

Hanoi, 23 July, 2025

No: 98 /BC-XLDK

REPORT ON CORPORATE GOVERNANCE(ABRIDGED VERSION)

First 6 Months of 2025

To:

- The State Securities Commission;
- The Hanoi Stock Exchange

- Name of Company: PetroVietnam Construction Joint Stock Corporation (PetroCons).

- Address of headoffice: 14th floor, VPI tower, 167 Trung Kinh street, Yen Hoa ward, Hanoi city, Vietnam.

- Telephone: 024.37689291 Fax: 024.37689290 Email: info@pvc.vn

- Charter capital: 4.000.000.000.000 Vietnamese Dong (Four thousand billion Vietnamese Dong)

- Stock symbol: PVX

- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors, General Director and Director.

- The implementation of internal audit: has Internal audit division directly under Financial-Accountant and Audit Department.

I. Activities of the General Meeting of Shareholders

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

No.	Resolution/Decision No.	Date	Content
1	58/NQ-ĐHĐCĐ - XLDK	29/05/2025	Resolutions of the 2025 Annual General Meeting of Shareholders of PetroCons

II. Board of Directors

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

No.	Board of Directors' members	Position	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Mr. Nghiem Quang Huy	Chairman	29/05/2025	
2	Mr. Chu Thanh Hai	Members of the Board of Directors	30/06/2021	
3	Mr. Tran Hai Bang	Members of the Board of	30/06/2021	

No.	Board of Directors' members	Position	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
		Directors		
4	Mr. Nguyen Hoai Nam	Members of the Board of Directors	20/01/2022	
5	Mr. Pham Van Khanh	Independent members of the Board of Directors	29/05/2025	

2. Meetings of the Board of Directors

No.	Board of Directors' members	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
1	Mr. Nghiem Quang Huy	04/04	100%	
2	Mr. Chu Thanh Hai	04/04	100%	
3	Mr. Tran Hai Bang	04/04	100%	
4	Mr. Nguyen Hoai Nam	04/04	100%	
5	Mr. Pham Van Khanh	04/04	100%	

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

- The Board of Directors follows and supervises Board of Management in order to implement Resolutions of the Board of Directors.

- The Board of Directors attends and has opinions in Regular work meetings of Board of Management.

- The Board of Directors follows and gets information of business management through Board of Management's report/letter to Board of Directors.

- The Board of Directors cooperates with Board of Supervisors in order to supervise business execution and management work of PetroCons.

4. Activities of the Board of Directors' subcommittees: None of subcommittees.

5. Resolutions/Decisions of the Board of Directors for the first 6 months of 2025:

No.	Resolution/ Decision No.	Date	Content
1	02/NQ-XLDK	10/1/2025	Resolution on Personnel work of the Organization - Administration Board of the Corporation for Mr. Pham Vu Tuan
2	05/NQ-XLDK	23/01/2025	Resolution on approving the policy for the Representative of PetroCons' capital share at PVC-Thai Binh to vote on the settlement of the completed Project of Investment in construction of Thai Binh Petroleum Hotel.

