

Hanoi, 28 July 2025

CORPORATE GOVERNANCE REPORT
First 6 months of 2025

Dear:

- State Securities Commission;
- Hanoi Stock Exchange.

- Public company name: **JOINT STOCK COMPANY CIENCO4 GROUP**
- Head office address: 10th-11th floor, ICON4 building, 243A De La Thanh street, Lang ward, Hanoi city.
- Phone: 0243.6420371 Fax: 0243.6811275 Email: info@cienco4.vn
- Charter capital: 3,573,007,540,000 (*Three thousand five hundred seventy three billion seven million five hundred forty thousand*) VND.
- Stock code: C4G.
- Corporate governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors and General Director.
- Regarding the implementation of internal audit function: Not yet implemented.

I. ACTIVITIES OF THE GENERAL MEETING OF SHAREHOLDERS:

In the first 6 months of 2025, CIENCO4 Group held the 2025 Annual General Meeting of Shareholders on April 25, 2025. The GENERAL MEETING OF SHAREHOLDERS approved the following issues:

TT	Resolution/Decision Number	Date	Content
1	01/2025/RESOLUTION-SHAREHOLDERS' MEETING	April 25, 2025	<ol style="list-style-type: none">1. Approval of the BOARD OF DIRECTORS' 2024 performance report and 2025 plan.2. Approval of the Financial Report and Profit Distribution Plan for 2024.3. Approve the BUSINESS PRODUCTION PLAN and financial targets for 2025.4. Through the Board of Supervisors' performance report.5. Approving the level of remuneration and salary for the BOARD OF DIRECTORS and BOARD OF SUPERVISORS in 2024 and the payment plan for 2025.6. Through the plan to list shares on the centralized stock exchange.7. Through the authorization for the BOARD OF DIRECTORS to decide and exercise certain rights and obligations under the authority of the GENERAL MEETING OF SHAREHOLDERS between the two annual meetings of 2025 - 2026.



			<p>8. Approving the results of the election of 01 additional member of the Board of Supervisors for the 2024-2029 term.</p> <p>9. Approving the authorization for the BOARD OF DIRECTORS to select an auditor for the 2025 Financial Statements.</p>
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II. BOARD OF DIRECTORS:

1. Information about Board of Directors members:

TT	Board Member	Position	Date of commencement/cease of membership of the BOARD OF DIRECTORS	
			Date of appointment	Dismissal Date
1	Nguyen Van Tuan	Chairman of the Board of Directors	April 27, 2024	
2	Nguyen Tuan Huynh	Vice Chairman of the Board of Directors - General Director	April 27, 2024	
3	Tran Thi Thu Ha	Member of the BOARD OF DIRECTORS - Deputy General Director	April 27, 2024	
4	Ho Xuan Son	Member of the BOARD OF DIRECTORS - Deputy General Director and Director of International Cooperation and Market Development	April 27, 2024	
5	Nguyen Anh Tan	Member of the BOARD OF DIRECTORS – Assistant to the CEO	April 27, 2024	
6	Dam Xuan Toan	Member of the BOARD OF DIRECTORS - Deputy General Director	April 27, 2024	
7	Van Hong Tuan	Member of the BOARD OF DIRECTORS - Deputy General Director and Director of Human Resources, Person in charge of Corporate Governance, Person AUTHORIZED TO DISCLOSURE	April 27, 2024	
8	Le Trung Chien	Independent Member BOARD OF DIRECTORS	April 27, 2024	
9	Nguyen Thi Xuan	Independent Member BOARD OF DIRECTORS	April 27, 2024	
10	Nguyen Thi Van	Independent Member BOARD OF DIRECTORS	April 27, 2024	

2. BOARD OF DIRECTORS meetings

TT	Board Member	Number of BOARD OF DIRECTORS	Meeting attendance rate	Reason for not attending
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		meetings attended		
1	Nguyen Van Tuan	19	100%	
2	Nguyen Tuan Huynh	19	100%	
3	Tran Thi Thu Ha	19	100%	
4	Ho Xuan Son	19	100%	
5	Nguyen Anh Tan	19	100%	
6	Dam Xuan Toan	19	100%	
7	Van Hong Tuan	19	100%	
8	Le Trung Chien	19	100%	
9	Nguyen Thi Xuan	19	100%	
10	Nguyen Thi Van	19	100%	

3. Supervisory activities of the BOARD OF DIRECTORS over the Board of Directors.

Pursuant to the Charter and governance regulations of CIENCO4, the Board of Directors has supervised the activities of the General Director and the Executive Board in implementing the Resolutions of the GENERAL MEETING OF SHAREHOLDERS and the Board of Directors. This supervision is carried out through meetings of the BOARD of Directors with the Executive Board or the members of the BOARD of Directors directly participating in the meetings of the Executive Board. In addition, the BOARD of Directors directly works and discusses with the General Director and the Executive Board on issues related to the implementation of business activities and development orientation of the Group. For important issues, the BOARD OF DIRECTORS will hold specialized meetings to make specific decisions in the process of organizing the Group's PRODUCTION and BUSINESS activities.

4. Activities of subcommittees under the Board of Directors:

The Group has no subcommittees under the BOARD OF DIRECTORS.

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

TT	Resolution/decision number	Date	Content
1	01/2025/RESOLUTION-BOARD OF DIRECTORS	January 3, 2025	Transfer of land use rights of 8 (eight) plots of land in Tan Tao ward, Binh Tan district, Ho Chi Minh City to Ms. Dinh Thi Tuoi
2	02/2025/RESOLUTION-BOARD OF DIRECTORS	January 3, 2025	Approval of the plan to issue a letter of credit commitment at BAC A COMMERCIAL JOINT STOCK BANK
3	2205/DECISION-GROUP	February 12, 2025	Establishment of the Organizing Committee of the 2025 Annual GENERAL MEETING OF SHAREHOLDERS
4	03/2025/RESOLUTION-BOARD OF DIRECTORS	February 17, 2025	Temporarily stop recruiting personnel at the Group's office block in 2025
5	04/2025/RESOLUTION-BOARD OF DIRECTORS	February 18, 2025	Closing the list of shareholders to exercise the right to attend the 2025 Annual General Meeting of Shareholders
6	04A/2025/RESOLUTION-BOARD OF MANAGEMENT	March 06, 2025	Second capital contribution to Quang Tri Airport Limited Liability Company
7	2379DECISION-BOARD OF DIRECTORS	March 17, 2025	Liquidation of 250Kva transformer station system

