

Hanoi, Jan 28, 2026

**REPORT ON CORPORATE GOVERNANCE OF LISTING COMPANY**  
(Year 2025)

To:

- The State Securities Commission;
- Ho Chi Minh City Stock Exchange.
- Name of listing company: SJ GROUP Joint Stock Company (SJ GROUP).
- Address of head office: Land plot TT2, Nam An Khanh urban area, An Khanh commune, Hanoi city.
- Telephone: 024.37684504/7684505/7684506
- Email: [info@sjgroups.vn](mailto:info@sjgroups.vn)
- Charter capital: VND 2,974,748,280,000 (Two trillion, nine hundred seventy-four billion, seven hundred forty-eight million, two hundred eighty thousand Vietnamese Dong).
- Securities Code: SJS
- Governance model: The General Meeting of Shareholders ("GMS"), Board of Directors ("BOD"), Board of Supervisors ("BS") and the Chief Executive Officer ("CEO").
- The implementation of internal audit: Implemented.

**I. Activities of the General Meeting of Shareholders.**

In compliance with applicable regulations in 2025, SJ Group Joint Stock Company (SJ GROUP) successfully held its 2025 Annual General Meeting of Shareholders on March 28, 2025. The General Meeting passed 02 Resolutions with the following contents:

Resolution No. 01/NQ-ĐHĐCĐ2025: approving the following contents:

- Report on the activities of the Board of Directors;
- Report on the activities of Independent Board Members;
- Report on the activities of the Supervisory Board;
- 2024 Business Performance Results; 2025 Business Plan;
- 2024 Audited Financial Statements;
- Report on the settlement of remuneration for the Board of Directors/Supervisory Board in 2024 and the Remuneration Plan for the Board of Directors/Supervisory Board in 2025;
- Approval of the list of independent auditing firms to audit the 2025 financial statements;

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- Amendment and supplementation of the Company Charter;
- Amendment and supplementation of the Operation Regulations of the Board of Directors;
- Amendment and supplementation of the Internal Regulations on Corporate Governance;
- Amendment and supplementation of the Operation Regulations of the Supervisory Board;
- Election of members of the Board of Directors and members of the Supervisory Board for the 2025 – 2030 term.

Resolution No. 02/NQ-ĐHĐCĐ2025: approving the following contents:

- Plan for profit distribution, dividend payment, and fund appropriation for 2024.
- Plan for adjustment and supplementation of share issuance to increase share capital from owner's equity (replacing the share issuance plan under the Resolution of the 2022 Annual General Meeting of Shareholders).

#### Resolutions of the 2025 Annual General Meeting of Shareholders

No	Resolution/Decision No	Date	Content
1	01/NQ-ĐHĐCĐ2025	28/3/2025	2025 Annual General Meeting of Shareholders
2	02/NQ-ĐHĐCĐ2025	28/3/2025	2025 Annual General Meeting of Shareholders

## II. Board of Directors

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

No.	Board of Director's members	Position (Independent members of the Board of Directors, Non-executive member of the Board of Directors))	The date becoming/ceasing to be the member of the Board of Directors	
			Day of Appointment	Day of Dismissal
1	(Mr.) Bui Quang Bach	Chairman	16/03/2023	
2	(Mr.) Tran Nhu Trung	Member	28/03/2025	
3	(Mrs.) Do Le Minh	Independent Member	28/03/2025	
4	(Mr.) Phuong Xuan Thuy	Independent Member	16/03/2023	
5	(Mr.) Nguyen Viet Cuong	Member	28/03/2025	

## 2. Meetings of the BOD:

No.	BOD's member	Number of meetings attended by the BOD	Attendance rate	Reason for not absence
1	(Mr.) Bui Quang Bach	18/18	100%	
2	(Mr.) Tran Nhu Trung	17/18	94,4%	BOD Member from March 28, 2025
3	(Mrs.) Do Le Minh	17/18	94,4%	BOD Member from March 28, 2025
4	(Mr.) Phuong Xuan Thuy	18/18	100%	
5	(Mr.) Nguyen Viet Cuong	17/18	94,4%	BOD Member from March 28, 2025
6	(Mr.) Do Van Binh	1/18	5,5%	Term expired
7	(Mr.) Nguyen Phu Cuong	1/18	5,5%	Term expired
8	(Mrs) Chu Thi Thu Huong	1/18	5,5%	Term expired

In addition to the meetings of the Board of Directors, to resolve matters requiring the Board's opinion regarding production, business operations, and management, the Board of Directors organized the collection of members' opinions via written ballots. The dossiers for soliciting written opinions were executed in compliance with the regulations of the Law on Enterprises and the Company Charter. Furthermore, the Board of Directors also organized meetings and consultations to discuss and unify directives regarding the Company's production and business operations.

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

The supervisory activities of the Board of Directors are carried out in accordance with the provisions of law, the Charter and the Regulation on operation of the Board of Directors of the Company, specifically:

- Directing and supervising the implementation of the Resolution of the Company's Annual General Meeting of Shareholders.
- Supervise the implementation of Resolutions and Decisions of the Board of Directors.
- Supervise the implementation of the business plan, investment implementation progress, and the completion of investment items with each project invested by the Company; Supervise the implementation of the Company's products and goods.
- Supervise risk management throughout the Complex related to investment, implementation and development of real estate projects. Ensure financial safety in the Company's activities and the reputation of the Company with investors and financial institutions.

- Supervise the assurance of regimes according to State regulations, working environment conditions, the implementation of collective labor agreements and other regimes with employees.
- Perform other supervision by law.

Under the direction of the Board of Directors, the Board of Management focuses on implementing and strictly fulfilling the assigned tasks in full compliance with regulations.

#### 4. Activities of the Board of Directors' committees:

(By the date of making the Report - SJ GROUP has not established Board of Directors' committees).

#### 5. Resolutions/Decisions of the BOD

(Appendix II. 1 - Detailed list of attached resolutions/decisions).

### III. Board of Supervisors.

#### 1. Information about members of BS:

No.	Members of BS	Position	Becoming/ceasing to be the member of the Board of Supervisors/Audit Committee	Qualification
1	(Mrs.) Le Thi Thuy	Head of BS	16/6/2022	Master's degree in Accounting
2	(Mrs.) Tran Thi Thanh Huyen	Member of BS	16/6/2022	Master's degree in Accounting
3	(Mrs.) Nguyen Thu Hien	Member of BS	28/03/2025	Master of Business Administration

#### 2. Meetings of BS:

No.	Members of BS	Number of Supervisory Board Meetings Attended	Attendance rate	Voting rate	Reasons for absense
1	(Mrs.) Le Thi Thuy	2/2	100%		
2	(Mrs.) Tran Thi Thanh Huyen	2/2	100%		
3	(Mrs.) Nguyen Thu Hien	2/2	100%		
4	(Mr.) Nguyen Ngoc Thang	0/2			Term expired

**3. The Supervision activities of the BS toward the BOD, BOM and shareholders:**

The Supervisory Board performs the function of supervising the management and direction of the Board of Directors and the Board of Management, as well as the Company's business operations, in accordance with the law and the Company Charter.

- Supervise the organization of the Annual General Meeting of Shareholders and the implementation of Resolutions passed by the General Meeting of Shareholders.
- Oversee compliance with the Company Charter, the implementation status of Resolutions/Decisions of the Board of Directors, and the execution of the Company's business and production plans.
- Review and evaluate the Report on the management of the Board of Directors and the direction of the General Director, the Business Performance Report, the 2025 Financial Statements, the Audit Report, and the independent audit plan of the auditing firm.
- Supervise and attend notified meetings of the Board of Directors; concurrently, provide recommendations to the Board of Directors regarding the implementation status of matters mandated by Resolutions of the General Meeting of Shareholders.
- Monitor capital mobilization, capital usage, capital balancing, and cash flow management; as well as profit distribution.
- Oversee the Company's restructuring process.

The results of the Supervisory Board's monitoring activities, recommendations, and proposals submitted to the Board of Directors and the General Director were all considered, and relevant individuals and units were directed to research and implement them.

**4. The Coordination among the BS toward activities of the BOD, BOM and other managers:**

- The Supervisory Board proactively discussed and reached a consensus with the Board of Directors regarding the content and plans for inspection and supervision, while coordinating with the Board of Management during the implementation of such activities.
- The Board of Directors and the General Director have consistently supported and created favorable conditions for the Supervisory Board to perform its functions. All opinions and recommendations from the Supervisory Board have been fully and timely addressed by the Board of Directors and the General Director.
- The Board of Directors has fully provided the Supervisory Board with all Resolutions and Decisions issued by the Board.
- The Board of Directors, Supervisory Board, Board of Management, and key management personnel have maintained close coordination in managing and directing the Company's production and business operations.

**5. Other activities of the Board of Supervisors: None**

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#### IV. Board of Management.

No.	Member of Board of Management	Date of birth	Qualification	Date of appointment/d ismissal of members of the Board of Management
1	(Mr.) Tran Nhu Trung	10/7/1971	MSc Science Informatics cadastral	Appointed on 13/10/2023
2	(Mr.) Tran Oanh	03/7/1977	Master of Architecture	Appointed on 09/01/2023
3	(Mr.) Nguyen Viet Cuong	16/11/1977	Construction Engineer Master of Business Administration	Appointed on 14/6/2024
4	(Mr.) Nguyen Tran Dung	26/8/1971	Construction Engineer	Appointed on 16/11/2018
5	(Mr.) Nguyen Cong Chinh	12/6/1979	Construction Engineer	Appointed on 16/11/2018
6	(Mr.) Nguyen Hai Ninh	17/10/1973	Master of Accounting - Finance Bachelor of Accounting Finance Bachelor of Foreign Languages	Appointed on 12/6/2023

#### V. Chief Accountant

Name	Date of birth	Qualification	Date of Appointment/dismissal
(Mr.) Tran Viet Dung	20/10/1981	Master of Business Administration; Bachelor of Economics	Date of appointment: 02/11/2012

#### VI. Training courses on corporate governance

Organize in-depth training on corporate governance for middle managers; conduct training on corporate management digitalization software and KPI assessment.

#### VII. The list of affiliated persons of the public company and transactions of affiliated persons of the Company.

1. The list of affiliated persons of the Company (*Annex VII.1 attached*).
2. Transactions between the company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons (*Annex VII.2 attached*).
3. Transactions between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power (*Annex VII.3 attached*).
4. Transactions between the company and other subjects: No transactions Occurred.

#### **VIII. Stock trading of insiders and related persons of insiders**

1. List of internal persons and their affiliated persons (*Appendix VIII.1 attached*).
2. Transactions of internal persons and affiliated persons on shares of the listed company (*Annex VIII.2 attached*).

#### **IX. Other significant issues: No**

##### **Recipient:**

- As above;
- Member of the board of directors, Member of the Board of Supervisors;
- Finance and accounting department;
- Save: Clerical department, BOD office.