No.	Resolution/ Decision No.	Date	Content
3	06/NQ-XLDK	24/02/2025	Resolution on Deploying production and business tasks in 2025 of PetroVietnam Construction Joint Stock Corporation
4	13/NQ-XLDK	19/3/2025	Resolution on approving the plan to organize the content of the 2025 Annual General Meeting of Shareholders of PetroVietnam Construction Joint Stock Corporation
5	23/NQ-XLDK	11/4/2025	Resolution on the content of the 2025 Annual General Meeting of Shareholders of PetroVietnam Industrial and Civil Construction Joint Stock Company (PVC-IC)
6	25/NQ-XLDK	17/4/2025	Resolution on the agenda of the 2025 Annual General Meeting of Shareholders of Binh Son Petroleum Construction Joint Stock Company (PVC-Binh Son)
7	27/NQ-XLDK	21/4/2025	Resolution on the agenda of the 2025 Annual General Meeting of Shareholders of Oil and Gas Tank Pipeline Joint Stock Company (DOBC)
8	29/NQ-XLDK	21/4/2025	Resolution on the agenda of the 2025 Annual General Meeting of Shareholders of Dong Do Petroleum Joint Stock Company (PetroCons-Dong Do)
9	31/NQ-XLDK	23/4/2025	Resolution on approving the introduction/approval of personnel to participate in the Board of Supervisors of Petroleum Industrial and Civil Construction Joint Stock Company (PVC-IC) for the 2025-2030 term
10	34/NQ-XLDK	26/4/2025	Resolution on approving the introduction/approval of personnel to join the Board of Directors and Supervisory Board of PVC-MT for the 2025-2030 term
11	42/NQ-XLDK	14/5/2025	Resolution on the content of the 2025 Annual General Meeting of Shareholders of Petroleum Equipment Assembly and Metal Structure Joint Stock Company (PVC-MS)
12	47/NQ-XLDK	23/5/2025	Resolution on Adjusting the content of the 2025 Annual General Meeting of Shareholders of PetroVietnam Construction Joint Stock Corporation
13	55/NQ-XLDK	27/5/2025	Resolution on the content of the 2025 Annual General Meeting of Shareholders of Thai Binh Petroleum Investment and Trading Joint Stock Company (PVC-TB)
14	58/NQ-XLDK	29/5/2025	Resolution of the 2025 General Meeting of Shareholders of PetroVietnam Construction Joint Stock Corporation
15	60/NQ-XLDK	29/5/2025	Resolution on Election of Mr. Nghiem Quang Huy - Chairman of the Board of Directors of PetroVietnam Construction Joint Stock Corporation
16	61/NQ-XLDK	04/6/2025	Resolution on approving the introduction of personnel to join the Board of Directors of PVC Duyen Hai for the 2025-2030 term for Mr. Truong

No.	Resolution/ Decision No.	Date	Content
			Sy Minh
17	67/NQ-XLDK	11/6/2025	Resolution on approving the debt settlement plan of PVC Thai Binh at Pvcombank
18	69/NQ-XLDK	13/6/2025	Resolution on Approval of the introduction of personnel to join the Board of Directors and Supervisory Board of PVC-MS
19	71/NQ-XLDK	13/6/2025	Resolution on approving the management of labor, salary, remuneration and bonuses for member units of PetroVietnam Construction Joint Stock Corporation
20	73/NQ-XLDK	13/6/2025	Resolution on Supplementing the content of the documents of the 2025 Annual General Meeting of Shareholders of Petroleum Metal Structure and Equipment Assembly Joint Stock Company (PVC-MS)
21	74/NQ-XLDK	17/4/2025	Resolution on Approval of reappointment of Mr. Tran Ngoc Lam as Head of Investment Planning and Restructuring Department
22	83/NQ-XLDK	27/6/2025	Resolution on Approval of personnel introduction to join PVC-Thai Binh Board of Supervisors
23	85/NQ-XLDK	27/6/2025	Resolution on approving additional content of the 2025 Annual General Meeting of Shareholders of Thai Binh Petroleum Investment and Trading Joint Stock Company
II	Decisions		
1	08/QĐ-XLDK	05/3/2025	Decision on Establishing the Organizing Committee of the 2025 Annual General Meeting of Shareholders of PetroVietnam Construction Joint Stock Corporation
2	12/QĐ-XLDK	17/3/2025	Decision on approving sending staff on business trips abroad
3	15/QĐ-XLDK	26/3/2025	Resolution on Approval of the restructuring and reorganization plan of PVC-Thai Binh after completing debt settlement with PVcomBank
4	16/QĐ-XLDK	26/3/2025	Decision on approving and promulgating the Regulation on management and evaluation of Representatives of PetroVietnam Construction Joint Stock Corporation at other Enterprises
5	19/QĐ-XLDK	31/3/2025	Decision on Issuing the 2025 Action Program of PetroVietnam Construction Joint Stock Corporation
6	26/QĐ-XLDK	21/4/2025	Decision on Approval of the 2025 management cost plan of the Parent Company of the Corporation and the 2025 management cost estimate of the General Corporation's Agency