8	2411/DECISION-BOARD OF MANAGEMENT	March 20, 2025	Investment in equipment and assets
9	05/2025/RESOLUTION-BOARD OF DIRECTORS	March 21, 2025	Through financial leasing at Vietnam International Financial Leasing Company Limited
10	06/2025/RESOLUTION-BOARD OF DIRECTORS	April 01, 2025	Organizing the 2025 Annual General Meeting of Shareholders
11	2536/DECISION-BOARD OF MANAGEMENT	April 03, 2025	Liquidation of cement concrete mixing station with capacity of 60m3/h
12	2538/DECISION-BOARD OF MANAGEMENT	April 03, 2025	Establishment of a branch of CIENCO4 Group Joint Stock Company
13	2602/DECISION-BOARD OF MANAGEMENT	April 16, 2025	Liquidation of 320Kva transformer station system
14	2603/DECISION-BOARD OF MANAGEMENT	April 16, 2025	Liquidation of materials and equipment at J3 package of Ben Luc - Long Thanh expressway
15	08/2025/RESOLUTION-BOARD OF DIRECTORS	April 25, 2025	Authorize loans, guarantees and loan guarantees with BIDV - Nghe An Branch
16	2860/DECISION-GROUP	May 21, 2025	Promulgating the Regulations on organization and operation of CIENCO4 Experimental Center
17	2914/DECISION-BOARD OF MANAGEMENT	May 28, 2025	Liquidation of materials and equipment at warehouse J3
18	2925/DECISION-BOARD OF MANAGEMENT	May 30, 2025	Liquidation of 01 Komatsu PC210L-6K wheel excavator
19	2956/DECISION-GROUP	June 05, 2025	Merging the Party and Mass Organization Office into the Group's Human Resources Department
20	2957/DECISION-GROUP	June 05, 2025	Merging Safety and Environment Department into Corporate Office
21	21004/DECISION-BOARD OF MANAGEMENT	June 12, 2025	Approving the unit to audit the 2025 Financial Statements of CIENCO4 Group Joint Stock Company
22	21005/DECISION-BOARD OF MANAGEMENT	June 12, 2025	Liquidation of cement concrete mixing station with capacity of 90m3/h
23	21112/DECISION-GROUP	June 19, 2025	Appoint Mr. Pham Xuan Nam as Deputy General Director of the Group and Director of the EXECUTIVE BOARD of the project Package XL01, Hau Giang - Ca Mau
24	21204/DECISION-GROUP	June 30, 2025	Mr. Nguyen Phuong Vinh ceased to hold the position of Authorized Representative at Educational Equipment Company 2.
25	21205/DECISION-GROUP	June 30, 2025	Ms. Tran Thi Thu Ha is also the Authorized Representative at Educational Equipment Company 2.

1. Information about Board of Supervisors members

TT	Member of the BOARD OF SUPERVISION	Position	Start date as a member of the BOARD OF SUPERVISORS	Date of ceasing to be a member of the BOARD OF SUPERVISORS	Professional qualifications
1	Dao Thi Thanh Mai	Head of Control Board	April 27, 2024		Construction Economics Engineer

2	Phan Thi Lien	Board of Supervisors	April 25, 2025		Bachelor of KN
3	Pham Van Hieu	Board of Supervisors	April 27, 2024		Bachelor of Economics

2. Board of Supervisors Meetings

TT	Member of the BOARD OF SUPERVISION	Number of meetings attended	Meeting attendance rate	Voting ratio	Reason for not attending the meeting
1	Dao Thi Thanh Mai	1	100%	100%	
2	Phan Thi Lien	0	0%	0%	Meeting time is not yet MEMBER OF THE BOARD OF SUPERVISION
3	Pham Van Hieu	1	100%	100%	

3. Supervisory activities of the BOARD OF SUPERVISION over the BOARD OF DIRECTORS, the Board of Directors and shareholders.

- Supervising the activities of the BOARD OF DIRECTORS: Regarding the issuance of Resolutions and decisions related to the entire activities of the Group;
- Supervise the direction of the BOARD OF DIRECTORS over the activities of the Board of Directors;
- Monitor the activities of the Board of Directors in implementing the resolutions and decisions of the BOARD OF DIRECTORS;
- Supervise the management of PRODUCTION AND BUSINESS activities, activities related to investment, recruitment, policies for employees, rights and interests of shareholders...;
- Supervise the preparation of quarterly, 6-month and annual financial reports. Review quarterly, 6-month and annual financial reports before the Group publishes information on mass media;
- Participate in appraising investment preparation projects of the Group;
- For shareholders: In the first 6 months of 2025, the Board of Supervisors did not receive any requests or complaints from shareholders or groups of shareholders.

4. Coordination of activities between the BOARD OF SUPERVISION and the activities of the BOARD OF DIRECTORS, the Board of Directors and other management staff.

- Attend BOARD OF DIRECTORS meetings; production briefing meetings; quarterly and 6-month summary meetings;
- Participate in the process of drafting and promulgating the Group's internal governance regulations;
- Participate in 6-month inventories to prepare Financial Reports;
- Participate in giving opinions in FINANCIAL STATEMENTS audits, investment project audits;
- Participate in appraising estimates and finalizing investment projects;
- Participate in controlling operating costs and toll collection at BOT companies.