**Representative of the Board of Directors**

**Chairman**



**Bùi Quang Bách**

## APPENDIX II.1 - RESOLUTIONS AND DECISIONS OF THE BOARD OF DIRECTORS IN 2025

No	Resolution/Decision No	Date	Content	Approval Percentage
1	01/NQ-CT-HĐQT	6/1/2025	Business plan for 12 units at TT77 – Low-rise housing area Zone 2 - Phase II, Nam An Khanh New Urban Area Project	100%
2	02/NQ-CT-HĐQT	15/1/2025	Approval of cost estimates and contractor selection plan for the item: Completion of the remaining technical infrastructure not yet constructed in Phase I at the Van Lung cemetery area – Investment and Construction Project of Synchronous Technical Infrastructure at Nam An Khanh New Urban Area	100%
3	03/NQ-CT-HĐQT	15/1/2025	Approval of estimates, costs, and implementation plan for technical infrastructure in the Vista Lago subdivision – Nam An Khanh New Urban Area	100%
4	04/NQ-CT-HĐQT	22/1/2025	Adjustment of Capital Contribution Benefit value in Business Cooperation Contract No. 01/HĐGV-SJS-TX with SJ Tien Xuan	100%
5	05/NQ-CT-HĐQT	22/1/2025	Approval of adjusted estimates and plan to continue implementation of the item: Traffic Greenery Phase I (volume facing site clearance issues), Investment and Construction Project of Synchronous Technical Infrastructure at Nam An Khanh New Urban Area	100%
6	06/NQ-CT-HĐQT	22/1/2025	Plan for 13th-month salary payment in 2024	100%
7	07/QĐ-CT-HĐQT	22/1/2025	Plan for implementing the digital transformation solution: SJ Digital Workspace operation	100%
8	08/NQ-CT-HĐQT	24/1/2025	Funding support for local departments and unions for propaganda and mobilization work for Site Clearance of Nam An Khanh NUA and Nam An Khanh Extension Project (Quarter I, 2025)	100%
9	09/NQ-CT-HĐQT	25/1/2025	Plan for handling non-disputed, expired, and vacant rental premises on the 1st floor of CT1 High-rise, CT4, CT5 apartment buildings – My Dinh - Me Tri Urban Area	100%
10	10/NQ-CT-HĐQT	25/1/2025	Approval of policy and implementation plan for the "Green Vision 2025" event	100%
11	11/NQ-CT-HĐQT	10/2/2025	Record date for the list of shareholders attending the 2025 Annual General Meeting of Shareholders (AGM) and the expected time for organizing the 2025 AGM	100%

No	Resolution/Decision No	Date	Content	Approval Percentage
12	12/NQ-CT-HĐQT	21/2/2025	Adjustment of content, costs, and implementation plan of Contract No. 27-2023/HĐTV dated December 11, 2023, with HighEnd Architecture JSC	100%
13	13/NQ-CT-HĐQT	21/2/2025	Approval of costs and unit to perform Conceptual Design for adjusting the architecture of low-rise housing models in Phase I and Phase II of Casa Mila zone – Nam An Khanh NUA, Hoai Duc District, Hanoi	100%
14	14/NQ-CT-HĐQT	27/2/2025	Loan plan at Tien Phong Commercial Joint Stock Bank (TPBank)	100%
15	15/NQ-CT-HĐQT	6/3/2025	Dismissal of the Person in charge of Corporate Governance	100%
16	01/QĐ-CT-HĐQT	6/3/2025	Dismissal of the Person in charge of Corporate Governance	100%
17	16/NQ-CT-HĐQT	6/3/2025	Appointment of Personnel.	100%
18	02/QĐ-CT-HĐQT	6/3/2025	Appointment of Personnel.	100%
19	17/NQ-CT-HĐQT	6/3/2025	Adjustment of content, costs, and implementation plan of Contract No. 01-2024/HĐTV dated January 2, 2024; Contract No. 27-2020/HĐTV dated November 6, 2020, with Vietnam Landscape Architecture JSC (EDEN)	100%
20	18/NQ-CT-HĐQT	6/3/2025	Approval of time, venue, and documents for organizing the 2025 Annual General Meeting of Shareholders of SJ Group	100%
21	19/NQ-CT-HĐQT	17/3/2025	Approval of costs and unit to perform Architectural Concept Design, Construction Drawing Design for renovation, repair of architectural facades, and interior renovation of the VICC Center at lot CT6 – Nam An Khanh Project	100%
22	20/NQ-CT-HĐQT	17/3/2025	Leasing plan for Kiosk 10A, CT4 apartment building, My Dinh - Me Tri Urban Area, Nam Tu Liem District, Hanoi	100%
23	21/NQ-CT-HĐQT	25/3/2025	Approval of costs and unit to perform Construction Drawing Design and Cost Estimation for technical infrastructure and landscaping of adjacent routes to Low-rise housing area Zone 2 - Phase 2 (Casamila zone) and main routes – Nam An Khanh Project	100%

No	Resolution/Decision No	Date	Content	Approval Percentage
24	22/NQ-CT-HĐQT	25/3/2025	Approval of cost estimates and unit to perform remediation of electrical grid issues prior to the handover of electrical assets, Investment and Construction Project of Synchronous Technical Infrastructure at Nam An Khanh	100%
25	23/NQ-CT-HĐQT	27/3/2025	Approval of the 2024 Annual Report	100%
26	01/NQ-ĐHĐCĐ2025	28/3/2025	2025 Annual General Meeting of Shareholders Session, dated March 28, 2025	100%
27	02/NQ-ĐHĐCĐ2025	28/3/2025	2025 Annual General Meeting of Shareholders Session, dated March 28, 2025	100%
28	01/NQ-CT-HĐQT	3/4/2025	First session of the 2025–2030 term, dated April 3, 2025	100%
29	06/QĐ-CT-HĐQT	3/4/2025	Election of the Chairman of the Board of Directors	100%
30	25/NQ-CT-HĐQT	3/4/2025	Dismissal from the position of Acting General Director, Appointment of General Director, Appointment of Deputy General Director, dated April 3, 2025	100%
31	07/QĐ-CT-HĐQT	3/4/2025	Appointment of Deputy General Director	100%
32	08/QĐ-CT-HĐQT	3/4/2025	Appointment of General Director.	100%
33	26/NQ-CT-HĐQT	9/4/2025	Approval of plan, cost estimates, schedule, and unit to implement the item: Refurbishment of grounds, planting of trees along temporary road A2 along Dan Hoai canal – Nam An Khanh NUA Project	100%
34	27/NQ-CT-HĐQT	9/4/2025	Approval of costs and unit to perform Design and Construction of Fire Protection System, temporary Sales Office and Project Management Office at land plot CT6 – Nam An Khanh Project	100%
35	28/NQ-CT-HĐQT	11/4/2025	Approval of the proposal for the new name and brand story for the Casamila subdivision	100%
36	29/NQ-CT-HĐQT	16/4/2025	Funding support for the locality to serve propaganda and mobilization for Site Clearance of Nam An Khanh and Nam An Khanh Southern Extension (Zone B) in 2025	100%
37	30/NQ-CT-HĐQT	17/4/2025	Termination of Contract No. 27-2023/HĐTV and approval of costs and new unit to perform Architectural Concept Design; Construction Drawing Design for temporary works at the planned land plot CCDV1 – Nam An Khanh Project	100%

No	Resolution/Decision No	Date	Content	Approval Percentage
38	31/NQ-CT-HĐQT	17/4/2025	Approval of the Accident and Health Insurance Program for 2025	100%
39	32/NQ-SJG-HĐQT	25/4/2025	Approval of costs and unit to perform demolition and reinforcement of load-bearing structures of Building B, temporary Sales Office and Project Management Office at land plot CT6 – Nam An Khanh Project	100%
40	33/NQ-SJG-HĐQT	25/4/2025	Approval of cost estimates and unit to perform: Site leveling, pruning, propping up trees, garden cleaning at plots CT6, CT5, TT46, CX-TT95, Route B11 under the Renovation and Refurbishment item of the Sales Office and Project Management Office at land plot CT6 (VICC), Nam An Khanh Project	100%
41	34/NQ-SJG-HĐQT	7/5/2025	Traffic diversion to serve the construction of the intersection of Ring Road 3.5 and Thang Long Boulevard related to the technical infrastructure of Nam An Khanh	100%
42	35/NQ-SJG-HĐQT	10/5/2025	Approval to continue implementing items: Construction and installation of large lake railings from node A to node B (Contract No. 19-2023/HĐXD) and Construction of remaining Technical Infrastructure Phase I (Contract No. 12-2023/HĐXD)	100%
43	36/NQ-SJG-HĐQT	12/5/2025	Approval of the plan to sell treasury shares	100%
44	37/NQ-SJG-HĐQT	13/5/2025	Funding support for organizations and unions of Hoai Duc district and villages under An Khanh and An Thuong communes to organize study tours of economic development models in certain localities to serve Site Clearance work for Nam An Khanh NUA and Nam An Khanh Extension in 2025	100%
45	38/NQ-SJG-HĐQT	13/5/2025	Approval of estimates and unit to construct the item: Renovation and repair of architectural facades, renovation and refurbishment of the interior of Building B, Sales Office and Project Management Office at land plot CT6 – Nam An Khanh	100%
45	39/NQ-SJG-HĐQT	15/5/2025	Approval of costs and unit to perform the package: Construction Drawing Design and detailed cost estimation for rough construction and exterior finishing, gates, and fences of 64 low-rise housing units (including 21 units at TT27, 27A and 43 units at TT2, TT83, TT25, TT30, TT31) – Low-rise Housing Project Phase I – Nam An Khanh	100%
46	40/NQ-SJG-HĐQT	15/5/2025	Approval of costs and unit to perform Construction Drawing Design for adjusting the Low-rise Housing Project Zone 2 - Phase II – Nam An Khanh Project	100%

No	Resolution/Decision No	Date	Content	Approval Percentage
47	41/NQ-SJG-HĐQT	16/5/2025	Approval of plan, cost estimates, and unit to perform the item: Dismantling and moving corrugated iron fences in Vista Serena area; installing corrugated iron fences and gates around plots TT2, TT83, TT25, TT26, TT31; Processing and installing fences to screen Yen Lung cemetery – Nam An Khanh Project	100%
48	42/NQ-SJG-HĐQT	19/5/2025	Approval of plan, cost estimates, and unit to perform: Supply, planting, care, and maintenance of trees – Sales Office and Project Management Office at land plot CT6 (VICC), Nam An Khanh Project	100%
49	43/NQ-SJG-HĐQT	22/5/2025	Designation of Legal Representative to represent and act on behalf of the Company in exercising Rights and Obligations with Banks and Securities Companies	100%
51	44/NQ-SJG-HĐQT	27/5/2025	Approval of supplementary/incurred costs for Contract 02-2023/HĐTV-XD dated March 9, 2023, package: Design and construction of relocating the underground 110kV power line passing through Van La Housing Project	100%
52	45/NQ-SJG-HĐQT	28/5/2025	Approval of the plan to sell treasury shares	100%
53	46/NQ-SJG-HĐQT	2/6/2025	Approval of estimates and unit to construct the item: Renovation of outdoor lighting system – Sales Office and Project Management Office at land plot CT6 (VICC), Nam An Khanh Project	100%
54	47/NQ-SJG-HĐQT	5/6/2025	Approval of costs and unit to supply and install loose furniture (conference tables, chairs) for Building B – Sales Office and Project Management Office at land plot CT6 (VICC), Nam An Khanh Project.	100%
55	48/NQ-SJG-HĐQT	6/6/2025	Approval of estimates and unit to construct the item: Gate and Architectural Symbol – Sales Office and Project Management Office at land plot CT6 (VICC) – Nam An Khanh	100%
56	49/NQ-SJG-HĐQT	10/6/2025	Approval of costs and unit to perform the package: Design, construction, and installation of the scale model for Nam An Khanh NUA and the Model House for Vista Serena subdivision displayed at VICC – Nam An Khanh	100%
57	50/NQ-SJG-HĐQT	11/6/2025	Implementation of the plan to issue shares to increase share capital from owner's equity	100%
58	52/NQ-SJG-HĐQT	16/6/2025	Approval of costs and unit to perform the item: Fabrication and installation of the Fountain Symbol (round tank) – Sales Office and Project Management Office at land plot CT6 (VICC) – Nam An Khanh	100%

