of Shareholders, Resolution of the Management Board.
- To review the 2024 Financial Statement. To review, control and evaluate the financial situation, production and business activities in 2024.
- To review the Company's financial supervision of its subsidiaries.
- To supervise the auditing unit in auditing the 2024 Financial Statement.

3.2. Report No. 01/BC-TVĐ1-BKS dated June 20, 2025 submitted to the 2025 annual general meeting of shareholders on the Supervisory Board's 2024 Operation Report.

4. Coordination between Supervisory Board and Management Board, Board of Directors and other management staff:

- The Supervisory Board has actively coordinated activities regularly and closely with Management Board, Board of Directors.

- The Supervisory Board has been provided with complete information and documents regarding the Company's business situations and other activities of the Company and has a variety of comments and suggestions to Management Board, Board of Directors on all aspects of the Company's activities.

5. Other activities of Supervisory Board: The Supervisory Board has reviewed accounting books, accounting records and checked the reasonableness, legality and honesty in preparing and presenting the Company's financial statements, etc.

IV. Board of Directors

Member	Position held	Appointment date	Dismissal date
Nguyen Huu Chinh	Deputy General Director	26/04/2018	29/04/2021
Nguyen Huu Chinh	General Director	29/04/2021	26/06/2025
Tran Thai Hai	Deputy General Director	18/09/2021	
Nguyen Kim Cuong	Deputy General Director	18/09/2021	26/06/2025
Nguyen Kim Cuong	Deputy General Director performing the duties of General Director until the Company completes its personnel title as General Director	26/06/2025	03/07/2025
Nguyen Kim Cuong	General Director	03/07/2025	
Do Viet Khoa	Deputy General Director	11/10/2022	

Member	Date of birth	Professional level	Appointment/dismissal date
Nguyen Huu Chinh	16/10/1971	Masters	26/06/2025
Nguyen Kim Cuong	04/05/1985	Masters	03/07/2025
Tran Thai Hai	02/09/1973	Masters	18/09/2021
Do Viet Khoa	31/08/1971	Masters	11/10/2022

V. Chief Accountant

Full name	Appointment date	Dismissal date	Remark
Duong Anh Tuan	10/01/2018	01/07/2025	Acting Chief Accountant
Dang Xuan Cung	01/07/2025		Chief Accountant

Full name	Date of birth	Professional level	Appointment/dismissal date
Dang Xuan Cung	27/07/1968	Bachelor	01/07/2025

VI. Corporate Governance Training

Members of the Management Board, Supervisory Board, Board of Directors, Acting Chief Accountant and Company Secretary have attended corporate governance training courses.