5. Other activities of the BOARD OF SUPERVISION: None.

IV. EXECUTIVE BOARD

ST T	Board Member	Date of birth	Professional qualifications	Position	Date of appointment	Dismissal Date
1	Nguyen Tuan Huynh	13/11/ 1976	Master of Construction Economics	General Director	12/11/2014	

2	Tran Thi Thu Ha	26/05/1976	Construction Economics Engineer	Deputy General Manager	23/10/2020	
3	Nguyen Dinh Nhuan	19/10/1979	Civil Engineer	Deputy General Manager	02/07/2020	
4	Ho Xuan Son	26/08/1979	Master of Engineering	Deputy General Director and DIRECTOR OF INTERNATIONAL COOPERATION AND MARKET DEVELOPMENT	29/08/2018	
5	Dam Xuan Toan	18/09/1976	Master of Engineering	Deputy General Manager	20/01/2015	
6	Nguyen Phuong Vinh	07/10/1984	Master of Bridge and Tunnel Engineering	Deputy General Manager	04/09/2019	30/06/2025
7	Van Hong Tuan	15/11/1980	Master of Construction Economics	Deputy General Director and Director of Human Resources	12/12/2022	
8	Vo Van Hoang	20/05/1986	Bridge and tunnel construction engineer	Deputy General Manager	01/01/2024	
9	Pham Xuan Nam	06/06/1983	Bridge and tunnel construction engineer	Deputy General Manager	19/06/2025	
10	Nguyen Ngoc Trung	25/12/1966	Construction machinery engineer	Director of Safety and Environment Department	01/07/2019	05/06/2025
11	Nguyen Trung Luong	19/06/1991	CTGT Construction and Materials Engineer	Director of Technology	27/06/2023	
12	Hoang Trung Kien	03/11/1980	Master of Business Administration	Director of Business	13/04/2023	
13	Nguyen Quang Dung	19/01/1979	Construction and loading machinery engineer	Director of Equipment Department	04/07/2022	

14	Vu Duc Dai	10/08/1986	Civil Engineer	Chief of Corporate Office	01/10/2024	
15	Nguyen Duy Hung	21/09/1978	Bachelor of Laws	Deputy Chief of Office and Head of Southern Representative Office	05/06/2025	

V. CHIEF ACCOUNTANT:

Chief Accountant	Date of birth	Professional qualifications	Date of appointment/dismissal
Mr. Phan Sy Hung	09/10/1979	Bachelor of Economics	23/10/2020

VI. TRAINING ON CORPORATE MANAGEMENT:

Corporate governance training courses attended by members of the BOARD OF DIRECTORS, members of the SUPERVISORY BOARD, General Director, other managers and Company Secretary in accordance with regulations on corporate governance during the period: None

VII. LIST OF RELATED PERSONS OF PUBLIC COMPANY IN THE FIRST 6 MONTHS OF 2025 AND TRANSACTIONS OF RELATED PERSONS OF THE COMPANY WITH THE COMPANY ITSELF :

- List of related persons: Appendix 01
- Transactions between the company and related persons of the company; or between the company and major shareholders, insiders, and related persons with insiders: Appendix 2
- Transactions between company insiders, related persons of insiders and subsidiaries, companies controlled by the company: None
- Transactions between the company and other entities.
 - Transactions between the company and companies in which the BOARD OF DIRECTORS, SUPERVISORY BOARD members, and the General Director have been or are founding members or members of the BOARD OF DIRECTORS, or executive directors within the past three (03) years (as of the time of reporting): Have been announced in the financial statements.
 - Transactions between the company and companies in which related persons of members of the BOARD OF DIRECTORS, members of the Supervisory Board, General Director and other managers are members of the BOARD OF DIRECTORS, General Director: Have been announced in the financial statements.
 - Other transactions of the company (if any) that may bring material or immaterial benefits to members of the BOARD OF DIRECTORS, members of the SUPERVISORY BOARD, General Director and other managers: None.

VIII. SHARES TRADING BY INSIDERS AND RELATED PERSONS OF INSIDERS (6-month report):

- List of insiders and related persons of insiders. Appendix 03
- Transactions of insiders and related persons on the Company's shares: None

VII. OTHER ISSUES TO CONSIDER: None.

Recipient:

- As above;
- MEMBERS OF THE BOARD OF DIRECTORS, SUPERVISORY BOARD;
- Board of Directors;
- GROUP Website;
- Save: Documents, Office of the BOARD OF DIRECTORS.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON**



Nguyen Van Tuan

LIST OF COMPANY RELATED PERSONS

Reporting period: First 6 months of 2025

STT	Full name	Securities trading account	Position in the company	NSH certificate number	Date of issue	Place of issue	Head office address/Contact address	The starting point is the person concerned.	Time is no longer relevant	Reason	Related links to the company
A	LIST OF INSIDER										
I	BOARD OF DIRECTORS										
1	Nguyen Van Tuan		Chairman of the Board of Directors, Legal Representative					April 27, 2024			Insider
2	Nguyen Tuan Huynh		Vice Chairman of the Board of Directors, General Director, Legal Representative					April 27, 2024			Insider
3	Tran Thi Thu Ha		Member of Board of Directors, Deputy General Director					April 27, 2024			Insider
4	Ho Xuan Son		Member of Board of Directors, Deputy General Director and Director of International Cooperation and Development Department					April 27, 2024			Insider
5	Nguyen Anh Tan		Member of Board of Directors, Assistant to General Director					April 27, 2024			Insider
6	Dam Xuan Toan		Member of Board of Directors, Deputy General Director					April 27, 2024			Insider
7	Van Hong Tuan		Member of the Board of Directors, Person in charge of corporate governance, Person disclosed by UQ, Deputy General Director and Director of Human Resources Department					April 27, 2024			Insider
8	Le Trung Chien		Independent Member of Board of Directors					April 27, 2024			Insider
9	Nguyen Thi Xuan		Independent Member of Board of Directors					April 27, 2024			Insider

10	Nguyen Thi Van		Independent Member of Board of Directors					April 27, 2024			Insider
II	BOARD OF DIRECTORS										
1	Nguyen Tuan Huynh		Vice Chairman of the Board of Directors, General Director, Legal Representative					April 27, 2024			Insider
2	Ho Xuan Son		Member of Board of Directors, Deputy General Director and Director of International Cooperation and Development Department					April 27, 2024			Insider
3	Dam Xuan Toan		Member of Board of Directors, Deputy General Director					April 27, 2024			Insider
4	Nguyen Phuong Vinh		Deputy General Director and Head of Southern Representative Office					September 04, 2019	June 30, 2025	Termination of employment	Insider
5	Nguyen Dinh Nhuan		Deputy General Manager					July 02, 2020			Insider
6	Tran Thi Thu Ha		Member of Board of Directors, Deputy General Director					April 27, 2024			Insider
7	Van Hong Tuan		Member of the Board of Directors, Person in charge of corporate governance, Person disclosed by UQ, Deputy General Director and Director of Human Resources Department					April 27, 2025			Insider
8	Vo Van Hoang		Deputy General Director and Director of Bung-Van Ninh Project Management Board					01/01/2024			Insider
9	Pham Xuan Nam		Deputy General Director and Director of Hau Giang - Ca Mau Project Management Board					June 19, 2025		New appointment	Insider
10	Nguyen Ngoc Trung		Director of Safety and Environment Department					July 01, 2019	June 05, 2025	Job transfer	Insider
11	Nguyen Trung Luong		Director of Technology					June 27, 2023			Insider
12	Hoang Trung Kien		Director of Business Department					April 13, 2023			Insider
13	Nguyen Quang Dung		Director of Equipment Department					July 04, 2022			Insider
15	Vu Duc Dai		Chief of Office					October 01, 2024			Insider