No.	Resolution/ Decision No.	Date	Content
7	39/QĐ-XLDK	09/5/2025	Decision on approving the implementation plan of the Contract for providing foundation treatment services for the Block B-O Mon Gas Pipeline Project
8	64/QĐ-XLDK	6/6/2025	Decision on salary and position classification for Mr. Nghiem Quang Huy - Chairman of the Board of Directors of the Corporation
9	65/QĐ-XLDK	06/6/2025	Decision on salary and position classification for the Board of Supervisors of the Corporation (Mr. Hua Xuan Nam and Ms. La Minh Hue)
10	68/QĐ-XLDK	12/6/2025	Decision on approving the implementation plan of the Contract for Procurement of replacement materials for C&I (DCS System) in 2024 for Song Hau 1 Thermal Power Plant
11	72/QĐ-XLDK	13/6/2025	Decision on Approval of the implementation plan of the Contract for Procurement of C&I Materials to ensure availability - Thai Binh 2 Thermal Power Plant
12	82/QĐ-XLDK	26/6/2025	Decision on Approval of sending staff on a business trip abroad - Mongolia for Mr. Nghiem Quang Huy - Chairman of the Board of Directors
13	84/QĐ-XLDK	27/6/2025	Decision on Approval of the selection of an auditing unit for the Parent Company's Financial Statements and the Corporation's Consolidated Financial Statements for 2025

III. Board of supervisors:

1. Information about members of Board of Supervisors:

No.	Members of Board of Supervisors	Position	The date becoming/ceasing to be the member of the Board of Supervisors	Qualification
1	Mr. Hua Xuan Nam	Head of the Board of Supervisors	29/05/2025	- Master of Business Administration - Bachelor of Economics
2	Mr. Phung Van Sy	Dismissal Part-time Member	29/05/2025	Engineer in Control and Automation of Petrochemical Refinery Technologies
3	Mr. Nguyen Ngoc Cuong	Partime member of the Board of Supervisors	01/07/2021	- Engineer in Thermal power. - Bachelor of Invetsing Economics
4	Ms. La Minh Hue	Full-time member	29/05/2025	- Bachelor of Accounting

2. Meetings of Board of Supervisors: In the first 6 months of 2025, the Board of Supervisors held 02 meetings, with the participation of 03/03 members of the Board of Supervisors.

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

3.1. Result of Supervising Board of Directors

- In the first 6 months of 2025, the Board of Supervisors participated in regular meetings of the Board of Directors/General Director and monthly and quarterly meetings. The Board of Directors of PetroCons has seriously implemented the Resolution of the 2025 General Meeting of Shareholders. The Board of Directors of PetroCons has issued Directives and Resolutions directing the Executive Board; functional Departments at the Parent Company and the Capital Representatives at Subsidiaries, Associate Companies, and Financial Investment Companies to implement the directives and resolutions of the Vietnam Oil and Gas Group, the Resolution of the General Meeting of Shareholders, organize production and business in the direction of maximizing PetroCons' resources to ensure compliance with the provisions of law and has issued a number of documents and resolutions. The Board of Directors has performed the leading role, supervising the management of the Board of Directors in the operation of production and business to remove difficulties, problems, limitations, prevent potential risks, maintain a stable production and business operation apparatus, organize regular and extraordinary meetings in the form of a centralized meeting or through collecting written opinions to issue Resolutions and decisions to resolve issues under the authority of the Board of Directors and the Charter of the Corporation.
- The Board of Directors has performed the role of directing, supervising and supporting the Board of Directors in the operation of PetroCons' production and business activities.
- The Board of Directors continues to carry out the restructuring and rearrangement of PetroCons' production and business activities to stabilize PetroCons' production and business activities.

3.2. Result of Supervising Board of Management:

In the context of many difficulties and challenges, the Board of Directors of PetroCons has managed and operated production and business activities in accordance with the decentralization between the Board of Directors and the Board of Directors. The Board of Directors has properly performed its role and responsibilities in the management of production and business activities, strictly and fully complying with the regulations and provisions of the law, PVN and the Corporation.

The Board of Directors has strengthened the implementation of cost reduction measures, strictly controlled expenses and cash flow to maintain production and business activities; implemented measures to strengthen internal resources and continued to promote marketing, bidding, and search for new jobs; actively searched for investors

interested in receiving capital transfers at units as well as promoted work related to PetroCons restructuring.