VII. Related person list of the company and transactions of related persons of the company with the Company itself

1. Related person list of the company

No.	Full name	Position held	Certificate number of the owner, date of issue	Starting point to be the company related person/insider	Relationship with the company/insider
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1	Vietnam Electricity	Major shareholder	0100100079, 22/01/2019	02/01/2008	
2	Nguyen Huu Chinh	Chairman of Management	001071029073, 13/04/2021	29/06/2017	
2.01	Nguyen Van Thinh	None	010101836, 18/07/2003	29/06/2017	Father
2.02	Nguyen Thi Lua	None	010101472, 02/03/2006	29/06/2017	Mother
2.03	Nguyen Thi Trang	None	001183012951, 21/01/2016	29/06/2017	Wife
2.04	Nguyen Gia Minh	None		29/06/2017	Son
2.05	Nguyen An Thy	None		29/06/2017	Daughter
2.06	Nguyen Thi Tuyet Chinh	None	001173023265, 07/05/2021	29/06/2017	Younger sister
3	Nguyen Kim Cuong	Member of Management Board; General Director; Legal representative	036085000367, 08/04/2025	18/09/2021	
3.01	Nguyen Ngoc Kinh	None	036057007756, 20/04/2021	18/09/2021	Father
3.02	Nguyen Thi Luyen	None	036158009200, 25/04/2021	18/09/2021	Mother
3.03	Tran Thanh Huong	None	019186000560, 10/05/2021	18/09/2021	Wife
3.04	Nguyen Bich Phuong	None	001313060397, 18/09/2021	18/09/2021	Daughter
3.05	Nguyen Tuan Dung	None	001215032915, 18/09/2021	18/09/2021	Son
3.06	Nguyen Thu Huong	None	036194002746, 10/07/2021	18/09/2021	Younger sister
3.07	Tran Duc Viet	None	017089000081, 12/08/2022	18/09/2021	Younger brother-in-law
3.08	Tran Van Huy	None	019060004270, 25/06/2021	18/09/2021	Father-in-law
3.09	Vu Thi Thanh	None	019163005201, 25/06/2021	18/09/2021	Mother-in-law
4	Do Viet Khoa	Member of Management Board; Deputy General Director	036071000120, 28/11/2014	11/10/2022	
	Do Viet Khoa		036071000120, 19/04/2021	11/10/2022	
4.01	Do Manh Hung	None	036068009651, 11/06/2023	11/10/2022	Elder brother
4.02	Do Thanh Chuong	None	036074030645, 05/11/2022	11/10/2022	Younger brother
4.03	Vu Van Bang	None	034049003973, 20/04/2021	11/10/2022	Father-in-law
4.04	Vu Thi Thanh Huong	None	001178017187, 19/04/2021	11/10/2022	Wife
4.05	Do Lien Trang	None	001303048638, 11/04/2021	11/10/2022	Daughter
4.06	Do Duc Binh	None	001210006866, 05/03/2025	11/10/2022	Son
4.07	Do Dinh Quat	None	040040000750, 11/10/2022	11/10/2022	Father
4.08	Nguyen Thi Loan	None	040145001066, 11/10/2022	11/10/2022	Mother

4.09	Do Tien Dung	None	036070010457, 28/06/2020	11/10/2022	Elder brother
4.10	Do Tien Hai	None	036083013213, 12/08/2022	11/10/2022	Younger brother
4.11	Tran Thi Lien	None	038154006452, 20/04/2021	11/10/2022	Mother-in-law
4.12	Vu Ngoc Son	None	001082040196, 24/04/2021	11/10/2022	Younger brother- in-law
5	Tran Thai Hai	Member of Management Board; Deputy General Director	036073011768, 14/05/2023	29/06/2017	
	Tran Thai Hai		011670210, 15/06/2013	29/06/2017	
5.01	Tran Trong Kien	None	042038000008, 25/04/2021	29/06/2017	Father
5.02	Thai Ngu Binh	None	042146000017, 25/04/2021	29/06/2017	Mother
5.03	Tran Thi Kieu Oanh	None	001176003005, 25/04/2021	29/06/2017	Wife
5.04	Tran Quynh Chi	None	001303026802, 14/06/2022	29/06/2017	Daughter
5.05	Tran Thai Anh	None	001205013335, 19/02/2021	29/06/2017	Son
6	Le Van Luc	Independent Member of Management Board;	037059002123, 26/04/2021	27/06/2023	
6.01	Truong Thi Lan Anh	None	001165001321, 26/04/2021	27/06/2023	Wife
6.02	Le Minh Duc	None	001090025508, 24/06/2021	27/06/2023	Son
6.03	Tran Minh Anh	None	001190025071, 24/07/2021	27/06/2023	Son
6.04	Le Hoang Hiep	None	037053002752, 10/07/2021	27/06/2023	Elder brother
6.05	Le Thi Lien	None	037155009417, 17/09/2021	27/06/2023	Elder sister
6.06	Le Minh Thai	None	019063007623, 01/09/2021	27/06/2023	Younger brother
6.07	Ho Thi Thanh Tan	None	019168005976, 31/08/2021	27/06/2023	Younger sister
6.08	Le Xuan Thuy	None	019065005727, 27/06/2021	27/06/2023	Younger sister
6.09	La Thi Nguyet	None	019169006414, 27/06/2021	27/06/2023	Younger sister
6.10	Le Thi Thuy Ngan	None	019168003488, 26/03/2022	27/06/2023	Younger sister
6.11	Le Thi Thuy Oanh	None	091171009367, 10/05/2021	27/06/2023	Younger sister
6.12	Nguyen Manh Cuong	None	019070014165, 10/05/2021	27/06/2023	Younger brother
6.13	Pham Thi Hop	None	001142002211, 29/04/2021	27/06/2023	Mother
6.14	Truong Tien Dung	None	47133625, 28/02/2022	27/06/2023	Younger brother
7	Nguyen Hong Quang	Chairman of Supervisory Board	001079000143, 27/10/2022	27/06/2023	