[illegible]

2	Green Tea Islands Joint Stock Company										Subsidiary
3	Educational Equipment Joint Stock Company 2										Subsidiary
4	Shanghai Investment Co., Ltd.										Subsidiary
5	Cienco4 Consulting Joint Stock Company										Affiliated companies
6	412 Joint Stock Company										Affiliated companies
7	422 Joint Stock Company										Affiliated companies
10	499 Joint Stock Company										Affiliated companies
9	Cienco4 Japan Bridge Joint Stock Company										Affiliated companies
10	Yen Lenh Bridge BOT Company Limited										Joint venture company
11	CIENCO4-319 Corporation National Highway No.1A BOT 2 Member Ltd										Joint venture company
12	Thai Nguyen – Cho Moi BOT Company Limited										Joint venture company
13	Phuc Thanh Hung Investment Joint Stock Company										Company with investment capital
14	Quang Tri Airport Company Limited										Company with investment capital

Transactions between a company and a person related to the company; or between a company and major shareholders, insiders, or related persons of insiders

First 6 Months of 2025

Appendix: 02

STT	Name of organization/individual	Relationship with the company	NSH Information			Head office address/Contact address	Time of transaction with the company	Resolution and Decision No. approved by the Board of Directors	Transaction information		Note
			NSH certificate number	Date of issue	Place of issue				Transaction content	Transaction value	
1	499 Joint Stock Company	Affiliated companies								442.026.259	
1.1							No. 12125/2023/C4-499 dated July 24, 2023; No. 1327/2021/HDKT/C4-499 dated March 2, 2021; No. 1292/2021/HDKT/C4-499 dated February 25, 2021; No. 0109/2023/HDTB/C4-499 dated September 1, 2023; No. 12985/2023/HDTB/C4-499 dated October 9, 2023	Resolution No. 23/2023/NQ-HĐQT dated December 29, 2023	Construction of projects	442.026.259	
2	422 Joint Stock Company	Affiliated companies								10.013.269.408	
2.1							Contract No. 13670/2017/HDKT dated December 28, 2017, Appendix Contract No. 03 dated December 31, 2023, deadline December 31, 2024 and Contract No. 1008/2023/HDTB/C4-422 dated August 1, 2023		Equipment and office rental	424.365.736	
2.2							No. 12898/2019/C4-422 dated December 25, 2019; No. 34/HD/2021/C4-422 dated January 8, 2021; No. 1154/2022/HD/C4-422 dated February 15, 2022; No. 1375/2019/C4-422 dated March 1, 2019; No. 12451/2020/C4-422 dated October 8, 2020; No. 14/2021/HDKT/C4-422 dated January 5, 2021; No. 18/2023/HDKT/C4-422 dated January 4, 2023		Construction of projects	8.883.819.073	
2.3								Resolution No. 1A/2021/NQ-HĐQT dated January 1, 2021	Loan capital, interest	540.000.000	
2.4									Other	165.084.599	
3	412 Joint Stock Company	Affiliated companies								28.434.294.622	
3.1							No. 1718/2023/HDKT/C4-412 dated August 17, 2023; No. 02/2023/C4-CT412 dated January 1, 2023		Equipment and office rental	251.612.278	
3.2							No. 12900/2019/C4-412 dated December 25, 2019; No. 1652/2023/HDKT/C4-412 dated March 22, 2023; No. 12384/2020/HD/C4-412 dated September 30, 2020; No. 1124/2023/HD/C4-412 dated February 2, 2023; No. 1123/2023/HD/C4-412 dated February 1, 2023; No. 12155/2023/HDKT/C4-412 dated July 26, 2023; No. 12/HDKT/2021/C4-412 dated January 5, 2021; No. 17/HDKT/2023/C4-412 dated January 4, 2023; No. 1155/2022/HD/C4-412 dated February 15, 2022; No. 1718/2023/HDKT/C4-412 dated August 17, 2023; No. 02/2023/C4-CT412 dated January 1, 2023 (2,608,542,500)		Construction of projects	26.742.876.982	

3.3								Resolution No. 1A/2021/NQ-HDQT dated January 1, 2021	Loan capital, interest	1.305.987.854	
3.4									Other	133.817.508	
4	CIENCO4 Land Investment Joint Stock Company	Subsidiary								2.024.043.094	
4.1							No. 1669/2019/C4-C4Land dated April 4, 2019; No. 1575/2021/HĐXD/C4-C4LAND dated March 30, 2021; No. 1185/2023/HĐKT/C4-LAND dated February 7, 2023; No. 11895/2023/HĐ/C4-LAND dated July 4, 2023		Construction of projects	2.024.043.094	
5	Thai Nguyen Cho Moi BOT Company Limited	Joint Venture Company								11.863.095.548	
5.1							No. 11352/VT/2022/HD/C4-BOTTNCM dated June 16, 2022	Resolution No. 26/2021/NQ-HDQT dated December 31, 2021	Supply of materials	1.114.726.195	
5.2							No. 12397/2020/HD/C4-BOT dated September 30, 2020; No. 12338/2022/HD/C4-BOTTNCM dated September 29, 2022; No. 11223/2022/HD/C4-BOTTNCM dated June 1, 2022; No. 11987/2020/C4-BOTTNCM dated August 20, 2020; No. 11892/2023/HD/C4-BOTTNCM dated July 4, 2023;		Construction of projects	10.748.369.353	
6	Phuc Thanh Hung Investment Joint Stock Company	Joint Venture Company								907.106.631	
6.1							No. 01/2021/HD-PTH/XL03 dated November 10, 2021		Construction of projects	907.106.631	
7	Duy Tuan HP Construction Joint Stock Company	Related to Board of Directors								9.331.177.619	
7.1							From contract No. 100 to No. 108/2025/HĐTB/C4G-DT dated December 26, 2024 and from No. 110 to No. 122/2025/HĐTB/C4G-DT dated December 26, 2024.	Resolution No. 12/2024/NQ-HDQT dated December 31, 2024	Equipment rental	9.331.177.619	
8	Quang Tri Airport Company Limited	Joint venture company								48.479.414.280	
8.1							No. 36A/2024/CHKQT-HDXL dated July 1, 2024; No. 180624/2024/HD-CHKQT-CIENCO4 dated June 18, 2024.	Resolution No. 23/2023/NQ-HDQT dated December 29, 2023	Construction of projects	48.479.414.280	
9	Cienco4 Japan Bridge Joint Stock Company	Affiliated companies								892.782.833	
9.1							No. 1893 and 1894/2023/C4-C4JB dated April 10, 2023; No. 1994 and 1995/2023/C4-C4JB dated April 18, 2023; No. 13031/2023/C4-C4JB dated October 13, 2023	Resolution No. 35/2022/NQ-HDQT dated December 30, 2022	Equipment and office rental	892.782.833	