The payment of salaries to employees of the Corporation and the Project Management Board under the Corporation is carried out on the principle of linking salaries to the assigned job position, quality and efficiency of work, ensuring the life of employees working at the parent company of the Corporation, with stable income. However, there are still some units that have not had a source of work for many years, so they still owe salaries and social insurance..

3.3. With Shareholders:

- The Board of Supervisors has submitted a report to the 2025 Annual General Meeting of Shareholders approving the Board of Supervisors' performance report, the Board of Supervisors' remuneration in 2024 and the Board of Supervisors' performance plan in 2025.

- For the largest shareholder, the Vietnam National Industry-Energy Group (PVN), the Board of Supervisors has fully implemented the monthly/quarterly/annual periodic monitoring reports and ad hoc reports when requested by the Group. The Board of Supervisors has submitted them in accordance with the prescribed content and deadline.

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

- The coordination of activities between the Board of Supervisors and the Board of Directors and the Board of Management is carried out on the principle of stability, sustainable development of the Corporation and ensuring the rights of Shareholders in accordance with the provisions of the Law and the Charter of the Corporation.

- In the first 6 months of 2025, the Board of Supervisors has closely coordinated with the Board of Directors and the Board of Management in the process of performing assigned tasks, coordinating in inspection and supervision activities according to regulations.

- The Board of Directors and the Board of Management have cooperated and created favorable conditions for the Board of Supervisors to perform its tasks, such as providing information and documents, assigning staff to coordinate with the Board of Supervisors when requested; participating in meetings of the Board of Directors and meetings of the Corporation.

- The Board of Supervisors has informed the Board of Directors and the Board of Management about the inspection and control plan for the year. The Board of Supervisors has coordinated with the functional departments of the Corporation in inspecting and controlling the activities of member units and reporting the results to the Board of Directors.

- Quarterly, the Board of Supervisors prepares quarterly and annual inspection and supervision reports to send to the PVN and at the same time to the Board of Directors and the General Director of PetroCons.

IV. Ban điều hành

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment/ dismissal of members of the Board of Management	
				Date of appointment	Date of dismissal
1	Mr. Tran Quoc Hoan	10/12/1973	Construction Engineer	01/01/2024	
2	Mr. Nguyen Van Dong	30/04/1965	Bachelor of Economics	08/07/2011	
3	Mr. Bui Son Truong	24/03/1970	- Master of Business Administration - Mechanical engineering	29/10/2018	
4	Mr. Pham Trung Kien	26/06/1978	Petroleum Chemical Equipment and Machinery Engineer	02/10/2023	

V. Chief Accountant

Name	Date of birth	Qualification	Date of appointment/ dismissal	
			Date of appointment	Date of dismissal
Mr. Vu Minh Cong	30/01/1979	Bachelor of Economics	04/01/2022	

VI. Training courses on corporate governance

In the first 6 months of 2025, the Corporation sent management staff to attend training courses and seminars organized by the Group, specifically as follows:

- Training program on Decree 44/2025/ND-CP on Labor and Salary Management in State-owned Enterprises;
- Internal Auditor Certificate Course for internal auditors according to Official Dispatch No. 1910/DKVN-QTNL dated March 17, 2025
- Board of Directors Member Certification Course according to Official Dispatch No. 2362/DKVN-QTNL dated March 28, 2025.
- Seminar on Labor, Salary, Remuneration and Bonus Management Regulations at PVN units according to Official Dispatch No. 4468/DKVN-QTNL dated March 20, 2025 of the PVN.
- Workshop on digital transformation according to Official Dispatch No. 1895/KHCN-DKVN dated March 17, 2025 of PVN.

VII. List of related persons of public companies in the first 6 months of 2025 and transactions of related persons of the company with the Company itself:

1. The list of affiliated persons of the Company: as attached APPENDIX 1.
2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons: none.
3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power: None.
4. Transactions between the Company and other objects:
 - 4.1. Transactions between the PetroCons and the company that its members of Board of Management, the Board of Supervisors, General Director have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting): None.
 - 4.2. Transactions between PetroCons and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, General Director and other managers as a member of Board of Directors, Director (General Director or CEO): None.
 - 4.3. Other transactions of PetroCons (if any) may bring material or non- material benefits for members of Board of Directors, members of the Board of Supervisors, Director (General Director) and other managers: None.

