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Tuyen Quang, January 03, 2026

CORPORATE GOVERNANCE REPORT
(In 2025)

To:

- The State Securities Commission;
- Hanoi Stock Exchange.
- Company name: Giai Phong Motor Joint Stock Company
- Head office address: Thanh Thuy border-gate economic zone, Thanh Thuy commune, Tuyen Quang province
- Phone: 0219.3882204 Fax: 0219.3882121 Email: giaiphong.motor@gmail.com
- Charter capital: 293,885,890,000 VND
- Stock Code: GGG
- Corporate governance model: General Meeting of Shareholders, Board of Directors, Supervisory Board and General Director/Director
- Regarding the implementation of the internal audit function: Not yet implemented



I. Activities of the General Meeting of Shareholders

Information on meetings and Resolutions/Decisions of the General Meeting of Shareholders (including Resolutions of the General Meeting of Shareholders adopted in the form of written comments)

Anon ymo us	Number of Resolutions/Decisio ns <i>Resolution/Decision No.</i>	Date <i>Date</i>	Contents <i>Content</i>
1	01/2025/NQ-ĐHĐCĐ	06/05/2024	<i>Approved the audited financial statements in 2024, the report on the operation in 2024, the plan for 2025 and the policy to increase charter capital</i>
2	02/2025/NQ-ĐHĐCĐ	18/09/2025	<i>Approving the project to upgrade Giai Phong Automobile Factory and the plan to increase the Company's charter capital</i>

II. Board of Directors (Annual Report)

1. Information about members of the Board of Directors (BOD):

Anon ymou s	Member of the Board of Directors	Position	Start date/no longer a member of the Board of Directors/ Independent Board of Directors	
			Appointment Date	Date of dismissal
1	Mr. Nguyen Duy Kien	Chairman of the BOD	15/04/2022	

2	Mr. Nguyen Cuong	Vice chairman	15/04/2022	
3	Mr. Pham Nguyen Hoang	Member	15/04/2022	
4	Mr. Tran Tan Hong Cuong	Non-executive member	20/04/2023	
5	Mr. Vu Hai Anh	Independent member	15/04/2022	

2. Board Meetings

Anony mous	Members	Number of Meetings	Meeting Attendance Rate	Reasons for not attending
1	Mr. Nguyen Cuong	4	100%	
2	Mr. Pham Nguyen Hoang	4	100%	
3	Mr. Nguyen Duy Kien	4	100%	
4	Mr. Tran Tan Hong Cuong	4	100%	
5	Mr. Vu Hai Anh	4	100%	

3. Supervisory activities of the Board of Directors over the Board of Managements:

4. Activities of subcommittees of the Board of Directors (if any):

5. Resolutions/Decisions of the Board of Directors (Annual Report):

Stt No.	Number of Resolutions/Decisions <i>Resolution/Decision No.</i>	Date <i>Date</i>	Contents <i>Content</i>	Approval Rate <i>Rate</i>
1	01/2025/NQ-HDQT	30/05/2025	Dismissal of the Chairman of the BOD for Mr. Nguyen Cuong and Elected Mr. Nguyen Duy Kien Chairman of the BOD	100%
2	02/2025/NQ-HDQT	30/05/2025	Election of Mr. Nguyen Cuong as Vice Chairman of the BOD	100%
3	03/2025/NQ-HDQT	30/05/2025	Appointment of Mr. Pham Nguyen Hoang as General Director	100%
4	04/2025/NQ-HDQT	28/07/2025	Organizing the Extraordinary General Meeting of Shareholders	100%
5	05/2025/NQ-HDQT	13/10/2025	Through the implementation of the private offer plan	100%
6	06/2025/NQ-HDQT	13/10/2025	Approval of the dossier of shares private offer	100%
7	07/2025/NQ-HDQT	13/10/2025	Approval transaction with KITA Group	100%

III. Supervisory Board/ Audit Committee (6-month/year report):

6. Information about members of the Supervisory Board (Supervisory Board)/Audit Committee/

Anon ymou s	Member of the Supervisory Board	Position	Start date as a member of the Board of Trustees	Qualifications
1	Ms. Le Thi Hang	Head of the Supervisory Board	15/04/2022	Chief Accountant
2	Mr. Quach Nguyen Van	TV BKS	20/04/2022	Bachelor of

	Hoc			Economics
3	Ms. Pham Hong Yen	TV BKS	15/04/2022	Accounting

7. Meeting of the Supervisory Board

8. Supervisory activities of the Supervisory Board / Audit Committee for the Board of Directors, the Board of Directors and shareholders:
9. Coordination between the Supervisory Board/Audit Committee for the activities of the Board of Directors, the Board of Directors and other managers
10. Other activities of the Supervisory Board/ Audit Committee (if any):

IV. Board of Directors

STT	Member of the Board of Directors	Date of birth	Qualifications	Appointment/Dismissal Date
2	Mr. Pham Nguyen Hoang General Director	04/06/1974	Bachelor of Economics	Appointment: 30/05/2025

V. Chief Accountant

Full name	Date of birth	Professional qualifications	Appointment Date
Dinh Thi Ngan	28/01/1978	Bachelor of Economics	01/06/2017

VI. Training on corporate governance

Training courses on corporate governance that members of the Board of Directors, members of the Supervisory Board, Executive Director (General Director), other managers and the Company Secretary have participated in in accordance with the regulations on corporate governance:

VII. List of related persons of the public company (6-monthly/annual report) and transactions of related persons of the company with the company itself

1. List of related persons of the company

[illegible]

	Vu Phong Quang								BOD member's son
	Nguyen Thu Hoai								General Director' wife
	Pham Huu Tuong Van								GD's daughter
	Pham Nguyen Tue Anh								GD's daughter
	Dang Quang Vinh								Husband of the Head of the Supervisory Board
	Dang Uyen Trang								Daughter of the Supervisory Board member
	Dang Nam Phong								Son of the Supervisory Board member
	Do Lam								Husband of member of SB
	Do Duy Hung								Son of SB member
	Nguyen Thi Nam Phuong								Wife of SB member
	Quach Ngoc Son								Son of SB member
	Quach Ngoc Phuong Linh								Daughter of SB member
	Nguyen Ky Nam								Chief accountant's husband
	Nguyen Quynh Trang								Chief accountant's daughter
	Nguyen Thi Kim Ngan								Chief accountant's daughter

2. Transactions between the company and its related persons; or between the company and major shareholders, internal persons, related persons of internal persons:

- Signed a cooperation contract for the production and assembly of electric trucks with KITA Group

3. Transactions between internal persons of the company, related persons of internal persons and subsidiaries or companies under the control of the company: No

4. Transactions between the company and other entities:

VIII. Trading of shares of insiders and related persons of insiders (Annual Report): No

IX. Other matters to note

Recipients:

- As above;

- Save

GIAI PHONG MOTOR JOINT STOCK COMPANY

Chairman of the Board of Directors



Nguyen Duy Kien