10	Yen Lenh Bridge BOT Company Limited	Joint venture company								588.310.645	
10.1							No. 01/2024/HDVV/CIENCO4-BOT dated January 16, 2024; No. 01/2017/HDVV/CIENCO4-BOT dated December 26, 2017.		Loan capital, interest	588.310.645	
11	Educational Equipment Joint Stock Company 2	Subsidiary								120.337.524	
11.1							No. 13.2023/HDVT/CIENCO4 dated August 23, 2023; No. 01.2025/HDVT/CIENCO4 dated January 24, 2025		Loan capital, interest	120.337.524	
	Total									113.095.858.463	

LIST OF INSIDERS AND RELATED PERSONS OF INSIDERS

Reporting period: First 6 months of 2025

STT	Full name	Securities trading account (if any)	Position in the company (if any)	Relationship with insiders	NSH certificate number	Date of issue of NSH certificate	Contact address	Number of shares owned at the end of the period	End of period share ownership ratio (%)	Note
1	2	3	4	5	6	7	8	9	10	11
1	Nguyen Van Tuan		Chairman of the Board of Directors, Legal Representative					0	-	
1.01	Nguyen Van Hau			Father						Lost
1.02	Le Thi Que			Mother				0	-	
1.03	Nguyen Thi Tuyet			Younger sister				0	-	
1.04	Nguyen Thi Bich			Younger sister				0	-	
1.05	Nguyen Thi Le			Younger sister				0	-	
1.06	Nguyen Van Thanh			Younger brother				0	-	
1.07	Nguyen Thi Hoai Van			Wife				-	-	
1.08	Nguyen Tuan Anh			offspring				0	-	
1.09	Nguyen Nhat Minh			offspring				0	-	
1.10	Nguyen Canh Tan			father in law				0	-	
1.11	Nguyen Thi Huong Sen			Mother in law				0	-	
1.12	Nguyen Van Nhuan			brother in law				0	-	
1.13	Le Cao Dang			brother in law				0	-	
1.14	Dang Thi Phuong Nhung			sister in law				0	-	
1.15	Vo Ha Chau			brother in law				0	-	
1.16	Cienco4 Land Investment Joint Stock Company		Subsidiary	Mr. Nguyen Van Tuan is the Representative of the company, Chairman of the Board of Directors of the company.				0	-	

STT	Full name	Securities trading account (if any)	Position in the company (if any)	Relationship with insiders	NSH certificate number	Date of issue of NSH certificate	Contact address	Number of shares owned at the end of the period	End of period share ownership ratio (%)	Note
1.17	Green Tea Islands Joint Stock Company		Subsidiary	Mr. Nguyen Van Tuan is the Representative of the company, Chairman of the Board of Directors of the company.				-	-	
2	Nguyen Tuan Huynh		Vice Chairman of the Board of Directors, General Director, Legal Representative					6.239.916	1,75	
2.01	Nguyen Tuan Oanh			Father				-	-	Lost
2.02	Nguyen Thi Dien			Mother				-	-	
2.03	Dinh Van Tuyen			father in law				-	-	
2.04	Nguyen Thi Ten			Mother in law				-	-	
2.05	Nguyen Tuan Hoanh			Older brother				-	-	
2.06	Nguyen Thi Hanh			Older sister				-	-	
2.07	Nguyen Thi Thai			Older sister				-	-	
2.08	Nguyen Thi Binh			Older sister				-	-	
2.09	Nguyen Tuan Nghi			Younger brother				5.064.999	1,42	
2.10	Dinh Thi Anh Phuong		Human Resources Specialist	Wife				7.444.444	2,08	
2.11	Nguyen Thi Phuong Chi			offspring				-	-	
2.12	Nguyen Tuan Phuc			offspring				-	-	
2.13	Ho Thi Que			Sister in law				-	-	
2.14	Duong Manh Duong			brother in law				-	-	
2.15	Nguyen Que Dao			brother in law				-	-	
2.16	Nguyen Duy Mao			brother in law				-	-	
2.17	Phan Thi Hue			sister in law				-	-	

STT	Full name	Securities trading account (if any)	Position in the company (if any)	Relationship with insiders	NSH certificate number	Date of issue of NSH certificate	Contact address	Number of shares owned at the end of the period	End of period share ownership ratio (%)	Note
2.18	Cienco4 Japan Bridge Joint Stock Company		Affiliated companies	Mr. Nguyen Tuan Huynh is Vice Chairman of the Board of Directors and legal representative of the company.				-	-	
3	Tran Thi Thu Ha		Member of Board of Directors, Deputy General Director					872.380	0,24	
3.01	Trieu Duc Hung			Husband				-	-	
3.02	Tran Duc Huy			Father				-	-	Lost
3.03	Nguyen Thi Bach Yen			Mother						Lost
3.04	Tran Thai Hoang			Younger brother				-	-	
3.05	Trieu Ha My			offspring				-	-	
3.06	Trieu Yen Nhi			offspring				-	-	
3.07	Do Minh Cong			Mother in law				-	-	
3.08	Trieu Viet			father in law						Lost
3.09	Educational Equipment Joint Stock Company 2		Subsidiary	Ms. Tran Thi Thu Ha is the authorized representative at the company.				-	-	
4	Ho Xuan Son		Member of Board of Directors - Deputy General Director and Director of International Cooperation and Development Department					212.000	0,06	
4.01	Ho Xuan Trung			Father						Lost
4.02	Nguyen Thi Hong			Mother				-	-	
4.03	Nguyen Thi Nhung			Mother in law				-	-	
4.04	Dinh Anh Tuan			father in law						Lost
4.05	Ho Xuan Dung			Older brother				-	-	