VIII. Stock transactions of insiders and related parties of insiders in the first 6 months of 2025

1. Transactions of internal persons and affiliated persons with shares of PetroCons: as attached APPENDIX 2.
2. Transactions of internal persons and affiliated persons with shares of the company: None.

IX. Other significant issues: None.

Recipients:

- As To;
- PetroCons Board of Directors;
- PetroCons Board of Supervisors;
- PetroCons Board of Management;
- PetroCons Financial and Accounting Department;
- PetroCons Personel and Administration Department;
- PetroCons Information publisher;
- Archied VT, PetroCons Board of Directors.

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**TM. BOARD OF DIRECTORS
CHAIRMAN**



Nghiêm Quang Huy

APPENDIX 1 - LIST OF INTERNAL PERSON
ATTACHED IN REPORT ON COPORATE GOVERNANCE IN ACCORDING TO CIRCULAR 96/2020/TT-BTC

Stock Symbol **PVX**
Name of Company **PetroVietnam Construction Joint Stock Company**
Date **30/06/2025**

No	Name	Securities trading account (if any)	Position	Type of NSH documents (ID/Passport/ Business Registration Certificate))	NSHNo.	Date of issue	Place of issue	Adress	Number of shares owned at the end of the period	Percent age of shares owned at the end of the period	Note
1	Nghiêm Quang Huy		Chairman						0	0.00%	Internal person
2	Trần Hải Bằng		Member of Board of Director						0	0.00%	Internal person
3	Chu Thanh Hải		Member of Board of Director						0	0.00%	Internal person
4	Phạm Văn Khánh		Member of Board of Director						0	0.00%	Internal person
5	Nguyễn Hoài Nam		Member of Board of Director						0	0.00%	Internal person
6	Trần Quốc Hoàn		General Director						0	0.00%	Internal person
7	Nguyễn Văn Đồng		Deputy General Director						0	0.00%	Internal person
8	Bùi Sơn Trường		Deputy General Director						0	0.00%	Internal person
9	Phạm Trung Kiên		Deputy General Director						0	0.00%	Internal person
10	Hứa Xuân Nam		Head of Board of Supervisors						0	0.00%	Internal person

No	Name	Securities trading account (if any)	Position	Type of NSH documents (ID/Passport/ Business Registration Certificate))	NSHNo.	Date of issue	Place of issue	Adress	Number of shares owned at the end of the period	Percent age of shares owned at the end of the period	Note
11	Phùng Văn Sỹ		Member of Board of Supervisors						0	0.00%	Dismissed on 29/5/2025
12	Nguyễn Ngọc Cương		Member of Board of Supervisors						0	0.00%	Internal person
13	La Minh Huệ		Board Member						0	0.00%	Appointment from 29/05/2025
14	Vũ Minh Công		Chief Accountant						0	0.00%	Internal person
15	Nguyễn Phương Nam	058C88382	Person in charge of company administration						0	0.00%	Internal person
16	Ngô Thị Thu Hoài	011C128829 014C506116	Information Publisher						0	0.00%	Internal person
1.1	Vietnam National Industry-Energy Group		Major Shareholder						217,873,333	54.47%	AFFILIATED ORGANIZATION OF INTERNAL PERSON

**APPENDIX 2 - LIST OF INTERNAL PERSON AND AFFILIATED PERSON/ORGANIZATION OF INTERNAL PERSON
ATTACHED IN REPORT ON COPORATE GOVERNANCE IN ACCORDING TO CIRCULAR 96/2020/TT-BTC**