No	Resolution/Decision No	Date	Content	Approval Percentage
59	53/NQ-SJG-HĐQT	17/6/2025	Approval of contents at the 2025 Annual General Meeting of Shareholders of VINARE Investment JSC	100%
60	54/NQ-SJG-HĐQT	18/6/2025	Approval of costs and unit to perform Communication work (Phase 1) for Low-rise Housing Project Zone 2 – Phase II (Vista Serena subdivision), Nam An Khanh	100%
61	55/NQ-SJG-HĐQT	18/6/2025	Approval of estimates and unit to perform the item: Renovation and repair of outdoor gardens, fountains (construction part), and other works – Sales Office and Project Management Office at land plot CT6 (VICC), Nam An Khanh	100%
62	56/NQ-SJG-HĐQT	19/6/2025	Amendment and supplementation of the Appendix to Contract No. 04/2024/HĐ-ĐTĐA dated April 5, 2024, between Hoa Binh Department of Construction (Party A) and the Joint Venture Investor (Party B) SJ Group JSC (formerly: Song Da Urban and Industrial Zone Development Investment JSC) and SUDICO Hoa Binh JSC	100%
63	57/NQ-SJG-HĐQT	21/6/2025	Approval of estimates and unit to perform the package: Construction of civil works and lighting for plots CX26-CX9 and CX64-CX65, Vista Serena subdivision (including gates, guard posts), Investment and Construction Project of Synchronous Technical Infrastructure at Nam An Khanh	100%
64	58/NQ-SJG-HĐQT	23/6/2025	Appointment of General Director and Legal Representative at SUDICO Hoa Binh Joint Stock Company	100%
65	59/NQ-SJG-HĐQT	26/6/2025	Approval of contents at the 2025 Annual General Meeting of Shareholders of Viet Land Investment JSC	100%
66	60/NQ-SJG-HĐQT	26/6/2025	Approval of contents at the 2025 Annual General Meeting of Shareholders of Housing and Urban Development Investment JSC (HUDSE)	100%
67	61/NQ-SJG-HĐQT	26/6/2025	Handover of items: Medium voltage, low voltage power supply, and 12 transformer stations – Nam An Khanh	100%
68	62/NQ-SJG-HĐQT	28/06/2025	Approval of estimates, plan, and unit to perform the package: Construction and refurbishment of items serving sales business (including: Wood cladding of concrete steps, laying foot massage gravel at plot CCDV9; Refurbishment of Route A5 in Area 4 - Phase II; Enhanced landscape lighting for plot HH5), Nam An Khanh	100%

No	Resolution/Decision No	Date	Content	Approval Percentage
69	63/NQ-SJG-HĐQT	28/06/2025	Approval of costs and unit to supply and install 02 Led P2.5 screens for the Showroom and Conference Room of Building B – Sales Office and Project Management Office at land plot CT6 (VICC), Nam An Khanh	100%
70	64/NQ-SJG-HĐQT	28/06/2025	Approval of Estimates and unit to Supply and install nozzle system and lighting for the fountain – Sales Office and Project Management Office at land plot CT6 (VICC) – Nam An Khanh	100%
71	65/NQ-SJG-HĐQT	28/06/2025	Approval of costs and plan to produce an introduction film about SJ Group JSC	100%
72	66/NQ-SJG-HĐQT	02/07/2025	Approval of costs and unit to perform Operation Management Consultancy services for Low-rise Area – Zone 2 – Phase II (Vista Serena), Nam An Khanh, Hoai Duc District, Hanoi	100%
73	67/NQ-SJG-HĐQT	02/07/2025	Approval of costs and unit to perform the preparation of sales dossiers for Low-rise Housing Project Phase I (Palma Zone); Low-rise Housing Project Zone 2 – Phase II (Vista Palma and Vista Serena Zones)	100%
74	68/NQ-SJG-HĐQT	02/07/2025	Approval of the unit to perform the Review of Semi-annual Financial Statements and Audit of 2025 Financial Statements of the Company	100%
75	69/NQ-SJG-HĐQT	04/07/2025	Approval of Estimates and unit to construct the item: Demolition and painting of the exterior of Building A – Sales Office and Project Management Office at land plot CT6 (VICC), Nam An Khanh Project	100%
76	70/NQ-SJG-HĐQT	04/07/2025	Approval of the new Vision – Mission – Core Values of SJ Group	100%
77	71/NQ-SJG-HĐQT	07/07/2025	Approval of the plan to lease Building HH3 – My Dinh - Me Tri Urban Area, Nam Tu Liem Ward, Hanoi	100%
78	72/NQ-SJG-HĐQT	11/07/2025	Implementation of the plan to issue shares to increase share capital from owner's equity	100%
79	73/NQ-SJG-HĐQT	11/7/2025	Approval of costs and unit to perform the package: 3D Visualization, 3D Film, Virtual Tour 360, and Teaser – Phase 1 (41 units), Nam An Khanh NUA Project, An Khanh Commune, Hanoi	100%
80	74/NQ-SJG-HĐQT	14/7/2025	Approval of the plan to organize "Team Building Summer 2025"	100%
81	75/NQ-SJG-HĐQT	17/7/2025	Appointment of Permanent Deputy General Director	100%
82	09/QĐ-SJG-HĐQT	17/7/2025	Appointment of Permanent Deputy General Director	100%

No	Resolution/Decision No	Date	Content	Approval Percentage
83	76/NQ-SJG-HĐQT	18/7/2025	Approval of closing the shareholder list to exercise the right to receive shares regarding dividend payments and increase share capital from owner's equity	100%
84	77/NQ-SJG-HĐQT	18/7/2025	Approval of costs and plan to design brand identity and sales documents for Nam An Khanh NUA Project	100%
85	78/NQ-SJG-HĐQT	23/7/2025	Approval of Estimates and Maintenance Unit for 2025 and authorization for the General Director to approve estimates and maintenance units for subsequent years – Inter-level Primary and Secondary School Project at land plot TH5 – Nam An Khanh	100%
86	79/NQ-SJG-HĐQT	24/7/2025	Dismissal of General Director and Legal Representative at SUDICO Hoa Binh Joint Stock Company	100%
87	80/NQ-SJG-HĐQT	24/7/2025	Appointment of General Director and Legal Representative at SUDICO Hoa Binh Joint Stock Company	100%
88	81/NQ-SJG-HĐQT	26/7/2025	Approval of unit to construct the item: Demolition, renovation, and repair of Floor 1, Floors 15-17, Building HH3, My Dinh - Me Tri Urban Area, Tu Liem Ward, Hanoi	100%
89	82/NQ-SJG-HĐQT	29/7/2025	Approval of costs and unit to perform Conceptual Design for adjusting architectural design and Landscape Concept Design for Van La Housing Project	100%
90	83/NQ-SJG-HĐQT	31/7/2025	Approval of Estimates and unit to perform the item: Construction and refurbishment of lighting for Route I sections 2+3; lighting for route A2 and troubleshooting, repair of lighting for route A8 – Nam An Khanh NUA Project	100%
91	84/NQ-SJG-HĐQT	31/7/2025	Approval of policy regarding transactions with Related Persons/Organizations to the Company in 2025	100%
92	85/NQ-SJG-HĐQT	01/8/2025	Approval of divestment from financial investments	100%
93	86/NQ-SJG-HĐQT	05/8/2025	Adoption of issuance results, conclusion of share issuance to pay dividends and share issuance to increase share capital from owner's equity, and amendment of the Enterprise Registration Certificate	100%
94	87/NQ-SJG-HĐQT	12/8/2025	Approval of estimates and contractor selection plan for constructing the item: Completion of sidewalks for Route I - section 3, Route A1B; Construction of civil works and lighting for plots CX33, CX56, CX68, CX70; Completion of temporary road A2 and connection of route A2 to LK8 under the Investment and Construction Project of Synchronous Technical Infrastructure at Nam An Khanh	100%
95	88/NQ-SJG-HĐQT	14/8/2025	Approval of policy, project, and implementation plan for the item: Renovation and repair of the exterior of plots TT162, TT163, TT164 - Vista Palma and 02 entrances to Vista Palma area, Vista Serena area belonging to Nam An Khanh	100%
96	89/NQ-SJG-HĐQT	15/8/2025	Approval of costs and unit to perform the Sales Agent Training Event for Nam An Khanh NUA Project	100%

No	Resolution/Decision No	Date	Content	Approval Percentage
97	90/NQ-SJG-HĐQT	15/8/2025	Approval of Business Plan for land plot LK8 and Model House F1, Residential Area Project North of Tran Hung Dao Road, Hoa Binh Ward, Phu Tho Province	100%
98	91/NQ-SJG-HĐQT	15/8/2025	Approval of supplementary location, unit price adjustment, and extension of implementation time for Contract 10-2023 HĐDV dated July 31, 2023	100%
99	92/NQ-SJG-HĐQT	20/8/2025	Approval of unit to perform the package: Construction of sidewalk completion for Route I - section 3, Route A1B; construction of civil works and lighting for plots CX33, CX56, CX68, CX70; Completion of temporary road A2 and connection of route A2 to LK8 road under the Investment and Construction Project of Synchronous Technical Infrastructure at Nam An Khanh	100%
100	93/NQ-SJG-HĐQT	20/8/2025	Approval of project and unit to construct the renovation, repair, finishing, M&E system, and interior of Building A – Sales Office and Project Management Office at land plot CT6 (VICC) – Nam An Khanh	100%
101	94/NQ-SJG-HĐQT	22/8/2025	Approval of restructuring of An Khanh Branch of SJ Group JSC	100%
102	95/NQ-SJG-HĐQT	30/8/2025	Approval of contractor selection plan for construction packages and construction supervision consultation for low-rise housing, Nam An Khanh Project	100%
103	96/NQ-SJG-HĐQT	30/8/2025	Approval of the plan for temporary self-management and operation reception at the centralized wastewater treatment station of Nam An Khanh	100%
104	97/NQ-SJG-HĐQT	03/9/2025	Approval of restructuring of the Planning & Design Management Department, Design - Technical Management Board, and Economics - Planning Board of SJ Group. Adoption of the appointment of Board Directors	100%
105	98/NQ-SJG-HĐQT	06/9/2025	Approval of estimates and implementation plan for the item: Completion of basic technical infrastructure (including: Leveling - Phase 1; Traffic roads; Retaining walls; Water supply; Rainwater drainage; Wastewater drainage; Information cable ducts), Van La Housing Project	100%
106	99/NQ-SJG-HĐQT	06/9/2025	Approval of unit to perform the package: Renovation and repair of the exterior of plots TT162, TT163, TT164 - Vista Palma and 02 entrances to Vista Palma area, Vista Serena Zone belonging to Nam An Khanh	100%
107	100/NQ-SJG-HĐQT	06/9/2025	Approval of supplementary work content and implementation costs: Preparation of Feasibility Study Report for high-rise apartment buildings CT2B, CT3b under Van La Housing Project (Consultancy Contract No. 13-2022/HĐTV)	100%
108	101/NQ-SJG-HĐQT	12/9/2025	Approval of registration for change of enterprise registration content due to change in the Company's charter capital	100%
109	102/NQ-SJG-HĐQT	15/9/2025	Approval of adjusted Total Investment for the 1.5 ha land plot under Nam An Khanh NUA Project, Hoai Duc District, Hanoi	100%