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4.06	Dinh Thi Thanh Huyen		Human Resources Specialist	Wife				-	-	
4.07	Ho Ha Uyen			Daughter				-	-	
4.08	Ho Huyen Anh			Daughter				-	-	Young
4.09	Ho Xuan Khoi Nguyen			Boy				-	-	Young
4.10	Nguyen Thi Khanh Van			Sister in law				-	-	
4.11	414 Joint Stock Company			Mr. Ho Xuan Son is a member of the Board of Directors.				-	-	
4.12	Phuc Thanh Hung Investment Joint Stock Company		Joint venture company	Mr. Ho Xuan Son is a member of the company's Board of Directors.				-	-	
4.13	Quang Tri Airport Company Limited		Joint venture company	Mr. Ho Xuan Son is the authorized representative at the company.				-	-	
5	Nguyen Anh Tan		Member of Board of Directors, Assistant to General Director					305.203	0,09	
5.01	Nguyen Thi Phuong			Mother				-	-	
5.02	Nguyen Anh Duc			Older brother				-	-	
5.03	Nguyen Thi Minh Phuong			Older sister				-	-	
5.04	Nguyen Thi Hien Luong			Older sister				-	-	
5.05	Nguyen Thi Thu Huyen		Deputy Director of Business Department	Wife				-	-	
5.06	Nguyen Minh Thu			offspring				-	-	Young
5.07	Nguyen Thi Lien			Mother in law				-	-	
5.08	Nguyen Huu Hao			father in law				-	-	
5.09	Nguyen Thi Ngoc Anh			Sister in law				-	-	
5.10	Le Quang Hong			brother in law				-	-	
5.11	Nguyen Xuan Khoa			brother in law				-	-	

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6	Dam Xuan Toan		Member of Board of Directors, Deputy General Director					-	-	
6.01	Dam Xuan Thung			Father						Lost
6.02	Vo Thi Tam			Mother						Lost
6.03	Dam Thi Hue			Older sister				-	-	
6.04	Dam Xuan Tu			Older brother				-	-	
6.05	Dam Xuan Tung			Older brother				-	-	
6.06	Nguyen Thi Thanh Tam			Wife				-	-	
6.07	Dam Tri Nguyen			offspring				-	-	Young
6.08	Dam Thu Binh			offspring				-	-	Young
6.09	Pham Huu Lan			brother in law				-	-	
6.10	Nguyen Thuy Trang			Sister in law				-	-	
6.11	Au Thi Oanh			Sister in law				-	-	
6.12	Nguyen Mai Lan			father in law				-	-	
6.13	Hoang Thi Hoi			Mother in law				-	-	
7	Van Hong Tuan		Member of the Board of Directors - Deputy General Director and Director of Human Resources, Person in charge of corporate governance					20.696	0,01	
7.01	Van Thanh Tinh			Father				-	-	
7.02	Nguyen Thi Dung			Mother				-	-	
7.03	Van Thanh Danh			Younger brother				-	-	
7.04	Nguyen Thi Linh Chi			Wife				-	-	
7.05	Van Tan Sang			offspring				-	-	Young
7.06	Van Tan Phat			offspring				-	-	Young
7.07	Nguyen Phung Viet			father in law				-	-	

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7.08	Nguyen Thi Nha			Mother in law				-	-	
7.09	New Link Joint Stock Company		Major shareholder	Mr. Van Hong Tuan is Chairman of the Board of Directors of the company.				37.064.779	10,37	
7.10	Construction and Investment Joint Stock Company 415			Mr. Van Hong Tuan is Vice Chairman of the Board of Directors.				-	-	
7.11	Cienco4 Japan Bridge Joint Stock Company		Affiliated companies	Mr. Van Hong Tuan is a member of the company's Board of Directors.				-	-	
7.12	Thai Nguyen - Cho Moi BOT Company Limited		Joint venture company	Mr. Van Hong Tuan is Chairman of the Board of Directors of the company.				-	-	
8	Le Trung Chien		Independent Member of Board of Directors					-	-	
8.01	Le Quang Diem			Father				-	-	
8.02	Dinh Thi Vinh			Mother				-	-	
8.03	Le Thi Thanh Huong			Younger sister				-	-	
8.04	Le Thi Thanh Ha			Younger sister				-	-	
8.05	Le Thi Thu Hien			Wife				-	-	
8.06	Le Quynh Trang			offspring				-	-	
8.07	Le Hien Anh			offspring				-	-	Young
8.08	Le Vinh Long			father in law				-	-	
8.09	Phan Thi Lan			Mother in law				-	-	
8.10	Ho Thanh Phong			brother in law				-	-	
8.11	Pham Hiep Hoang			brother in law				-	-	

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9	Nguyen Thi Xoan		Independent Member of Board of Directors					-	-	
9.01	Nguyen Van Thai			Father				-	-	
9.02	Dam Thi Hop			Mother				-	-	
9.03	Pham Thi Thao			Mother in law				-	-	
9.04	Hoang Van Nhung			father in law						Lost
9.05	Hoang Truong Giang			Husband				-	-	
9.06	Nguyen Hong Xiem			Older brother				-	-	
9.07	Nguyen Thi Lua			Younger sister				-	-	
9.08	Nguyen Thi Lua			Younger sister				-	-	
9.09	Ho Thi Thuy Linh			Sister in law				-	-	
9.10	Nguyen Ngoc Nhan			brother in law				-	-	
9.11	Ngo Tat Thanh			brother in law				-	-	
9.12	Hoang Nam Khanh			offspring				-	-	
9.13	Hoang Minh Duy			offspring				-	-	Young
10	Nguyen Thi Van		Independent Member of Board of Directors					-	-	
10.01	Bui Xuan Thanh			Husband				-	-	
10.02	Bui Thi Quynh Chi			offspring				-	-	Young
10.03	Bui Bich Ngoc			offspring				-	-	Young
10.04	Nguyen Van An			Father				-	-	
10.05	Nguyen Thi Tuoc			Mother						Lost
10.06	Nguyen Ngoc Le			Older brother				-	-	
10.07	Duong Thi Luan			Sister in law				-	-	
10.08	Nguyen Thi Dieu Thuy			Older sister				-	-	
10.09	Chu Quang Hung			brother in law				-	-	
10.10	Nguyen Thi Anh			Younger sister				-	-	