Stock Symbol

PVX

Name of Company

PetroVietnam Construction Joint Stock Company

Date

30/06/2025

No	Name	Securities trading account (if any)	Position	Type of NSH documents (ID/Passport/ Business Registration Certificate))	NSHNo.	Date of issue	Place of issue	Adress	Number of shares owned at the end of the period	Percent age of shares owned at the end of the period	Note
1	Nghiêm Quang Huy		Chairman						0	0.00%	Internal person
1.1	Vietnam National Industry-Energy Group		Major Shareholder						217,873,333	54.47%	AFFILIATED ORGANIZATION OF INTERNAL PERSON
1.2	Nguyễn Thị Quyên								0	0.00%	Mother
1.3	Nguyễn Hoàng Trinh								0	0.00%	Wife
1.4	Nghiêm Anh Duy								0	0.00%	Son
1.5	Nghiêm Anh Khôi								0	0.00%	Son
1.6	Nghiêm Quỳnh Chi								0	0.00%	Sister
1.7	Trần Tuấn Anh								0	0.00%	Brother in law
1.8	Nguyễn Thị Uyên								0	0.00%	Mother in law
2	Trần Hải Bằng		Member of Board of Director						0	0.00%	Internal person
2.1	Vietnam National Industry-Energy Group		Major Shareholder						217,873,333	54.47%	AFFILIATED ORGANIZATION OF INTERNAL PERSON
2.2	Trần Thị Hương Lan								0	0.00%	Wife
2.3	Trần Hải Hà								0	0.00%	Daughter
2.4	Trần Minh Đức								0	0.00%	Son
2.5	Trần Khánh Vy								0	0.00%	Daughter
2.6	Trần Thị Anh Thư								0	0.00%	Sister
2.7	Trần Thị Thủy								0	0.00%	Sister
2.8	Trần Thị Ngân								0	0.00%	Sister
2.9	Trần Thị Ngoan								0	0.00%	Sister
2.10	Trần Thị Huyền								0	0.00%	Sister
2.11	Phạm Thị My								0	0.00%	Mother in law
2.12	Trần Thanh Hải								0	0.00%	Brother in law
2.13	Trần Đình Phiếu								0	0.00%	Brother in law

No	Name	Securities trading account (if any)	Position	Type of NSH documents (ID/Passport/ Business Registration Certificate))	NSHNo.	Date of issue	Place of issue	Adress	Number of shares owned at the end of the period	Percent age of shares owned at the end of the period	Note
2.14	Mai Văn Việt								0	0.00%	Brother in law
2.15	Trần Minh Thu								0	0.00%	Brother in law
3	Chu Thanh Hải		Member of Board of Director						0	0.00%	Internal person
3.1	Vietnam National Industry-Energy Group		Major Shareholder						217,873,333	54.47%	AFFILIATED ORGANIZATION OF INTERNAL PERSON
3.2	Chu Như Đàm								0	0.00%	Father
3.3	Nguyễn Thị Diễm								0	0.00%	Mother
3.4	Ngô Thu Hoài								0	0.00%	Wife
3.5	Chu Thái An								0	0.00%	Daughter
3.6	Chu An Khang								0	0.00%	son
3.7	Chu Thị Việt Giang								0	0.00%	Sister
3.8	Trần Văn Việt								0	0.00%	Brother in law
3.9	Chu Thanh Quán								0	0.00%	brother
3.10	Hoàng Thị Hương								0	0.00%	sister in law
4	Phạm Văn Khánh		Member of Board of Director						0	0.00%	Internal person
4.1	Nguyễn Thị Hồng Hà								0	0.00%	Wife
4.2	Phạm Việt Anh								0	0.00%	son
4.3	Phạm Hồng Anh								0	0.00%	Daughter
4.4	Nguyễn Thị Hồng Quế								0	0.00%	Mother in law
4.5	Trần Thị Cúc								0	0.00%	daughter in law
4.6	Trần Anh Tú								0	0.00%	son in law
5	Nguyễn Hoài Nam		Member of Board of Director						0	0.00%	Internal person
5.1	Lê Thị Bích Ngọc								0	0.00%	mother
5.2	Bùi Tuyết Nga								0	0.00%	Mother in law
5.3	Đặng Thị Tuyết Nhung								0	0.00%	Wife
5.4	Nguyễn Đăng Bảo Tâm								0	0.00%	daughter
5.5	Nguyễn Minh Sơn								0	0.00%	son
5.6	Nguyễn Thủy Hằng								0	0.00%	sister
5.7	Phạm Đức Dương								0	0.00%	Brother in law
6	Trần Quốc Hoàn		General Director						0	0.00%	Appointment from 01/01/2024
6.1	Phan Thị Thanh								0	0.00%	mother
6.2	Nguyễn Thị Anh								0	0.00%	Wife
6.3	Trần Nguyễn Huệ Linh								0	0.00%	daughter