No	Resolution/Decision No	Date	Content	Approval Percentage
110	103/NQ-SJG-HĐQT	18/9/2025	Adjustment to increase credit limit of the loan at Tien Phong Commercial Joint Stock Bank	100%
111	104/NQ-SJG-HĐQT	18/9/2025	Bonus payment for the 24th anniversary of the Company's establishment	100%
112	105/NQ-SJG-HĐQT	24/9/2025	Approval of sales policy for Vista Nam An Khanh Project	100%
113	106/NQ-SJG-HĐQT	25/9/2025	Approval of costs and unit to perform the package: Perspective visualization and 3D Cam production serving sales for Vista Palma and Vista Serena subdivisions – Nam An Khanh Project, Hanoi	100%
114	107/NQ-SJG-HĐQT	30/9/2025	Approval of policy, estimates, and unit to perform the package: Exterior painting of houses at plots TT69 (LS1 - LS3), TT70 (LS1 - LS23), Nam An Khanh Project, Hanoi.	100%
115	108/NQ-SJG-HĐQT	30/9/2025	Approval of costs and unit to supply 02 electric vehicles serving sales business at Nam An Khanh Project, An Khanh Commune, Hanoi	100%
116	109/NQ-SJG-HĐQT	02/10/2025	Approval of costs and unit to perform the package: Domestic consultant working alongside foreign consultant to establish planning ideas at 1/2000 and 1/500 scales for Tien Xuan Urban Area, Yen Xuan Commune, Hanoi	100%
117	110/NQ-SJG-HĐQT	02/10/2025	Approval of costs and unit to perform the package: Production of creative content and social media advertising serving sales for Vista Palma subdivision – Nam An Khanh Project	100%
118	111/NQ-SJG-HĐQT	02/10/2025	Approval of adjusted estimates and negotiation results to continue implementing the Package: Construction of the body, rough construction, and exterior finishing, gates, and fences for plots TT61, TT62, TT63 (23 units) under Low-rise Housing Project Zone 2 - Phase II, Nam An Khanh	100%
119	112/NQ-SJG-HĐQT	03/10/2025	Approval of reorganization of the Operation Management department, SJG Planning, and restructuring of Member Companies	100%
120	113/NQ-SJG-HĐQT	04/10/2025	Funding support for local departments and unions to serve propaganda and mobilization for Site Clearance of Nam An Khanh NUA Project Extension (Quarter II and Quarter IV of 2025)	100%
121	114/NQ-SGJ-HĐQT	08/10/2025	Adoption of the Appointment of Deputy General Director of SJ Service Joint Stock Company	100%
122	115/NQ-SGJ-HĐQT	08/10/2025	Approval of policy, estimates, and unit to construct the item: Temporary drainage for residential area of Residential Group 7 - Kien Hung Ward - Hanoi, to serve the construction of Technical Infrastructure, Van La Housing Project	100%
123	116/NQ-SGJ-HĐQT	08/10/2025	Approval of costs and unit to perform the package: Production of creative content and online banner advertising serving sales for Vista Palma subdivision, Nam An Khanh Project	100%

No	Resolution/Decision No	Date	Content	Approval Percentage
124	117/NQ-SGJ-HĐQT	08/10/2025	Approval of contractor selection results for the package: Construction of basic technical infrastructure (Including: Leveling phase 1, traffic roads, retaining walls, rainwater drainage, wastewater drainage, water supply, information cable ducts (Excluding sidewalk paving, greenery, traffic organization, and asphalt concrete for sections designed with 2 layers of asphalt)) under Van La Housing Project, Kien Hung Ward, Hanoi	100%
125	118/NQ-SGJ-HĐQT	09/10/2025	Approval of income adjustment for Mr. Nguyen Viet Cuong	100%
126	119/NQ-SGJ-HĐQT	11/10/2025	Approval of contractor selection results for consultancy to prepare Feasibility Study Reports for low-rise housing works under Van La Housing Project	100%
127	120/NQ-SGJ-HĐQT	13/10/2025	Approval of contractor selection results for supervision consultancy of basic technical infrastructure construction under Van La Housing Project - Phase 1: Technical Infrastructure.	100%
128	121/NQ-SGJ-HĐQT	13/10/2025	Approval of cost adjustment and unit to supply and install dining tables and chairs for Building A – Sales Office and Project Management Office at land plot CT6 (VICC) under Nam An Khanh	100%
129	122/NQ-SGJ-HĐQT	14/10/2025	Approval of costs and unit to supply a Piano serving events and sales support at VICC Center, Nam An Khanh NUA Project, An Khanh Commune, Hanoi	100%
130	123/NQ-SGJ-HĐQT	21/10/2025	Approval of sponsorship costs and unit to construct the work: Road from Ngoc Vung Communal House to the Hien - Ngoc Vung Communal House Cultural, Spiritual, and Belief Area on Ngoc Vung Island, Van Don Special Economic Zone, Quang Ninh Province	100%
131	124/NQ-SGJ-HĐQT	23/10/2025	Approval of personnel work at Van La Project Management Board	100%
132	125/NQ-SGJ-HĐQT	23/10/2025	Approval of costs and unit to Organize Sales Events for Vista Palma subdivision under Nam An Khanh NUA Project, An Khanh Commune, Hanoi	100%
133	126/NQ-SGJ-HĐQT	05/11/2025	Approval of policy and estimates for the item: Enhancement of landscape, garden, and exterior architecture serving business activities at 19 units in plots TT15, TT20, TT21 (Vista Garden) and 04 units in TT61 (Vista Serena), Nam An Khanh	100%
134	127/NQ-SJG-HĐQT	10/11/2025	Approval of estimates and unit to perform the package: Production - Construction of signage, hoardings, and vertical banners under Nam An Khanh	100%
135	128/NQ-SJG-HĐQT	14/11/2025	Approval of brokerage for leasing 1st-floor premises of CT9 apartment building, My Dinh - Me Tri Urban Area, Tu Liem Ward, Hanoi	100%
136	129/NQ-SJG-HĐQT	17/11/2025	Approval of Plan and construction estimates for the item: Planting landscape greenery Phase I at plots CX26 :- CX29, CX64, CX65, CX70, CX33, CX56, CX68 under Nam An Khanh Project	100%

No	Resolution/Decision No	Date	Content	Approval Percentage
137	130/NQ-SJG-HĐQT	20/11/2025	Approval of contractor selection results for the package: Construction of the body, rough construction, and exterior finishing, gates, and fences for 158 low-rise housing units at Nam An Khanh, Hanoi	100%
138	131/NQ-SJG-HĐQT	20/11/2025	Approval of Plan and Construction Cost Estimates for Nursery at areas CCDV2, CT5, wastewater treatment station, expansion area (CX110), and carpet grass nursery (part of areas CCDV3, TT11, TT12), Nam An Khanh	100%
139	132/NQ-SJG-HĐQT	21/11/2025	Approval of contractor selection results for Supervision Consultancy for pile, foundation, and structural construction of 46 units at plots TT27, TT27A, TT25, TT30, TT31 under Low-rise Housing Project Phase I, Nam An Khanh	100%
140	134/NQ-SJG-HĐQT	24/11/2025	Approval of unit to perform the package: Enhancement of landscape, garden, and exterior architecture serving business activities at 19 units in plots TT15, TT20, TT21 (Vista Garden) and 04 units in TT61 (Vista Serena), Nam An Khanh NUA Project	100%
141	135/NQ-SJG-HĐQT	24/11/2025	Approval of policy and transfer value of assets, tools, and nursery trees (Batch 1) between SJ Tien Xuan One Member LLC and SJ Group JSC	100%
142	136/NQ-SJG-HĐQT	24/11/2025	Approval of estimates and unit to perform the decoration construction package for Nam An Khanh, An Khanh Commune, Hanoi	100%
143	137/NQ-SJG-HĐQT	27/11/2025	Approval of Bidding Documents and Contractor List for the package: Surveying and establishing topographical map (current status) at 1/500 scale serving the preparation of 1/500 planning adjustment for Tien Xuan Urban Area Project	100%
144	138/NQ-SJG-HĐQT	27/11/2025	Approval of costs to continue implementing the Supervision Consultancy package for Low-rise Housing Zone 2 - Phase II, Nam An Khanh	100%
145	140/NQ-SJG-HĐQT	05/12/2025	Approval of leasing 1st and 2nd floors of CT1 High-rise building and signing brokerage contracts for short-term rental kiosks on the 1st floor of apartment buildings at My Dinh - Me Tri Urban Area Project	100%
146	141/NQ-SJG-HĐQT	06/12/2025	Approval of shift meal allowance for employees	100%
147	142/NQ-SJG-HĐQT	06/12/2025	Approval of Bidding Documents and Contractor List for the package: Establishing ideas & preparing detailed planning adjustment project at 1/500 scale for Tien Xuan Smart City	100%
148	143/NQ-SJG-HĐQT	06/12/2025	Approval of adjustment for Nam An Khanh Project, An Khanh Commune, Hanoi	100%
149	10/QĐ-SJG-HĐQT	08/12/2025	Approval of adjustment for Nam An Khanh Project, An Khanh Commune, Hanoi	100%
150	144/NQ-SJG-HĐQT	11/12/2025	Approval of Bidding Documents and Contractor List for the package: Construction Drawing Design for high-rise apartment buildings combined with services CT2B, CT3B at Van La Housing Project, Kien Hung Ward, Hanoi	100%

No	Resolution/Decision No	Date	Content	Approval Percentage
151	145/NQ-SJG-HĐQT	15/12/2025	Approval of contractor selection results for the package: Construction of pile, foundation, rough construction, and exterior finishing, gates, and fences for 25 low-rise housing units at plots TT25, TT30, TT31 under Low-rise Housing Project Phase I, Nam An Khanh NUA, Hanoi	100%
152	146/NQ-SJG-HĐQT	15/12/2025	Approval of consolidating personnel for the Internal Audit Board	100%
153	147/NQ-SJG-HĐQT	15/12/2025	Approval of hiring planning experts to work alongside foreign consultants to establish planning ideas at 1/2000 scale for Tien Xuan Smart City and termination of the old contract with the Institute of Urban Design and Planning	100%
154	149/NQ-SJG-HĐQT	19/12/2025	Approval of Plan and cost estimates for the item: Maintenance and care of greenery at Nam An Khanh NUA Project, Hanoi	100%
155	150/NQ-SJG-HĐQT	19/12/2025	Approval of Estimates and implementation plan for the item: Construction of test piles D1200, D800 and pile testing - high-rise apartment works CT2B, CT3B - Van La Housing Area, Kien Hung Ward, Hanoi	100%
156	151/NQ-SJG-HĐQT	19/12/2025	Approval of contractor selection results for the Construction Drawing Design consultancy package for Low-rise Housing Area Zone 4 - Phase II (including plots TT45, TT46, TT121÷ TT131, TT154÷ TT156 at Nam An Khanh, Hanoi	100%
157	153/NQ-SJG-HĐQT	24/12/2025	Approval of estimates and unit to perform the package: Production - Construction of Project Information Pano for Nam An Khanh, An Khanh Commune, Hanoi	100%
158	154/NQ-SJG-HĐQT	31/12/2025	Approval of contractor selection results: Surveying and establishing topographical map (current status) at 1/500 scale for Tien Xuan Urban Area Project	100%
159	155/NQ-SJG-HĐQT	31/12/2025	Approval of Estimates, Contractor Selection Plan, Bidding Documents, and List of invited contractors for the package: Construction, supply, and installation of medium voltage power supply system, transformer stations N1, N2, N5, low voltage power supply after transformer stations N1, N2, N5; Lighting - Technical Infrastructure Works under Van La Housing Project, Hanoi	100%