7.01	Hoang Thi Kim	None	001154001511, 10/04/2021	27/06/2023	Mother
7.02	Ngo Dang Ngoc Yen	None	001182011365, 10/05/2021	27/06/2023	Wife
7.03	Nguyen Ngoc Ha My	None		27/06/2023	Daughter
7.04	Nguyen Ngoc Minh Khoi	None		27/06/2023	Son
7.05	Nguyen Hong Minh	None	001081002613, 10/07/2021	27/06/2023	Younger sister
7.06	Nguyen Hong Quan	None	001081053864, 14/09/2021	27/06/2023	Younger brother
7.07	Nguyen Thi Ngoc Dao	None	038145006566, 02/05/2021	27/06/2023	Mother
7.08	Ngo Dang Hoang Anh	None	001077024422, 10/10/2021	27/06/2023	Elder brother
8	Nguyen Hoang Diep	Supervisor	026180000072, 06/09/2014	26/04/2016	
8.01	Doan Van Tu	None	036076002997, 10/07/2021	26/04/2016	Husband
8.02	Nguyen Khac Thuc	None	026054006677, 25/06/2021	26/04/2016	Father
8.03	Nguyen Thi Nhu	None	026155003786, 25/06/2021	26/04/2016	Mother
8.04	Nguyen Thi Lanh	None	036151011969, 02/07/2021	26/04/2016	Mother
8.05	Nguyen Khac Thong	None	026078000037, 08/04/2021	26/04/2016	Elder brother
8.06	Nguyen Quynh Duong	None	026183007693, 07/04/2021	26/04/2016	Younger sister
8.07	Doan Thi Tuoi	None	036170010144, 02/07/2021	26/04/2016	Elder sister
8.08	Doan Thi Tham	None	036179019846, 02/07/2021	26/04/2016	Younger sister
8.09	Doan Thi Thu	None	036182023276, 27/01/2022	26/04/2016	Younger sister
8.10	Doan Thi Thanh Thai	None	036184028712, 14/09/2021	26/04/2016	Younger sister
9	Cao Thuy Nga	Supervisor	001176000406, 17/05/2013	26/04/2016	
9.01	Cao Chan	None	051043000065, 08/04/2021	26/04/2016	Father
9.02	Vu Thi Cao Thanh	None	011041055, 16/03/1999	26/04/2016	Mother
9.03	Pham Chi Hoa	None	001075004893, 10/07/2021	26/04/2016	Husband
9.04	Pham Linh Nhi	None	001301003786, 10/07/2021	26/04/2016	Daughter
9.05	Pham Linh Phuong	None	001307035992, 31/05/2021	26/04/2016	Daughter
9.06	Le Thuy Linh	None	001173000960, 08/05/2014	26/04/2016	Elder sister
9.07	Cao Hoai Nam	None	001073043690, 17/05/2021	26/04/2016	Elder brother
10	Dang Xuan Cung	Chief Accountant	025068012091, 22/11/2021	01/07/2025	