No	Name	Securities trading account (if any)	Position	Type of NSH documents (ID/Passport/ Business Registration Certificate))	NSHNo.	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	Percent age of shares owned at the end of the period	Note
6.4	Trần Nguyễn Ngọc Minh								0	0.00%	daughter
6.5	Nguyễn Văn Giang								0	0.00%	father in law
6.6	Nguyễn Thị Phi								0	0.00%	Mother in law
6.7	Trần Quốc Toàn								0	0.00%	brother
6.8	Trịnh Thị Liên								0	0.00%	sister in law
6.9	Trần Thị Tuyết								0	0.00%	sister
6.1	Trịnh Công Phú								0	0.00%	Brother in law
6.11	Trần Thị Mai								0	0.00%	sister
6.12	Trần Thị Hoa								0	0.00%	sister
6.13	Phạm Văn Huy								0	0.00%	Brother in law
7	Nguyễn Văn Đồng		Deputy General Director						0	0.00%	Internal person
7.1	Nguyễn Thị Hạnh								0	0.00%	sister
7.2	Nguyễn Thị Phúc								0	0.00%	sister
7.3	Lê Thị Hải Yến								0	0.00%	Wife
7.4	Nguyễn Thị Hoài Thu								0	0.00%	daughter
7.5	Nguyễn Thị Mỹ Linh								0	0.00%	daughter
7.6	Trần Thị Chắt								0	0.00%	Mother in law
7.7	Ngô Cư An								0	0.00%	Brother in law
7.8	Nguyễn Tuấn Hoàng								0	0.00%	son in law
7.9	Lê Quang Thái								0	0.00%	son in law
8	Bùi Sơn Trường		PTGD						0	0.00%	Internal person
8.1	Bùi Thị Sâm								0	0.00%	mother
8.2	Đào Thị Hà Ninh								0	0.00%	Wife
8.3	Bùi Trường An								0	0.00%	child
8.4	Bùi Trường Minh								0	0.00%	child
8.5	Bùi Thị Hương Giang								0	0.00%	younger sister
8.6	Bùi Thị Hồng Hà								0	0.00%	younger sister
8.7	Bùi Thị Bích Hương								0	0.00%	younger sister
8.8	Trần Thị Đan								0	0.00%	mother in law
8.9	Ngô Quốc Hùng								0	0.00%	brother in law
8.10	Phạm Sỹ Hùng								0	0.00%	brother in law
9	Phạm Trung Kiên		Deputy General Director						0	0.00%	Internal person
9.1	Phạm Huy Học								0	0.00%	father
9.2	Nguyễn Thị Nhấn								0	0.00%	mother
9.3	Nguyễn Thành An								0	0.00%	father in law

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9.4	Trần Thị Hiền								0	0.00%	Mother in law
9.5	Nguyễn Thị Hải Ngọc								0	0.00%	Wife
9.6	Phạm Ngọc My								0	0.00%	daughter
9.7	Phạm Ngọc Mai								0	0.00%	daughter
9.8	Phạm Huy Khánh								0	0.00%	son
9.9	Phạm Trung Định								0	0.00%	brother
9.10	Hà Thị Bích Ngọc								0	0.00%	sister in law
10	Hứa Xuân Nam		Head of Board of Supervisors						0	0.00%	Internal person
10.1	Hoàng Đỗ Thanh								0	0.00%	Wife
10.2	Hứa Anh Quân								0	0.00%	son
10.3	Hứa Hoàng Bảo Ngân								0	0.00%	daughter
10.4	Hứa Công Luận								0	0.00%	Older brother
10.5	Hứa Thị Hương								0	0.00%	older sister
10.6	Nguyễn Văn Thêm								0	0.00%	brother in law
10.7	Hứa Thị Thanh Hoa								0	0.00%	older sister
10.8	Dương Thanh Bình								0	0.00%	brother in law
10.9	Hứa Văn Sáng								0	0.00%	younger brother
10.10	Hứa Xuân Sinh								0	0.00%	younger brother
10.11	Đào Thị Thanh Nga								0	0.00%	sister in law
10.12	Ngô Thị Hoàng Oanh								0	0.00%	sister in law
10.13	Đỗ Thị Hồng								0	0.00%	mother in law
11	Phùng Văn Sỹ		Member of Board of Supervisors						0	0.00%	Dismissed on 29/5/2025
11.1	Nguyễn Thị Ngọc Dung								0	0.00%	Wife
11.2	Phùng Thế Quang								0	0.00%	son
11.3	Phùng Tất Quý								0	0.00%	son
11.4	Nguyễn Thị Vân								0	0.00%	mother
11.5	Phùng Đức Dũng								0	0.00%	brother
11.6	Lê Thị Hoa								0	0.00%	sister in law
11.7	Nguyễn Ngọc Vệ								0	0.00%	father in law
11.8	Trần Thị Thịnh								0	0.00%	Mother in law
12	Nguyễn Ngọc Cương		Member of Board of Supervisors						0	0.00%	Internal person
12.1	Nguyễn Ngọc Căn								0	0.00%	father
12.2	Đoàn Thị Hào								0	0.00%	mother
12.3	Phạm Văn Phi								0	0.00%	father in law
12.4	Nguyễn Thị Nhâm								0	0.00%	Mother in law