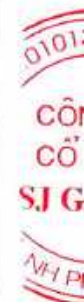
## LIST OF RELATED PERSONS OF PUBLIC COMPANY AND TRANSACTIONS OF RELATED PERSONS OF THE COMPANY WITH THE COMPANY ITSELF

The list of affiliated persons of the Company

(Attached is the Report on the Company's Governance for the year 2023)

Status	Name of organization/individual	Securities trading account (if any)	Position at the Company	ID card number/ CCCD/ HC/ GCNDKDN	Date of issue of ID card/ CCCD/ HC/ GCNDKDN	Place of issuance of ID card/ CCCD/ HC/ GCNDKDN	Address	The starting point is the person concerned	Time is no longer relevant	Reason	Relationship with insiders
<b>I</b>	<b>Board of Director</b>										
<b>1</b>	<b>Bùi Quang Bách</b>		<b>Chairman of the Board</b>					<b>16/03/2023</b>		<b>The General Meeting of Shareholders elects.</b>	
1.1	Bùi Việt Quỳnh		Board Member					16/03/2023			Father
1.2	Nguyễn Thị Mẫn							16/03/2023			Mother
1.3	Nguyễn Thị Thu Hà							16/03/2023			Wife
1.4	Bùi Hà Chi							16/03/2023			Daughter
1.5	Bùi Hoàng Nam							16/03/2023			Son
1.6	Bùi Quỳnh Vân							16/03/2023			Younger sister
1.7	Trương Ngọc Minh							16/03/2023			Younger brother-in-law
1.8	Nguyễn Thế Phong							16/03/2023			Father-in-law
1.9	Nguyễn Thị Mỹ										Mother-in-law (deceased)
1.10	National Securities JSC.							16/03/2023			Board Member
1.11	SAM Holdings JSC.							16/03/2023			Board Member
1.12	Capella Land JSC.							16/03/2023			Board Member

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1.13	TASCO JSC		Board Member					16/03/2023			Board Member
2	Phường Xuân Thủy	052C123363	Board Member					16/03/2023		The General Meeting of Shareholders elects.	
2.1	Phường Xuân Thịnh							16/03/2023			Father
2.2	Nguyễn Thị Lan							16/03/2023			Mother
2.3	Phường Thừa Vũ							16/03/2023			Brother
2.4	Phường Quốc Vĩnh							16/03/2023			Brother
2.5	Lê Thị Như Mai							16/03/2023			Sister in law
2.6	Phường Minh Huệ							16/03/2023			Sister
2.7	Nguyễn Bá Cảnh							16/03/2023			Brother in law
2.8	Đỗ Thị Ngọc Hà							16/03/2023			Wife
2.9	Phường Minh Thái							16/03/2023			Child
2.10	Phường Đỗ Thái Dương							16/03/2023			Child
2.11	Đỗ Ngọc Dũng							16/03/2023			Father in law
2.12	Phạm Thị Huệ							16/03/2023			Mother in law
2.13	Infinity Group investment JSC		Chairman of the Board					16/03/2023			Chairman of the Board
2.14	SACOM Tuyen Lam JSC		Chairman of the Board					16/03/2023			Chairman of the Board
2.15	Phu Tho Tourist Service JSC		Board Member					16/03/2023			Board Member
2.16	SAM Holdings JSC		Board Member					16/03/2023			Vice president of BOD



Status	Name of organization/individual	Securities trading account (if any)	Position at the Company	ID card number/ CCCD/ HC/ GCNDKDN	Date of issue of ID card/ CCCD/ HC/ GCNDKDN	Place of issuance of ID card/ CCCD/ HC/ GCNDKDN	Address	The starting point is the person concerned	Time is no longer relevant	Reason	Relationship with insiders
2.17	Dam Sen Water Park JSC		Board Member					16/03/2023			Board Member
3	Đỗ Lê Minh		Board Member					28/3/2025		The General Meeting of Shareholders elects.	
3.1	Đỗ Văn Bích										Father (deceased)
3.2	Lê Thị Lan							28/03/2025			Mother
3.3	Phương Hữu Việt							28/03/2025			Husband
3.4	Phương Hồng Minh							28/03/2025			Child
3.5	Phương Quốc Bình							28/03/2025			Child
3.6	Phương Việt Linh							28/03/2025			Child
3.7	Đỗ Minh Ngọc							28/03/2025			Sister
3.8	Phương Xuân Hòa										Father-in-law (deceased)
3.9	Lương Thị Bến										Mother-in-law (deceased)
4	Trần Như Trung		Board Member and concurrently General Director of the Company					28/03/2025		The General Meeting of Shareholders elects.	
4.1	Trần Đình Viện										Father (deceased)
4.2	Dặng Hồng Thuyên										Mother (deceased)
4.3	Trần Bạch Giang							28/03/2025			Father in law

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Status	Name of organization/individual	Securities trading account (if any)	Position at the Company	ID card number/ CCCD/ HC/ GCNDKDN	Date of issue of ID card/ CCCD/ HC/ GCNDKDN	Place of issuance of ID card/ CCCD/ HC/ GCNDKDN	Address	The starting point is the person concerned	Time is no longer relevant	Reason	Relationship with insiders
4.4	Nguyễn Thị Tinh	105C525511						28/03/2025			Mother in law
4.5	Trần Anh Hoa							28/03/2025			Sister
4.6	Võ Thanh Quỳnh							28/03/2025			Brother in law
4.7	Trần An Lộc							28/03/2025			Sister
4.8	Lê Hồng Quang							28/03/2025			Brother in law
4.9	Trần Như Dũng							28/03/2025			Younger brother
4.10	Nguyễn Thị Châu							28/03/2025			Sister in law
4.11	Trần Hồng Việt							28/03/2025			Wife
4.12	Trần Hoàng Nam							28/03/2025			Brother-in-law
4.13	Trần Hoàng Khánh Linh							28/03/2025			Daughter
4.14	Trần Việt Anh							28/03/2025			Son
5	Nguyễn Việt Cường	058C153366	Board Member and concurrently Deputy General Director of the Company					28/03/2025		The General Meeting of Shareholders elects.	
5.1	Nguyễn Văn Cưu	-						28/03/2025			Father
5.2	Nguyễn Thị Hùng	-						14/06/2024			Mother
5.3	Trịnh Thanh Hằng	058C566983						14/06/2024			Wife

Status	Name of organization/individual	Securities trading account (if any)	Position at the Company	ID card number/ CCCD/ HC/ GCNDKDN	Date of issue of ID card/ CCCD/ HC/ GCNDKDN	Place of issuance of ID card/ CCCD/ HC/ GCNDKDN	Address	The starting point is the person concerned	Time is no longer relevant	Reason	Relationship with insiders
5.4	Nguyễn Hà Vy	-						14/06/2024			Daughter
5.5	Nguyễn Việt Bách	-						14/06/2024			Son
5.6	Nguyễn Kim Cát Tiên							14/06/2024			Daughter
5.7	Nguyễn Thị An Huy							14/06/2024			Sister
5.8	Nguyễn Văn Bảo							14/06/2024			Brother in law
5.9	Nguyễn Thị Thanh Hương							14/06/2024			Sister
5.10	Lê Minh Anh							14/06/2024			Brother in law
5.11	Nguyễn Đức Quang							14/06/2024			Brother
5.12	Cao Thị Kim Thánh							14/06/2024			Sister in law
5.13	Trình Hữu Thêm	-						14/06/2024			Father in law
5.14	Nguyễn Thanh Huyền	058C191168						14/06/2024			Mother in law
5.15	SJ Service JSC		Chairman of the Board					14/06/2024			Chairman of the Board
5.16	SUDICO Hoa Binh JSC		Board member					14/06/2024			Board member
6	Đỗ Văn Bình	028C115588	Vice Chairman of Board of Directors					30/06/2012	28/03/2025	Term ended	
6.1	Đỗ Văn Quý										Father (deceased)
6.2	Vũ Thị Chung										Mother (deceased)

Status	Name of organization/individual	Securities trading account (if any)	Position at the Company	ID card number/ CCCD/ HC/ GCNDKDN	Date of issue of ID card/ CCCD/ HC/ GCNDKDN	Place of issuance of ID card/ CCCD/ HC/ GCNDKDN	Address	The starting point is the person concerned	Time is no longer relevant	Reason	Relationship with insiders
6.3	Lưu Thị Chung	026C259645						30/06/2012	28/03/2025		Wife
6.4	Đỗ Bình Dương							30/06/2012	28/03/2025		Child
6.5	Phạm Thị Ngọc Thạch							30/06/2012	28/03/2025		Child
6.6	Đỗ Vi Anh							30/06/2012	28/03/2025		Child
6.7	Đỗ Thị Chinh										Sister
6.8	Đỗ Văn Nguyên							30/06/2012	28/03/2025		Brother
6.9	Đỗ Văn Thái							30/06/2012	28/03/2025		Brother
6.10	Đỗ Thị Hòa										Sister (deceased)
6.11	Đỗ Thị Trịnh							30/06/2012	28/03/2025		Sister
7	Chu Thị Thu Hương		Board Member					16/06/2022	28/03/2025	Term ended	
7.1	Chu Trí Thức	044C2121951						16/06/2022	28/03/2025		Father
7.2	Nguyễn Thị Từ							16/06/2022	28/03/2025		Mother
7.3	Vũ Ngọc Quỳnh							16/06/2022	28/03/2025		Father in law
7.4	Đoàn Anh Thư										Mother in law (deceased)
7.5	Vũ Minh Trí							16/06/2022	28/03/2025		Husband
7.6	Vũ Sáng							16/06/2022	28/03/2025		Child
7.7	Vũ Thị Thanh Trúc							16/06/2022	28/03/2025		Child
7.8	Chu Trí Hiền							16/06/2022	28/03/2025		Brother

Status	Name of organization/individual	Securities trading account (if any)	Position at the Company	ID card number/ CCCD/ HC/ GCNDKDN	Date of issue of ID card/ CCCD/ HC/ GCNDKDN	Place of issuance of ID card/ CCCD/ HC/ GCNDKDN	Address	The starting point is the person concerned	Time is no longer relevant	Reason	Relationship with insiders
7.9	Nguyễn Thị Thu Hòa							16/06/2022	28/03/2025		Sister in law
7.10	Vũ Nguyễn Lương	058C447227						16/06/2022	28/03/2025		Brother in law
7.11	Trần Thị Minh Huyền	058C436048						16/06/2022	28/03/2025		Sister in law
7.12	Vũ Tường Quân							16/06/2022	28/03/2025		Brother in law
7.13	Nguyễn Thị Thanh Quý	009C044342						16/06/2022	28/03/2025		Sister in law
8	Nguyễn Phú Cường	052C123363	Board Member					26/03/2007	28/03/2025	Term ended	
8.1	Nguyễn Đăng Thông							26/03/2007	28/03/2025		Father
8.2	Vì Thị Loan	019C-006508						26/03/2007	28/03/2025		Mother
8.3	Phan Thị Thanh Thủy	005C288865						26/03/2007	28/03/2025		Wife
8.4	Nguyễn Phan Khánh Linh							26/03/2007	28/03/2025		Child
8.5	Nguyễn Phan Anh							26/03/2007	28/03/2025		Child
8.6	Nguyễn Đăng Kiên							26/03/2007	28/03/2025		Brother
8.7	Nguyễn Hữu Trung	006C005654						26/03/2007	28/03/2025		Younger Brother
8.8	Nguyễn Tiến Dũng							26/03/2007	28/03/2025		Younger Brother
II	Board of Management										
I	Trần Như Trung (As part I)		General Director of the Company					13/10/2023		BOD elects.	