STT	Full name	Securities trading account (if any)	Position in the company (if any)	Relationship with insiders	NSH certificate number	Date of issue of NSH certificate	Contact address	Number of shares owned at the end of the period	End of period share ownership ratio (%)	Note
10.11	Nguyen Van Bang			brother in law				-	-	
10.12	Nguyen Cong The			Younger brother				-	-	
10.13	Thach Thi Thuy			sister in law				-	-	
10.14	Duong Thi Tam			Mother in law				-	-	
10.15	Bui Van Tu			father in law				-	-	
11	Nguyen Dinh Nhuan		Deputy General Manager					-	-	
11.01	Nguyen Thi Be			Mother				-	-	
11.02	Nguyen Dinh Chi			Father						Lost
11.03	Nguyen Dinh Quang Vinh			offspring				-	-	Young
11.04	Nguyen Phuong Anh			offspring				-	-	Young
11.05	Nguyen Phuong Nhi			offspring				-	-	Young
11.06	Nguyen Thi Tra My			Younger sister				-	-	
11.07	Tran Chau At			brother in law				-	-	
11.08	Nguyen Thi Thanh			Wife				-	-	
11.09	Nguyen Van Nam			father in law				-	-	
11.10	Nguyen Thi Que			Mother in law				-	-	
12	Vo Van Hoang		Deputy General Director and Director of Bung - Van Ninh					-	-	
12.01	Vo Khac Sung			Father				-	-	
12.02	Van Thi Quy			Mother				-	-	
12.03	Vo Van Son			Older brother				-	-	
12.04	Nguyen Thi Huong			Sister in law				-	-	
12.05	Vo Van Linh			Older brother				-	-	
12.06	Vo Thi Mo			Older sister				-	-	
12.07	Nguyen Huy Giap			brother in law				-	-	
12.08	Vo Thi Anh			Younger sister				-	-	

STT	Full name	Securities trading account (if any)	Position in the company (if any)	Relationship with insiders	NSH certificate number	Date of issue of NSH certificate	Contact address	Number of shares owned at the end of the period	End of period share ownership ratio (%)	Note
12.09	Tran Dinh Hung			brother in law				-	-	
12.10	Pham Ngoc Bang			father in law				-	-	
12.11	Ho Thi Minh Hoan			Mother in law				-	-	
12.12	Pham Thi Thuy Dung			Wife				-	-	
12.13	Vo Nha Khanh Ha			Daughter				-	-	Young
12.14	Vo Thanh Binh			Boy				-	-	Young
12.15	Vo Thanh Minh			Boy				-	-	Young
13	Pham Xuan Nam		Deputy General Director and Director of Hau Giang - Ca Mau Management Board					-	-	
13.01	Pham Van Dieu			Father						Lost
13.02	Hoang Thi Lien			Mother						
13.03	Pham Thi Minh Nguyet			Older sister						
13.04	Pham Van Hai			Older brother						
13.05	Pham Thi Thanh Nga			Older sister						
13.06	Hoang Phuoc Dan			brother in law						
13.07	Tran Van Ngoc			brother in law						
13.08	Pham Thi Lan			Sister in law						
13.09	Tran Thi Thanh Thuy			Wife						
13.10	Pham Tran Ha My			Son						
13.11	Pham Tran Khanh Chi			Son						
13.12	Pham Tran Khanh An			Son						
13.13	Tran Xuan Ky			father in law						
13.14	Nguyen Thi Huong			Mother in law						
14	Dao Thi Thanh Mai		Head of Control Board, Deputy Director of Business Department					2.423	0,00%	

STT	Full name	Securities trading account (if any)	Position in the company (if any)	Relationship with insiders	NSH certificate number	Date of issue of NSH certificate	Contact address	Number of shares owned at the end of the period	End of period share ownership ratio (%)	Note
14.01	Dao Xuan Mai			Father				-	-	
14.02	To Thi Thuan			Mother				-	-	
14.03	Dao Manh Ha			Older brother				-	-	
14.04	Nguyen Thi Nghi Hai			Sister in law				-	-	
14.05	Le Nhu Huong			father in law				-	-	
14.06	Vu Thi Quy			Mother in law				-	-	
14.07	Le Manh Anh			Husband				-	-	
14.08	Le Mai Phuong			offspring				-	-	
14.09	Le Minh Duc			offspring				-	-	
15	Pham Van Hieu		Member of Board of Supervisors, Deputy Director of Human Resources Department					725	0,00%	
15.01	Ho Thi Hang			Wife				-	-	
15.02	Pham Tung Lam			Boy				-	-	Young
15.03	Pham Quang Anh			Boy				-	-	Young
15.04	Pham Van Mich			Father				-	-	
15.05	Nguyen Thi Dan			Mother						Lost
15.06	Pham Van Hanh			Younger brother				-	-	
15.07	Pham Thi Thuy			Younger sister				-	-	
15.07	Pham Thi Thuy			Younger sister				-	-	
15.08	Pham Thi Chung			Younger sister				-	-	
15.09	Ho Hoai An			father in law				-	-	
15.10	Le Thi Lan			Mother in law				-	-	
15.11	Le Thi Anh			sister in law				-	-	
15.12	Vo Ngoc Chon			brother in law				-	-	