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12.5	Phạm Việt Nga								0	0.00%	Wife
12.6	Nguyễn Ngọc Tùng								0	0.00%	son
12.7	Nguyễn Ngọc Lam Anh								0	0.00%	daughter
12.8	Nguyễn Ngọc Phương								0	0.00%	brother
12.9	Nguyễn Ngọc Hà								0	0.00%	brother
12.10	Nguyễn Thị Việt Hoa								0	0.00%	sister in law
12.11	Đồng Thị Huyền								0	0.00%	sister in law
13	La Minh Huệ		Board Member						0	0.00%	Appointment from 29/05/2025
13.1	Vũ Đình Dũng								0	0.00%	husband
13.2	Vũ Thị Minh Ngọc								0	0.00%	daughter
13.3	La Minh Sơn								0	0.00%	Older brother
13.4	La Thị Nhung								0	0.00%	older sister
13.5	Nguyễn Thị Phiên								0	0.00%	sister in law
13.6	Đàm Thị Kháng								0	0.00%	mother in law
14	Vũ Minh Công		Chief Accountant						0	0.00%	Internal person
14.1	Vũ Quang Chiêu								0	0.00%	father
14.2	Trịnh Thị Chiến								0	0.00%	mother
14.3	Đồng Thị Thanh Nhã								0	0.00%	Wife
14.4	Vũ Quang Vinh								0	0.00%	son
14.5	Vũ Thị Lan Phương								0	0.00%	sister
14.6	Trần Ngọc Đôn								0	0.00%	Brother in law
14.7	Vũ Anh Đức								0	0.00%	brother
14.8	Đặng Thị Nhuận								0	0.00%	Mother in law
15	Nguyễn Phương Nam	058C88382	Person in charge of company administration						0	0.00%	Internal person
15.1	Trần Thanh Hằng	A05183							0	0.00%	Wife
15.2	Nguyễn Hà Thu								0	0.00%	daughter
15.3	Nguyễn Minh Thành								0	0.00%	son
15.4	Nguyễn Văn Phong								0	0.00%	father
15.5	Phan Bích Vân								0	0.00%	mother
15.6	Vũ Thị Hồng Hạnh								0	0.00%	Mother in law
15.7	Trần Văn Thọ								0	0.00%	father in law
15.8	Nguyễn Ngọc Linh								0	0.00%	brother
15.9	Vũ Mai Phương								0	0.00%	sister in law
16	Ngô Thị Thu Hoài	011C128829 014C506116	người Công bố thông tin						0	0.00%	Người nội bộ

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16.1	Vũ Thị Dung								0	0.00%	mother
16.2	Nguyễn Khánh Vy								0	0.00%	daughter
16.3	Nguyễn Hồng Anh								0	0.00%	daughter
16.4	Ngô Thị Huệ								0	0.00%	younger sister
16.5	Trình Vương Thuận								0	0.00%	brother in law
16.6	Ngô Quốc Trường								0	0.00%	younger brother
16.7	Phan Thị Kiều Oanh								0	0.00%	sister in law