Status	Name of organization/individual	Securities trading account (if any)	Position at the Company	ID card number/ CCCD/ HC/ GCNDKDN	Date of issue of ID card/ CCCD/ HC/ GCNDKDN	Place of issuance of ID card/ CCCD/ HC/ GCNDKDN	Address	The starting point is the person concerned	Time is no longer relevant	Reason	Relationship with insiders
2	Nguyễn Việt Cường (As part I)		Deputy General Director of the Company					14/06/2025		BOD elects.	
3	Trần Oanh		Deputy General Director of the Company					09/01/2023		BOD elects.	
3.1	Trần Văn Hoạch	002C082880						09/01/2023			Father
3.2	Nguyễn Thị Thành							09/01/2023			Mother
3.3	Cao Thê Tâm										Father in law (deceased)
3.4	Nguyễn Thị Oanh							09/01/2023			Mother in law
3.5	Cao Thị Thu Anh							09/01/2023			Wife
3.6	Trần Tuấn Linh							09/01/2023			Son
3.7	Trần Bảo Anh							09/01/2023			Daughter
3.8	Trần Tuấn Minh							09/01/2023			Son
3.9	Trần Thị Lan							09/01/2023			Sister
3.10	Cao Hồng Giang							09/01/2023			Brother in law
3.11	Trần Thị Thanh Huệ							09/01/2023			Sister
3.12	Nguyễn Tiến Dũng							09/01/2023			Brother in law

Status	Name of organization/individual	Securities trading account (if any)	Position at the Company	ID card number/ CCCD/ HC/ GCNDKDN	Date of issue of ID card/ CCCD/ HC/ GCNDKDN	Place of issuance of ID card/ CCCD/ HC/ GCNDKDN	Address	The starting point is the person concerned	Time is no longer relevant	Reason	Relationship with insiders
4	Nguyễn Trần Dũng		Deputy General Director of the Company					16/11/2018		BOD elects.	
4.1	Nguyễn Minh Trí							16/11/2018			Father (deceased)
4.2	Trần Thị Hội										Mother (deceased)
4.3	Hồ Quang An							16/11/2018			Father in law
4.4	Vũ Thị Hoa							16/11/2018			Mother in law
4.5	Hồ Thu Hằng							16/11/2018			Wife
4.6	Nguyễn Hồ Quỳnh Anh							16/11/2018			Child
4.7	Nguyễn Hồ Đức							16/11/2018			Child
4.8	Nguyễn Trần Tuệ							16/11/2018			Brother
4.9	Bùi Thị Thu Thủy							16/11/2018			Sister in law
4.10	Nguyễn Trung Linh							16/11/2018			Younger Brother
5	Nguyễn Công Chính	030C361080	Deputy General Director of the Company					16/11/2018		BOD elects.	
5.1	Nguyễn Văn Ruệ							16/11/2018			Father
5.2	Phạm Thị Hoa										Mother (deceased)
5.3	Tô Đình Khuê							16/11/2018			Father in law
5.4	Hoàng Thị Loan							16/11/2018			Mother in law

Status	Name of organization/individual	Securities trading account (if any)	Position at the Company	ID card number/ CCCD/ HC/ GCNDKDN	Date of issue of ID card/ CCCD/ HC/ GCNDKDN	Place of issuance of ID card/ CCCD/ HC/ GCNDKDN	Address	The starting point is the person concerned	Time is no longer relevant	Reason	Relationship with insiders
5.5	Tô Thị Phương							16/11/2018			Wife
5.6	Nguyễn Phương Chính							16/11/2018			Child
5.7	Nguyễn Nam Khánh							16/11/2018			Child
5.8	Nguyễn Đức Thiện							16/11/2018			Brother
5.9	Trần Thị Hoài							16/11/2018			Sister in law
5.10	Nguyễn Thị Thanh Mừng							16/11/2018			Brother
5.11	Phạm Quốc Trí							16/11/2018			Brother in law
III	Corporate Control Board										
I	Lê Thị Thủy		Head of Corporate Control Board					16/06/2022		The General Meeting of Shareholders elects.	
1.1	Lê Đức Tuấn							16/06/2022			Father
1.2	Nguyễn Thị Lua							16/06/2022			Mother
1.3	An Đăng Tuyển							16/06/2022			Father in law
1.4	Bùi Thị Nhân							16/06/2022			Mother in law
1.5	An Đăng Quyền							16/06/2022			Husband
1.6	Lê Anh Dũng							16/06/2022			Brother
1.7	Cao Thị Hoàng Lý							16/06/2022			Sister in law
1.8	An Đăng Quang							16/06/2022			Child

Status	Name of organization/individual	Securities trading account (if any)	Position at the Company	ID card number/ CCCD/ HC/ GCNDKDN	Date of issue of ID card/CCCD/H C/GCNDKDN	Place of issuance of ID card/ CCCD/ HC/ GCNDKDN	Address	The starting point is the person concerned	Time is no longer relevant	Reason	Relationship with insiders
1.9	An Hoàng Quân							16/06/2022			Child
2	Trần Thị Thanh Huyền		Member of the company's board of directors					16/06/2022		The General Meeting of Shareholders elects.	
2.1	Trần Văn Toán							16/06/2022			Father
2.2	Nguyễn Thị Thanh							16/06/2022			Mother
2.3	Lê Đình Diễm										Father (deceased)
2.4	Đinh Thị Nén										Mother(deceased)
2.5	Lê Minh Thắng							16/06/2022			Husband
2.6	Lê Trần Ngọc Minh							16/06/2022			Child
2.7	Lê Huyền Linh							16/06/2022			Child
2.8	Lê Trần Liên Hoa							16/06/2022			Child
2.9	Trần Thanh Hương	003C126169						16/06/2022			Brother
2.10	Phạm Đức Long	003C131416						16/06/2022			Brother in law
3	Nguyễn Thu Hiền		Member of the company's board of directors					28/03/2025		The General Meeting of Shareholders elects.	
3.1	Nguyễn Đức Chiến							28/03/2025			Father
3.2	Nguyễn Thị Huân							28/03/2025			Mother

Status	Name of organization/individual	Securities trading account (if any)	Position at the Company	ID card number/ CCCD/ HC/ GCNDKDN	Date of issue of ID card/ CCCD/ HC/ GCNDKDN	Place of issuance of ID card/ CCCD/ HC/ GCNDKDN	Address	The starting point is the person concerned	Time is no longer relevant	Reason	Relationship with insiders
3.3	Nguyễn Thị Thảo Linh							28/03/2025			Younger Sister
3.4	Nguyễn Đức Hùng							28/03/2025			Younger Brother
4	Nguyễn Ngọc Thắng	074C000003	Member of the company's board of directors					30/6/2012	28/3/2025	Term ended	
4.1	Nguyễn Việt Du							30/6/2012	28/03/2025		Father
4.2	Đinh Thị Toán							30/6/2012	28/03/2025		Mother
4.3	Vũ Thanh Hùng										Father in law
4.4	Đôi Thị Minh Thu							30/6/2012	28/03/2025		Mother in law
4.5	Vũ Hương Giang							30/6/2012	28/03/2025		Wife
4.6	Nguyễn Vũ Phương Linh							30/6/2012	28/03/2025		Child
4.7	Nguyễn Vũ Hà Phương							30/6/2012	28/03/2025		Child
4.8	Nguyễn Thanh Thủy							30/6/2012	28/03/2025		Brother
4.9	Nguyễn Văn Bình							30/6/2012	28/03/2025		Brother in law
IV	Chief Financial Officer, Chief Accountant, Head of Internal Audit Committee, Company Secretary										
1	Nguyễn Hải Ninh		Chief Financial Officer, Authorized Disclosure Officer					12/06/2023		BOD elects.	
1.1	Nguyễn Văn Nghiễn										Father (deceased)
1.2	Phạm Thị Hiền							12/06/2023			Mother

Status	Name of organization/individual	Securities trading account (if any)	Position at the Company	ID card number/ CCCD/ HC/ GCNDKDN	Date of issue of ID card/CCCD/H C/GCNDKDN	Place of issuance of ID card/ CCCD/ HC/ GCNDKDN	Address	The starting point is the person concerned	Time is no longer relevant	Reason	Relationship with insiders
1.3	Trần Huy Thiện							12/06/2023			Father in law
1.4	Phạm Thị Hòa							12/06/2023			Mother in law
1.5	Nguyễn Hải Nam							12/06/2023			Brother
1.6	Đào Minh Hương							12/06/2023			Sister in law
1.7	Trần Thị Thanh Hiền							12/06/2023			Wife
1.8	Trần Thị Quỳnh Anh							12/06/2023			Sister in law
1.9	Nguyễn Trần Trung							12/06/2023			Son
1.10	Nguyễn Trần Minh Quân										Son
2	Trần Việt Đông	052C105020	Chief Accountant					02/11/2012		BOD elects.	
2.1	Trần Văn Chính							02/11/2012			Father
2.2	Nghiêm Đức Hạnh							02/11/2012			Mother
2.3	Trần Chu Thịnh							02/11/2012			Father in law
2.4	Nguyễn Thị Minh							02/11/2012			Mother in law
2.5	Trần Hoài Thu							02/11/2012			Wife
2.6	Trần Nhật Nam							02/11/2012			Child
2.7	Trần Minh Khôi							02/11/2012			Child
2.8	Trần Việt Phương							02/11/2012			Brother
2.9	Lý Thái Hà							02/11/2012			Sister in law
3	Phạm Thị Ngân		Head of Internal Audit					15/12/2025		BOD elects.	