10.01	Dang Van Huan	None	025034002160, 26/05/2023	01/07/2025	Father
10.02	Nguyen Thi Cai	None	025129001759, 26/05/2023	01/07/2025	Mother
10.03	Nguyen Thi Cham	None	025149001086, 24/04/2021	01/07/2025	Mother-in-law
10.04	Tran Thi Thu Huong	None	025172002470, 08/04/2021	01/07/2025	Wife
10.05	Dang Xuan Tung	None	064096000009, 18/12/2021	01/07/2025	Son
10.06	Vu Hoai Giang	None	025197006359, 10/08/2021	01/07/2025	Daughter-in-law
10.07	Dang Huong Nhung	None	064303000011, 07/01/2022	01/07/2025	Daughter
10.08	Tran Thi Phuong Lan	None	025179007350, 28/06/2021	01/07/2025	Sister-in-law
10.09	Tran Qui Phong	None		01/07/2025	Brother-in-law
10.10	Dang Thi Chinh	None		01/07/2025	Elder sister
10.11	Dang Anh Dung	None	025058011668, 18/11/2021	01/07/2025	Elder brother
10.12	Dang Thi Ngoc Mai	None	025161005634, 28/09/2021	01/07/2025	Elder sister
10.13	Dang Tat Vinh	None		01/07/2025	Elder brother
10.14	Dang Duy Lam	None	025072000266, 26/06/2022	01/07/2025	Younger brother
11	Do Minh Hai	Company Secretary	040078001003, 19/12/2020	19/02/2021	
11.01	Nguyen Thi Thanh Hai	None	001177018296, 25/06/2018	19/02/2021	Wife
11.02	Do Dinh Dung	None	001206003525, 18/11/2020	19/02/2021	Son
11.03	Do Dinh Toan	None		19/02/2021	Son
11.04	Pham Thi Hong Van	None	180855437, 30/07/2013	19/02/2021	Mother
11.05	Do Hong Anh	None	040073000097, 21/12/2015	19/02/2021	Elder brother
11.06	Do Minh Ngoc	None	182066178, 27/02/2019	19/02/2021	Elder brother
11.07	Do Thi Kieu Hoa	None	182552688, 18/12/2015	19/02/2021	Younger sister
11.08	Han Thi Nang	None	001146000070, 22/05/2013	19/02/2021	Mother
11.09	Nguyen Thi Bich Ha	None	001174018049, 21/06/2018	19/02/2021	Elder sister
11.10	Nguyen Thi Bich Hanh	None	001181022290, 06/11/2018	19/02/2021	Younger sister
12	Nguyen Tu Minh	Information disclosure officer (11)	001074024468, 13/02/2020	14/08/2017	
12.01	Nguyen Tu Nga	None	001048002283, 21/04/2021	14/08/2017	Father
12.02	Chu Thi Loi	None	001147002495, 08/04/2021	14/08/2017	Mother
12.03	Nguyen Thu Huyen	None	001180035912, 17/10/2021	14/08/2017	Wife

12.04	Nguyen Thi Phuong Lan	None	001173003628, 13/04/2015	14/08/2017	Elder sister
12.05	Nguyen Huyen Linh	None	001305018899, 20/10/2021	14/08/2017	Daughter
12.06	Nguyen Huyen Trang	None	001307023769, 22/11/2021	14/08/2017	Daughter
12.07	Nguyen Minh Tuan	None		14/08/2017	Son

2. Transactions between the company and related persons of the company; or between the Company and major shareholders, insiders, their related persons: No

3. Transactions between insiders of the company, their related persons and subsidiaries, the company controlled by the Company: No

4. Transactions between the company and other entities:

4.1. Transactions between the company and companies in which members of the Management Board, members of the Supervisory Board, Board of Directors, Chief Accountant have been the founding members or members of the Management Board, Board of Directors, Chief Accountant in the past three (03) years (calculated at the time of the report preparation): No

4.2. Transactions between the company and companies in which related persons of members of the Management Board, members of the Supervisory Board, Board of Directors, Chief Accountant are members of the Management Board, General Director, Chief Accountant: No

4.3. Other transactions of the company that may bring material or immaterial benefits to members of the Management Board, members of the Supervisory Board, the Board of Directors, Chief Accountant: No.

4.4. Total salary and remuneration fund of the Management Board, Supervisory Board in 2024

No.	Full name	Salary	Remuneration	Total
I	Management Board	1,411,200,000	420,480,000	1,831,680,000
1	Nguyen Tai Anh		155,520,000	155,520,000
2	Le Thanh Chung		132,480,000	132,480,000
3	Le Van Luc		132,480,000	132,480,000
4	Nguyen Huu Chinh	748,800,000		748,800,000
5	Tran Thai Hai	662,400,000		662,400,000
II	Supervisory Board	662,400,000	270,720,000	933,120,000
1	Nguyen Hong Quang		138,240,000	138,240,000
2	Nguyen Hoang Diep		132,480,000	132,480,000
3	Cao Thuy Nga	662,400,000		662,400,000
	Total (I)+(II)	2,073,600,000	691,200,000	2,764,800,000

VIII. Share transaction of the insiders and their related persons

1. List of insiders and their related persons

No.	Full name	Position held	Certificate number of the owner, date of issue	Number of shares owned at the end of the period	Ratio of shares owned at the end of the period	Remark
1	Do Viet Khoa	Member of Management Board; Deputy General Director	036071000120, 28/11/2014	65.900	0.247%	

