

**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			
2	Nguyen Huu Chinh	Chairman of Management			
2.01	Nguyen Van Thinh	None			Father
2.02	Nguyen Thi Lua	None			Mother
2.03	Nguyen Thi Trang	None			Wife
2.04	Nguyen Gia Minh	None			Son
2.05	Nguyen An Thy	None			Daughter
2.06	Nguyen Thi Tuyet Chinh	None			Younger sister
3	Nguyen Kim Cuong	Member of Management Board; General Director; Legal representative			
3.01	Nguyen Ngoc Kinh	None			Father
3.02	Nguyen Thi Luyen	None			Mother
3.03	Tran Thanh Huong	None			Wife
3.04	Nguyen Bich Phuong	None			Daughter
3.05	Nguyen Tuan Dung	None			Son
3.06	Nguyen Thu Huong	None			Younger sister
3.07	Tran Duc Viet	None			Younger brother-in-law
3.08	Tran Van Huy	None			Father-in-law
3.09	Vu Thi Thanh	None			Mother-in-law
4	Do Viet Khoa	Member of Management Board; Deputy General Director			
	Do Viet Khoa				
4.01	Do Manh Hung	None			Elder brother
4.02	Do Thanh Chuong	None			Younger brother
4.03	Vu Van Bang	None			Father-in-law
4.04	Vu Thi Thanh Huong	None			Wife
4.05	Do Lien Trang	None			Daughter
4.06	Do Duc Binh	None			Son
4.07	Do Dinh Quat	None			Father
4.08	Nguyen Thi Loan	None			Mother

4.09	Do Tien Dung	None			Elder brother
4.10	Do Tien Hai	None			Younger brother
4.11	Tran Thi Lien	None			Mother-in-law
4.12	Vu Ngoc Son	None			Younger brother-in-law
5	Tran Thai Hai	Member of Management Board; Deputy General Director			
	Tran Thai Hai				
5.01	Tran Trong Kien	None			Father
5.02	Thai Ngu Binh	None			Mother
5.03	Tran Thi Kieu Oanh	None			Wife
5.04	Tran Quynh Chi	None			Daughter
5.05	Tran Thai Anh	None			Son
6	Le Van Luc	Independent Member of Management Board;			
6.01	Truong Thi Lan Anh	None			Wife
6.02	Le Minh Duc	None			Son
6.03	Tran Minh Anh	None			Son
6.04	Le Hoang Hiep	None			Elder brother
6.05	Le Thi Lien	None			Elder sister
6.06	Le Minh Thai	None			Younger brother
6.07	Ho Thi Thanh Tan	None			Younger sister
6.08	Le Xuan Thuy	None			Younger sister
6.09	La Thi Nguyet	None			Younger sister
6.10	Le Thi Thuy Ngan	None			Younger sister
6.11	Le Thi Thuy Oanh	None			Younger sister
6.12	Nguyen Manh Cuong	None			Younger brother
6.13	Pham Thi Hop	None			Mother
6.14	Truong Tien Dung	None			Younger brother
7	Nguyen Hong Quang	Chairman of Supervisory Board			

7.01	Hoang Thi Kim	None			Mother
7.02	Ngo Dang Ngoc Yen	None			Wife
7.03	Nguyen Ngoc Ha My	None			Daughter
7.04	Nguyen Ngoc Minh Khoi	None			Son
7.05	Nguyen Hong Minh	None			Younger sister
7.06	Nguyen Hong Quan	None			Younger brother
7.07	Nguyen Thi Ngoc Dao	None			Mother
7.08	Ngo Dang Hoang Anh	None			Elder brother
8	Nguyen Hoang Diep	Supervisor			
8.01	Doan Van Tu	None			Husband
8.02	Nguyen Khac Thuc	None			Father
8.03	Nguyen Thi Nhu	None			Mother
8.04	Nguyen Thi Lanh	None			Mother
8.05	Nguyen Khac Thong	None			Elder brother
8.06	Nguyen Quynh Duong	None			Younger sister
8.07	Doan Thi Tuoi	None			Elder sister
8.08	Doan Thi Tham	None			Younger sister
8.09	Doan Thi Thu	None			Younger sister
8.10	Doan Thi Thanh Thai	None			Younger sister
9	Cao Thuy Nga	Supervisor			
9.01	Cao Chan	None			Father
9.02	Vu Thi Cao Thanh	None			Mother
9.03	Pham Chi Hoa	None			Husband
9.04	Pham Linh Nhi	None			Daughter
9.05	Pham Linh Phuong	None			Daughter
9.06	Le Thuy Linh	None			Elder sister
9.07	Cao Hoai Nam	None			Elder brother
10	Dang Xuan Cung	Chief Accountant			

10.01	Dang Van Huan	None			Father
10.02	Nguyen Thi Cai	None			Mother
10.03	Nguyen Thi Cham	None			Mother-in-law
10.04	Tran Thi Thu Huong	None			Wife
10.05	Dang Xuan Tung	None			Son
10.06	Vu Hoai Giang	None			Daughter-in-law
10.07	Dang Huong Nhung	None			Daughter
10.08	Tran Thi Phuong Lan	None			Sister-in-law
10.09	Tran Qui Phong	None			Brother-in-law
10.10	Dang Thi Chinh	None			Elder sister
10.11	Dang Anh Dung	None			Elder brother
10.12	Dang Thi Ngoc Mai	None			Elder sister
10.13	Dang Tat Vinh	None			Elder brother
10.14	Dang Duy Lam	None			Younger brother
11	Do Minh Hai	Company Secretary			
11.01	Nguyen Thi Thanh Hai	None			Wife
11.02	Do Dinh Dung	None			Son
11.03	Do Dinh Toan	None			Son
11.04	Pham Thi Hong Van	None			Mother
11.05	Do Hong Anh	None			Elder brother
11.06	Do Minh Ngoc	None			Elder brother
11.07	Do Thi Kieu Hoa	None			Younger sister
11.08	Han Thi Nang	None			Mother
11.09	Nguyen Thi Bich Ha	None			Elder sister
11.10	Nguyen Thi Bich Hanh	None			Younger sister
12	Nguyen Tu Minh	Information disclosure officer (11)			
12.01	Nguyen Tu Nga	None			Father
12.02	Chu Thi Loi	None			Mother
12.03	Nguyen Thu Huyen	None			Wife

12.04	Nguyen Thi Phuong Lan	None			Elder sister
12.05	Nguyen Huyen Linh	None			Daughter
12.06	Nguyen Huyen Trang	None			Daughter
12.07	Nguyen Minh Tuan	None			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		65.900	0.247%	

	Do Viet Khoa			0	0.00%	
1.01	Do Manh Hung	None		0	0.00%	
1.02	Do Thanh Chuong	None		0	0.00%	
1.03	Vu Van Bang	None		0	0.00%	
1.04	Vu Thi Thanh Huong	None		0	0.00%	
1.05	Do Lien Trang	None		0	0.00%	
1.06	Do Duc Binh	None		0	0.00%	
1.07	Do Dinh Quat	None		0	0.00%	
1.08	Nguyen Thi Loan	None		0	0.00%	
1.09	Do Tien Dung	None		0	0.00%	
1.10	Do Tien Hai	None		0	0.00%	
1.11	Tran Thi Lien	None		0	0.00%	
1.12	Vu Ngoc Son	None		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