Status	Name of organization/individual	Securities trading account (if any)	Position at the Company	ID card number/ CCCD/ HC/ GCNDKDN	Date of issue of ID card/CCCD/HC/ GCNDKDN	Place of issuance of ID card/ CCCD/ HC/ GCNDKDN	Address	The starting point is the person concerned	Time is no longer relevant	Reason	Relationship with insiders
3.1	Phạm Văn Hà							15/12/2025			Father
3.2	Nguyễn Thị An							15/12/2025			Mother
3.3	Trần Quang Ngân							15/12/2025			Father in law
3.4	Trần Thị Thu Hằng							15/12/2025			Mother in law
3.5	Trần Trọng Quân							15/12/2025			Husband
3.6	Phạm Văn Lộc							15/12/2025			Brother
3.7	Vũ Thị Thúy							15/12/2025			Sister in law
3.8	Truong Thinh Energy Investment JSC		Member of the Supervisory Board					15/12/2025			Member of the Supervisory Board
3.9	Capella Group JSC		Auditor					15/12/2025			Auditor
4	Nguyễn Minh Sơn	006C009446	Head of Internal Audit					06/10/2022	15/12/2025	As per personal request	
4.1	Nguyễn Minh Biếc										Father (deceased)
4.2	Nguyễn Thị Lái										Mother(deceased)
4.3	Nguyễn Văn Hùng							06/10/2022	15/12/2025		Father in law
4.4	Bùi Thị Lý							06/10/2022	15/12/2025		Mother in law
4.5	Nguyễn Ngọc Hải							06/10/2022	15/12/2025		Brother
4.6	Nông Thị Mai							06/10/2022	15/12/2025		Sister in law
4.7	Nguyễn Thị Hòa							06/10/2022	15/12/2025		Sister
4.8	Trịnh Đức Vượng							06/10/2022	15/12/2025		Brother in law
4.9	Nguyễn Ngọc Thanh										Brother (deceased )
4.10	Trần Thị Ngoan							06/10/2022	15/12/2025		Sister in law

Status	Name of organization/individual	Securities trading account (if any)	Position at the Company	ID card number/ CCCD/ HC/ GCNDKDN	Date of issue of ID card/CCCD/H C/GCNDKDN	Place of issuance of ID card/ CCCD/ HC/ GCNDKDN	Address	The starting point is the person concerned	Time is no longer relevant	Reason	Relationship with insiders
4.11	Nguyễn Thanh Kỳ							06/10/2022	15/12/2025		Brother
4.12	Nguyễn Thị Trang							06/10/2022	15/12/2025		Wife
4.13	Nguyễn Minh Quỳnh Như							06/10/2022	15/12/2025		Child
4.14	Nguyễn Quang Vinh							06/10/2022	15/12/2025		Child
5	Nguyễn Đăng Vinh		Secretary, Corporate Governance Officer					06/03/2025		BOD elects.	
5.1	Nguyễn Đăng Quyền										Father (deceased)
5.2	Lương Thị Thức										Mother
5.3	Phạm Minh Hải										Wife
5.4	Nguyễn Đăng Anh										Child
5.5	Nguyễn Đăng Thái Anh										Child
5.6	Nguyễn Đăng Hành										Brother
5.7	Phạm Thị Vân										Sister in law
5.8	Nguyễn Thị Chính										Sister
5.9	Phạm Đức Lịch										Brother in law
5.10	Nguyễn Thị Tĩnh										Sister
5.11	Đỗ Văn Khách										Brother in law

Status	Name of organization/individual	Securities trading account (if any)	Position at the Company	ID card number/ CCCD/ HC/ GCNDKDN	Date of issue of ID card/CCCD/H C/GCNDKDN	Place of issuance of ID card/ CCCD/ HC/ GCNDKDN	Address	The starting point is the person concerned	Time is no longer relevant	Reason	Relationship with insiders
5.12	Nguyễn Đăng Thông										Brother
5.13	Nguyễn Thị Hương										Sister in law
5.14	Nguyễn Thị Thao										Sister
5.15	Bùi Bà Hòa										Brother in law
5.16	Nguyễn Thị Thạo										Sister
5.17	Trần Hữu Cường										Brother in law
5.18	Nguyễn Thị Mỹ										Sister
5.19	Nguyễn Văn Dương										Brother in law
5.20	Phạm Văn Tông										Father in law
5.21	Nguyễn Thị Phương Mai										Mother in law (deceased)
6	Trần Phụng Dư	009C900737	Secretary, Corporate Governance Officer					25/06/2018	06/03/2025	As per personal request	
6.1	Trần Duẩn							25/06/2018	06/03/2025		Father
6.2	Nguyễn Thị Thu							25/06/2018	06/03/2025		Mother
6.3	Phạm Bà Quý							25/06/2018	06/03/2025		Father in law
6.4	Phí Thị Kim							25/06/2018	06/03/2025		mother in law
6.5	Phạm Ngọc Minh							25/06/2018	06/03/2025		wife



Status	Name of organization/individual	Securities trading account (if any)	Position at the Company	ID card number/ CCCD/ HC/ GCNDKDN	Date of issue of ID card/CCCD/HC/GCNDKDN	Place of issuance of ID card/ CCCD/ HC/ GCNDKDN	Address	The starting point is the person concerned	Time is no longer relevant	Reason	Relationship with insiders
6.6	Trần Phương Anh							25/06/2018	06/03/2025		Child
6.7	Trần Minh Hoàng							25/06/2018	06/03/2025		Child
6.8	Trần Ruby Phụng							25/06/2018	06/03/2025		Child
6.9	Trần Kim Dung							25/06/2018	06/03/2025		sister
6.10	Trần Mai Duyên							25/06/2018	06/03/2025		brother
6.11	Đỗ Thế Hưng							25/06/2018	06/03/2025		Brother in law
6.12	Trần Minh Thương							25/06/2018	06/03/2025		brother
6.13	Nguyễn Hương Thảo							25/06/2018	06/03/2025		Sister in law



**LIST OF RELATED PERSONS OF PUBLIC COMPANY AND TRANSACTIONS OF RELATED PERSONS OF THE COMPANY WITH THE COMPANY ITSELF**  
**TRANSACTIONS BETWEEN THE COMPANY AND ITS RELATED PERSONS/BETWEEN THE COMPANY AND MAJOR SHAREHOLDERS, INSIDERS, AND**  
**RELATED PERSONS OF INSIDERS**

*(Attached is the Report on the Company's Governance for the year 2025)*

Status	Name of organization/individual	Relationship with the company	ID card number/ CCCD/ HC/ GCNDKDN	Date of issue of ID card/CCCD/H C/GCNDKDN	Place of issuance of ID card/ CCCD/ HC/ GCNDKDN	Address	Resolution/Decision number approved by the General Meeting of Shareholders/Board of Directors (if any, clearly state the date of issuance)	Content, quantity, total transaction value	Note

*Note: No data generated*



**LIST OF RELATED PERSONS OF PUBLIC COMPANY AND TRANSACTIONS OF RELATED PERSONS OF THE COMPANY WITH THE COMPANY ITSELF**

*(Attached is the Report on the Company's Governance for the year 2025)*

*Note: No data generated*

## APPENDIX VIII.1

## LIST OF RELATED PERSONS OF PUBLIC COMPANY AND TRANSACTIONS OF RELATED PERSONS OF THE COMPANY WITH THE COMPANY ITSELF

The list of internal persons and their affiliated persons/Transactions of internal persons and affiliated persons with shares of the Company

(Attached is the Report on the Company's Governance for the year 2025)

Status	Name of organization/individual	Securities trading account (if any)	Position at the Company	ID card number/ CCCD/ HC/ GCNDKDN	Date of issue of ID card/ CCCD/ HC/ GCNDKDN	Place of issuance of ID card/ CCCD/ HC/ GCNDKDN	Address	End of period ownership	End of period share ownership ratio	Note
1	2	3	4	5	6	7	8	9	10	11
1	Board of Director									
1	Bùi Quang Bách		Chairman of the Board					0	0%	
1.1	Bùi Viết Quỳnh									Father
1.2	Nguyễn Thị Mẫn									Mother
1.3	Nguyễn Thị Thu Hà									Wife
1.4	Bùi Hà Chi									Daughter
1.5	Bùi Hoàng Nam									Son
1.6	Bùi Quỳnh Vân									Younger sister
1.7	Trương Ngọc Minh									Younger brother-in-law
1.8	Nguyễn Thế Phong									Father-in-law
1.9	Nguyễn Thị Mỹ									Mother-in-law (deceased)
1.10	National Securities JSC.		Board Member					5,472,670	1.84%	Board Member
1.11	SAM Holdings JSC.		Board Member							Board Member

Status	Name of organization/individual	Securities trading account (if any)	Position at the Company	ID card number/ CCCD/ HC/ GCNDKDN	Date of issue of ID card/CCCD/HC /GCNDKDN	Place of issuance of ID card/ CCCD/ HC/ GCNDKDN	Address	End of period ownership	End of period share ownership ratio	Note
1.12	Capella Land JSC.		Board Member							Board Member
1.13	TASCO JSC.		Board Member							Board Member
2	Phường Xuân Thủy	052C123363	Board Member					0	0%	
2.1	Phường Xuân Thịnh									Father
2.2	Nguyễn Thị Lan									Mother
2.3	Phường Thừa Vũ									Brother
2.4	Phường Quốc Vĩnh									Brother
2.5	Lê Thị Như Mai									Sister in law
2.6	Phường Minh Huệ									Sister
2.7	Nguyễn Bá Cảnh									Brother in law
2.8	Đỗ Thị Ngọc Hà									Wife
2.9	Phường Minh Thái									Child
2.10	Phường Đỗ Thái Dương									Child
2.11	Đỗ Ngọc Dũng									Father in law
2.12	Phạm Thị Huệ									Mother in law
2.13	Infinity Group investment JSC		Chairman of the Board							Chairman of the Board
2.14	SACOM Tuyen Lam JSC		Chairman of the Board							Chairman of the Board
2.15	Phu Tho Tourist Service JSC		Board Member							Board Member

Status	Name of organization/individual	Securities trading account (if any)	Position at the Company	ID card number/ CCCD/ HC/ GCNDKDN	Date of issue of ID card/CCCD/HC /GCNDKDN	Place of issuance of ID card/ CCCD/ HC/ GCNDKDN	Address	End of period ownership	End of period share ownership ratio	Note
2.16	SAM Holdings JSC		Board Member							Vice president of BOD
2.17	Dam Sen Water Park JSC		Board Member							Board Member
3	<b>Đỗ Lê Minh</b>		<b>Board Member</b>					0	0%	
3.1	Đỗ Văn Bích									Father (deceased)
3.2	Lê Thị Lan									Mother
3.3	Phương Hữu Việt									Husband
3.4	Phương Hồng Minh									Child
3.5	Phương Quốc Bình									Child
3.6	Phương Việt Linh									Child
3.7	Đỗ Minh Ngọc									Sister
3.8	Phương Xuân Hòa									Father-in-law (deceased)
3.9	Lương Thị Bến									Mother-in-law (deceased)
4	<b>Trần Như Trung</b>		<b>Board Member and concurrently General Director of the Company</b>					0	0%	
4.1	Trần Đình Viện									Father (deceased)
4.2	Đặng Hồng Thuyên									Mother (deceased)
4.3	Trần Bạch Giang									Father in law
4.4	Nguyễn Thị Tinh									Mother in law
4.5	Trần Anh Hoa									Sister