	Do Viet Khoa		036071000120, 19/04/2021	0	0.00%	
1.01	Do Manh Hung	None	036068009651, 11/06/2023	0	0.00%	
1.02	Do Thanh Chuong	None	036074030645, 05/11/2022	0	0.00%	
1.03	Vu Van Bang	None	034049003973, 20/04/2021	0	0.00%	
1.04	Vu Thi Thanh Huong	None	001178017187, 19/04/2021	0	0.00%	
1.05	Do Lien Trang	None	001303048638, 11/04/2021	0	0.00%	
1.06	Do Duc Binh	None	001210006866, 05/03/2025	0	0.00%	
1.07	Do Dinh Quat	None	040040000750,	0	0.00%	
1.08	Nguyen Thi Loan	None	040145001066,	0	0.00%	
1.09	Do Tien Dung	None	036070010457, 28/06/2020	0	0.00%	
1.10	Do Tien Hai	None	036083013213, 12/08/2022	0	0.00%	
1.11	Tran Thi Lien	None	038154006452, 20/04/2021	0	0.00%	
1.12	Vu Ngoc Son	None	001082040196, 24/04/2021	0	0.00%	

2. Transaction of insiders and their related persons to the company shares

Person performing the transactions	Relationship with the insider	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reason
		Share quantity	Rate	Share quantity	Rate	
Do Viet Khoa		375,216	1,406%	65,900	0,247%	Selling
Do Manh Hung	Elder brother	33,800	0,127%	0	0%	Selling
Do Thanh Chuong	Younger brother	28,900	0,108%	0	0%	Selling
Vu Van Bang	Father-in-law	30,200	0,113%	0	0%	Selling
Vu Thi Thanh Huong	Wife	481,500	1,804%	0	0%	Selling
Do Lien Trang	Daughter	0	0%	0	0%	
Do Duc Binh	Son	0	0%	0	0%	
Do Dinh Quat	Father	0	0%	0	0%	
Nguyen Thi Loan	Mother	0	0%	0	0%	
Do Tien Dung	Brother	21,400	0,080%	0	0%	Selling
Do Tien Hai	Younger brother	22.900	0,086%	0	0%	Selling
Tran Thi Lien	Mother-in-law	0	0%	0	0%	
Vu Ngoc Son	Younger brother-in-law	0	0%	0	0%	

IX. Other issues to be noted:

In 2024 and the first six months of 2025, members of the Management Board, Board of General Directors, Supervisory Board, Company Secretary, Information Disclosure Officer, and related persons received the 2023 cash dividend, specifically:

No.	Full name	Number of shares held	Dividend amount received	PIT deduction	Net dividend after PIT
1	Nguyen Huu Chinh	2,401	1,200,500	60,025	1,140,475
2	Tran Thai Hai	4,000	2,000,000	100,000	1,900,000
3	Le Thanh Chung	1,840	920,000	46,000	874,000
4	Le Van Luc	264,554	132,277,000	6,613,850	125,663,150
5	Cao Thuy Nga	3,906	1,953,000	97,650	1,855,350
6	Do Viet Khoa	375,216	187,608,000	9,380,400	178,227,600
	Do Manh Hung	33,800	16,900,000	845,000	16,055,000
	Do Thanh Chuong	28,900	14,450,000	722,500	13,727,500
	Do Tien Dung	21,400	10,700,000	535,000	10,165,000
	Do Tien Hai	22,900	11,450,000	572,500	10,877,500
	Vu Thi Thanh Huong	581,500	290,750,000	14,537,500	276,212,500
	Vu Van Bang	30,200	15,100,000	755,000	14,345,000
7	Duong Anh Tuan	5	2,500	125	2,375
8	Do Minh Hai	10	5,000	250	4,750
9	Nguyen Tu Minh	4	2,000	100	1,900
		1,370,636	685,318,000	34,265,900	651,052,100

Cc:

- As mentioned above;
- Website;
- Filed: Archive, P4

ON BEHALF OF THE MANAGEMENT

BOARD

CHAIRMAN



Nguyen Huu Chinh