STT	Full name	Securities trading account (if any)	Position in the company (if any)	Relationship with insiders	NSH certificate number	Date of issue of NSH certificate	Contact address	Number of shares owned at the end of the period	End of period share ownership ratio (%)	Note
16	Phan Thi Lien		Board of Supervisors Member, Human Resources Department CV					-		
16.01	Phan Van Phu			Father				-		
16.02	Tran Thi Hieu			Mother				-		
16.03	Phan Thi Phuong			Older sister				-		
16.04	Phan Duc Khanh			Younger brother				-		
16.05	Phan Thi Ly			Younger sister				-		
16.06	Nguyen Van Luan			brother in law				-		
16.07	Nguyen Van Quang			brother in law				-		
16.08	Le Thi Thu Duyen			sister in law				-		
16.09	Nguyen Tuan Dai			Husband				14.540.680	4,07	
16.10	Nguyen Ha Linh			Son				-		
16.11	Nguyen Tuan Hiep			Son				-		
16.12	Nguyen Quynh Nhu			Son				-		
16.13	Nguyen Tuan Hoanh			father in law				-		
16.14	Ho Thi Que			Mother in law				-		
17	Phan Sy Hung		Director of Finance and Chief Accountant					53.000	0,01%	
17.01	Phan Sy Thach			Father						Lost
17.02	Phan Thi Cat			Mother				-	-	
17.03	Phan Thi Thanh Hoai			Older sister				-	-	
17.04	Nguyen Huy Dong			brother in law				-	-	
17.05	Phan Thi Bich Hanh			Older sister				-	-	
17.06	Nguyen Tong Thang			brother in law				-	-	
17.07	Phan Thi Le Hang			Older sister				-	-	

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17.08	Tran Thanh Long			brother in law				-	-	
17.09	Bui Viet Loi			father in law				-	-	
17.10	Tran Thi Nga			Mother in law				-	-	
17.11	Bui Thi Nhu Ai		Resources of Office	Wife				-	-	
17.12	Phan Sy Nguyen			Boy				-	-	
17.13	Phan Sy Linh			Boy				-	-	Young
17.14	Educational Equipment Joint Stock Company 2		Subsidiary	Mr. Phan Sy Hung is a member of the Board of Directors and Representative of the company.				-	-	
18	Nguyen Trung Luong		Director of Technology					-	-	
18.01	Pham Anh Thu			Wife				-	-	
18.02	Nguyen Minh Quan			offspring				-	-	Young
18.03	Nguyen Trung Sa			Father				-	-	
18.04	Dam Thi Luong			Mother				-	-	
18.05	Pham Ngoc Anh			father in law				-	-	
18.06	Dang Thi Thuc			Mother in law				-	-	
18.07	Nguyen Thi Hai Yen			Younger sister				-	-	
18.08	Doan Manh Phuc			brother in law				-	-	
19	Hoang Trung Kien		Director of Business Department					-	-	
19.01	Trinh Thi Van Dai			Wife				-	-	
19.02	Hoang Trung Hai			Boy				-	-	
19.03	Hoang Trung Nguyen			Boy				-	-	Young
19.04	Hoang Van Cam			Father				-	-	
19.05	Dang Thi My			Mother				-	-	

STT	Full name	Securities trading account (if any)	Position in the company (if any)	Relationship with insiders	NSH certificate number	Date of issue of NSH certificate	Contact address	Number of shares owned at the end of the period	End of period share ownership ratio (%)	Note
19.06	Hoang Le Na			Older sister				-	-	
19.07	Trinh Van Van			father in law				-	-	
19.08	Vo Thi Duc			Mother in law				-	-	
20	Nguyen Quang Dung		Director of Equipment Department					-	-	
20.01	Nguyen Thi Phuong Thao			Wife				-	-	
20.02	Nguyen Quang Tue Minh			Boy				-	-	
20.03	Nguyen Hanh Lam			Daughter				-	-	Young
20.04	Nguyen Duc Long			Boy				-	-	Young
20.05	Nguyen Quang My			Father				-	-	
20.06	Pham Thi Thanh			Mother				-	-	
20.07	Nguyen Quang Hung			Younger brother				-	-	
20.08	Ngo Thi Thu Ha			sister in law				-	-	
20.09	Nguyen Sy Mui			father in law				-	-	
20.10	Nguyen Thi Mai			Mother in law				-	-	
21	Vu Duc Dai		Chief of Office					-	-	
21.01	Phan Thi Nga			Wife				-	-	
21.02	Vu Tai Manh			offspring				-	-	Young
21.03	Vu Minh Khoi			offspring				-	-	Young
21.04	Vu Van Hung			Father				-	-	
21.05	Tran Thi Thanh			Mother				-	-	
21.06	Vu Hong Vy			Older brother				-	-	
21.07	Vu Thi Khanh			Younger sister				-	-	
21.08	Vu Xuan Hoa			Younger brother				-	-	
21.09	Phan Van Binh			father in law				-	-	
21.10	Pham Thi Nguyet			Mother in law				-	-	

STT	Full name	Securities trading account (if any)	Position in the company (if any)	Relationship with insiders	NSH certificate number	Date of issue of NSH certificate	Contact address	Number of shares owned at the end of the period	End of period share ownership ratio (%)	Note
21.11	Nguyen Thu Trang			Sister in law				-	-	
21.12	Hoang Thi Trung			sister in law				-	-	
21.13	Nguyen Manh Quan			brother in law				-	-	
22	Nguyen Duy Hung		Deputy Chief of Office and Head of Southern Representative Office					-	-	
22.01	Nguyen Van Dung			Father				-	-	Lost
22.02	Nguyen Thi Hong			Mother				-	-	
22.03	Doan Chinh Tuyen			father in law				-	-	Lost
22.04	Nguyen Thi Hong Thai			Mother in law				-	-	Lost
22.05	Doan Thi Kim Tuyen			Wife				-	-	
22.06	Nguyen Doan Minh Thuong			offspring				-	-	
22.07	Nguyen Doan Minh Anh			offspring				-	-	
22.08	Nguyen Thi Ha			Sister				-	-	
22.09	Phan Duc Ngoan			brother in law				-	-	
22.10	Nguyen Duy Nghi			younger brother				-	-	
22.11	Le Nguyen Tuong Van			sister in law				-	-	
22.12	Nguyen Duy Ky			younger brother				-	-	
22.13	Nguyen Thi Duy Ai			sister in law				-	-	
22.14	Educational Equipment Joint Stock Company 2			Mr. Nguyen Duy Hung is Deputy Director of the Company.				-	-	

TH. PH. H.