Status	Name of organization/individual	Securities trading account (if any)	Position at the Company	ID card number/ CCCD/ HC/ GCNDKDN	Date of issue of ID card/ CCCD/ HC/ GCNDKDN	Place of issuance of ID card/ CCCD/ HC/ GCNDKDN	Address	End of period ownership	End of period share ownership ratio	Note
4.6	Võ Thanh Quỳnh	105C525511								Brother in law
4.7	Trần An Lộc									Sister
4.8	Lê Hồng Quang									Brother in law
4.9	Trần Như Dũng									Younger brother
4.10	Nguyễn Thị Châu									Sister in law
4.11	Trần Hồng Việt									Wife
4.12	Trần Hoàng Nam									Brother-in-law
4.13	Trần Hoàng Khánh Linh									Daughter
4.14	Trần Việt Anh									Son
5	Nguyễn Việt Cường	058C153366	Board Member and concurrently Deputy General Director of the Company					0	0%	
5.1	Nguyễn Văn Cư	-								Father
5.2	Nguyễn Thị Hùng	-								Mother
5.3	Trịnh Thanh Hằng	058C566983								Wife
5.4	Nguyễn Hà Vy	-								Daughter
5.5	Nguyễn Việt Bách	-								Son
5.6	Nguyễn Kim Cát Tiên									Daughter
5.7	Nguyễn Thị An Huy									Sister
5.8	Nguyễn Văn Bảo									Brother in law

Status	Name of organization/individual	Securities trading account (if any)	Position at the Company	ID card number/ CCCD/ HC/ GCNDKDN	Date of issue of ID card/ CCCD/ HC/ GCNDKDN	Place of issuance of ID card/ CCCD/ HC/ GCNDKDN	Address	End of period ownership	End of period share ownership ratio	Note
5.9	Nguyễn Thị Thanh Hương	058C191168	Chairman of the Board							Sister
5.10	Lê Minh Anh									Brother in law
5.11	Nguyễn Đức Quang									Brother
5.12	Cao Thị Kim Thành									Sister in law
5.13	Trịnh Hữu Thêm									Father in law
5.14	Nguyễn Thanh Huyền									Mother in law
5.15	SJ Service JSC									Chairman of the Board
5.16	SUDICO Hoa Bình JSC									Board member
<b>II</b>	<b>Board of Management</b>									
<b>1</b>	<b>Trần Như Trung (As part I)</b>		<b>General Director of the Company</b>							
<b>2</b>	<b>Nguyễn Việt Cường (As part I)</b>		<b>Deputy General Director of the Company</b>							
<b>3</b>	<b>Trần Oanh</b>		<b>Deputy General Director of the Company</b>					<b>0</b>	<b>0%</b>	
3.1	Trần Văn Hoạch									Father
3.2	Nguyễn Thị Thành									Mother
3.3	Cao Thế Tâm									Father in law (deceased)

Status	Name of organization/individual	Securities trading account (if any)	Position at the Company	ID card number/ CCCD/ HC/ GCNDKDN	Date of issue of ID card/CCCD/HIC /GCNDKDN	Place of issuance of ID card/ CCCD/ HC/ GCNDKDN	Address	End of period ownership	End of period share ownership ratio	Note
3.4	Nguyễn Thị Oanh	002C082880								Mother in law
3.5	Cao Thị Thu Anh									Wife
3.6	Trần Tuấn Linh									Son
3.7	Trần Bảo Anh									Daughter
3.8	Trần Tuấn Minh									Son
3.9	Trần Thị Lan									Sister
3.10	Cao Hồng Giang									Brother in law
3.11	Trần Thị Thanh Huệ									Sister
3.12	Nguyễn Tiến Dũng									Brother in law
4	Nguyễn Trần Dũng		Deputy General Director of the Company					0	0%	
4.1	Nguyễn Minh Trí									Father (deceased)
4.2	Trần Thị Hội									Mother (deceased)
4.3	Hồ Quang An									Father in law
4.4	Vũ Thị Hoa									Mother in law
4.5	Hồ Thu Hằng									Wife
4.6	Nguyễn Hồ Quỳnh Anh									Child
4.7	Nguyễn Hồ Đức									Child

Status	Name of organization/individual	Securities trading account (if any)	Position at the Company	ID card number/ CCCD/ HC/ GCNDKDN	Date of issue of ID card/CCCD/HC /GCNDKDN	Place of issuance of ID card/ CCCD/ HC/ GCNDKDN	Address	End of period ownership	End of period share ownership ratio	Note
4.8	Nguyễn Trần Tuệ									Brother
4.9	Bùi Thị Thu Thủy									Sister in law
4.10	Nguyễn Trung Linh									Younger Brother
5	Nguyễn Công Chính	030C361080	Deputy General Director of the Company					134	0%	
5.1	Nguyễn Văn Ruệ									Father
5.2	Phạm Thị Hoa									Mother (deceased)
5.3	Tô Đình Khuê									Father in law
5.4	Hoàng Thị Loan									Mother in law
5.5	Tô Thị Phương									Wife
5.6	Nguyễn Phương Chính									Child
5.7	Nguyễn Nam Khánh									Child
5.8	Nguyễn Đức Thiện									Brother
5.9	Trần Thị Hoài									Sister in law
5.10	Nguyễn Thị Thanh Mừng									Younger Brother
5.11	Phạm Quốc Trị									Brother in law
III	Corporate Control Board									
1	Lê Thị Thủy		Head of Corporate Control Board					0	0%	
1.1	Lê Đức Tuấn									Father
1.2	Nguyễn Thị Lý									Mother

Status	Name of organization/individual	Securities trading account (if any)	Position at the Company	ID card number/ CCCD/ HC/ GCNDKDN	Date of issue of ID card/ CCCD/ HC/ GCNDKDN	Place of issuance of ID card/ CCCD/ HC/ GCNDKDN	Address	End of period ownership	End of period share ownership ratio	Note
1.3	An Đăng Tuyển									Father in law
1.4	Bùi Thị Nhân									Mother in law
1.5	An Đăng Quyền									Husband
1.6	Lê Anh Dũng									Brother
1.7	Cao Thị Hoàng Lý									Sister in law
1.8	An Đăng Quang									Child
1.9	An Hoàng Quân									Child
2	Trần Thị Thanh Huyền		Member of the company's board of directors					0	0%	
2.1	Trần Văn Toàn									Father
2.2	Nguyễn Thị Thanh									Mother
2.3	Lê Đình Diễm									Father (deceased)
2.4	Đinh Thị Nén									Mother(deceased)
2.5	Lê Minh Thắng									Husband
2.6	Lê Trần Ngọc Minh									Child
2.7	Lê Huyền Linh									Child
2.8	Lê Trần Liên Hoa									Child
2.9	Trần Thanh Hương	003C126169								Brother
2.10	Phạm Đức Long	003C131416								Brother in law

Status	Name of organization/individual	Securities trading account (if any)	Position at the Company	ID card number/ CCCD/ HC/ GCNDKDN	Date of issue of ID card/ CCCD/ HC/ GCNDKDN	Place of issuance of ID card/ CCCD/ HC/ GCNDKDN	Address	End of period ownership	End of period share ownership ratio	Note
3	Nguyễn Thu Hiền		Member of the company's board of directors					0	0%	
3.1	Nguyễn Đức Chiến									Father
3.2	Nguyễn Thị Huân									Mother
3.3	Nguyễn Thị Thảo Linh									Younger Sister
3.4	Nguyễn Đức Hùng									Younger Brother
IV	Chief Financial Officer, Chief Accountant, Head of Internal Audit Committee, Company Secretary									
1	Nguyễn Hải Ninh		Chief Financial Officer, Authorized Disclosure Officer					0	0%	
1.1	Nguyễn Văn Nghiễn									Father (deceased)
1.2	Phạm Thị Hiền									Mother
1.3	Trần Huy Thiện									Father in law
1.4	Phạm Thị Hòa									Mother in law
1.5	Nguyễn Hải Nam									Brother
1.6	Đào Minh Hường									Sister in law
1.7	Trần Thị Thanh Hiền									Wife
1.8	Trần Thị Quỳnh Anh									Sister in law
1.9	Nguyễn Trần Trung									Son
1.10	Nguyễn Trần Minh Quân									Son
2	Trần Việt Dũng	052C105020	Chief Accountant					1,621	0.001%	

Status	Name of organization/individual	Securities trading account (if any)	Position at the Company	ID card number/ CCCD/ HC/ GCNDKDN	Date of issue of ID card/CCCD/HC/ GCNDKDN	Place of issuance of ID card/ CCCD/ HC/ GCNDKDN	Address	End of period ownership	End of period share ownership ratio	Note
2.1	Trần Văn Chính									Father
2.2	Nghiêm Đức Hạnh									Mother
2.3	Trần Chu Thịnh									Father in law
2.4	Nguyễn Thị Minh									Mother in law
2.5	Trần Hoài Thu									Wife
2.6	Trần Nhật Nam									Child
2.7	Trần Minh Khôi									Child
2.8	Trần Việt Phương									Brother
2.9	Lý Thái Hà									Sister in law
3	Phạm Thị Ngân		Head of Internal Audit					0	0%	
3.1	Phạm Văn Hà									Father
3.2	Nguyễn Thị An									Mother
3.3	Trần Quang Ngân									Father in law
3.4	Trần Thị Thu Hằng									Mother in law
3.5	Trần Trọng Quân									Husband
3.6	Phạm Văn Lộc									Brother
3.7	Vũ Thị Thủy									Sister in law
3.8	Truong Thinh Energy Investment JSC		Member of the Supervisory Board							Member of the Supervisory Board
3.9	Capella Group JSC		Auditor							Auditor

Status	Name of organization/individual	Securities trading account (if any)	Position at the Company	ID card number/ CCCD/ HC/ GCNDKDN	Date of issue of ID card/CCCD/HC/ GCNDKDN	Place of issuance of ID card/ CCCD/ HC/ GCNDKDN	Address	End of period ownership	End of period share ownership ratio	Note
4	Nguyễn Đăng Vinh		Secretary, Corporate Governance Officer					0	0%	
4.1	Nguyễn Đăng Quyền									Father (deceased)
4.2	Lương Thị Thức									Mother
4.3	Phạm Minh Hải									Wife
4.4	Nguyễn Đăng Anh									Child
4.5	Nguyễn Đăng Thái Anh									Child
4.6	Nguyễn Đăng Hành									Brother
4.7	Phạm Thị Vân									Sister in law
4.8	Nguyễn Thị Chính									Sister
4.9	Phạm Đức Lịch									Brother in law
4.10	Nguyễn Thị Tinh									Sister
4.11	Đỗ Văn Khách									Brother in law
4.12	Nguyễn Đăng Thông									Brother
4.13	Nguyễn Thị Hương									Sister in law
4.14	Nguyễn Thị Thao									Sister
4.15	Bùi Bá Hòa									Brother in law
4.16	Nguyễn Thị Thạo									Sister
4.17	Trần Hữu Cường									Brother in law
4.18	Nguyễn Thị Máy									Sister
4.19	Nguyễn Văn Dương									Brother in law
4.20	Phạm Văn Tông									Father in law
4.21	Nguyễn Thị Phương Mai									Mother in law (deceased)



**APPENDIX VIII.2**

**TRADING IN SHARES BY INSIDERS AND RELATED PERSONS OF INSIDERS**

**TRADING BY INSIDERS AND RELATED PERSONS IN THE COMPANY'S SHARES**

*(Attached is the Report on the Company's Governance for the First Half of 2025)*

Status	The person who makes the transaction	Insider Relations	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increase and decrease
			Number of shares	Proportion	Number of shares	Proportion	
1	Đỗ Văn Bình	Board Member	8,970,000	7.81%	0	0%	Resolving personal financial requirements
2	Nguyễn Phú Cường	Board Member	690,000	0.60%	0	0%	Resolving personal financial requirements

**Note:**

As of Dec 31, 2025, Mr. Do Van Binh and Mr. Nguyen Phu Cuong were no longer members of the Board of Directors of the Company due to the end of their term