

**REPORT ON CORPORATE GOVERNANCE
OF SONG DA CONSULTING JOINT STOCK COMPANY
In 2025**

(Version excluding personal information of related persons of the Company; insiders and their related persons in accordance with Circular No. 96/2020/TT-BTC dated November 16th, 2020 of Ministry of Finance)

To: - State Securities Commission of Vietnam;
- Hanoi Stock Exchange.

Pursuant to Law on Securities and the documents guiding implementation, Song Da Consulting Joint Stock Company hereby reports to the State Securities Commission of Vietnam and Hanoi Stock Exchange on the Company's corporate governance in 2025 as follows:

- Name of public company: Song Da Consulting Joint Stock Company
- Headquarters (since July 1st, 2025): Building G9, 495 Nguyen Trai Street, Thanh Liet Ward, Hanoi City.
- Telephone: 0243.8542209
- Email: ktkh.sdcc@gmail.com
- Charter capital: VND 26,097,100,000 *(In words: Twenty-six billion ninety-seven million one hundred thousand Vietnamese dong)*
- Stock code: SDC
- Corporate governance model:
General Meeting of Shareholders, Board of Directors, Supervisory Board and Chief Executive Officer
- Regarding the implementation of internal audit function: Implemented

I. Activities of the General Meeting of Shareholders:

In 2025, Song Da Consulting Joint Stock Company held 01 annual General Meeting of Shareholders 2025 on May 14th, 2025.

No.	Resolution/Decision number	Date	Contents
1	20/2025/NQ-DHDCD	May 14 th , 2025	Resolution of Annual General Meeting of Shareholders 2025

II. Board of Directors (BOD)

1. Information about members of Board of Directors:

No.	BOD members	Position	Date of appointment/removal of BOD members	
			Date of appointment	Date of removal
1	Mr. Pham Van Manh	Chairman	April 26 th , 2017	
2	Mr. Dinh Van Duan	BOD member	April 18 th , 2015	
3	Mr. Nguyen Van Hoang	BOD member	April 26 th , 2017	
4	Mr. Cu Van Vinh	BOD member	April 18 th , 2015	
5	Mr. Pham Anh Duc	BOD member	2010	

2. BOD Meetings

No.	BOD members	Number of BOD meetings with attendance	Attendance rate	Reason for absence
1	Mr. Pham Van Manh	04/04	100%	
2	Mr. Dinh Van Duan	04/04	100%	
3	Mr. Nguyen Van Hoang	04/04	100%	
4	Mr. Cu Van Vinh	04/04	100%	
5	Mr. Pham Anh Duc	04/04	100%	

3. Board of Directors' supervision over the Company's Board of Management:

- In 2025, the Board of Directors managed the Company and performed its duties and responsibilities in accordance with the applicable laws and the Company's Charter.
- Regularly supervising and directing the executive management at all levels, quarterly holding meetings with the Board of Management to review the production and business performance in the quarter, the production and business plan for the next quarter and the implementation of resolutions and decisions issued by the Board of Directors.
- The Board of Directors' supervision over the Board of Management may be carried out through one or more different ways such as:
 - + Exchanges, discussions and questions between the Board of Directors and the Board of Management of the Company.
 - + Detailed, complete and prompt reports of the Board of Management on the progress of implementation, difficulties and obstacles, analysis of causes and proposing solutions.

4. Activities of committees under the Company's Board of Directors:

- Board of Directors is assisted by functional departments and Secretary of the Company.

5. Resolutions/Decisions of Board of Directors:

No.	Resolution/ Decision number	Date	Contents	Rate of approval
I	Resolutions			

No.	Resolution/ Decision number	Date	Contents	Rate of approval
1	01/NQ -HDQT	January 13 th , 2025	Resolution: Approval of Corporate Governance Report in 2024	05/05 (reached 100% of total Board of Directors members)
2	02/NQ-HDQT	January 23 rd , 2025	Resolution of the Board of Directors' Meeting in Quarter I/2025 attached with meeting minutes	05/05 (reached 100% of total Board of Directors members)
3	03/NQ-HDQT	January 23 rd , 2025	Resolution on approval of the final settlement of business management costs in 2024 for departments of Song Da Consulting Joint Stock Company	05/05 (reached 100% of total Board of Directors members)
4	04/NQ-HDQT	January 23 rd , 2025	Resolution on approval of the estimation of business management costs in 2025 for departments of Song Da Consulting Joint Stock Company	05/05 (reached 100% of total Board of Directors members)
5	05/NQ-HDQT	February 12 th , 2025	Resolution on approval of the contents of the Testing Contract for Package 4.8: "Construction, equipment installation, design and construction drawings of internal port traffic works and airport technical infrastructure" – Component project 1 under Component project 3: Essential airport facilities of Long Thanh International Airport Construction Investment Project, Phase 1.	05/05 (reached 100% of total Board of Directors members)
6	06/NQ-HDQT	February 14 th , 2025	Resolution on approval of the plan for liquidation of fixed assets	05/05 (reached 100% of total Board of Directors members)
7	07/NQ-HDQT	February 19 th , 2025	Resolution on approval of the payment of cash dividends in 2023 and finalizing list of attendees of Annual General Meeting of Shareholders 2025 of Song Da Consulting Joint Stock Company	05/05 (reached 100% of total Board of Directors members)
8	08/NQ-HDQT	February 24 th , 2025	Resolution on approval of the policy of buying testing machinery and equipment	05/05 (reached 100% of total Board of

No.	Resolution/ Decision number	Date	Contents	Rate of approval
				Directors members)
9	09/NQ-HDQT	February 26 th , 2025	Resolution on approval of the basic contents of the contract on purchase of Universal Testing Machine Model WES-1000B, Mortar Compression Tester Model TYA-300, CBR & Marshall Asphalt and Soil Compression Tester Model LW-50 for Song Da Consulting Joint Stock Company	05/05 (reached 100% of total Board of Directors members)
10	10/NQ-HDQT	March 4 th , 2025	Resolution on approval of the plan for liquidation of fixed assets	05/05 (reached 100% of total Board of Directors members)
11	11/NQ-HDQT	March 21 st , 2025	Resolution on approval of authorization to sign credit agreements, mortgage agreements, loan agreements, guarantees, and other documents related to loans and transactions with Banks	05/05 (reached 100% of total Board of Directors members)
12	12/NQ-HDQT	March 21 st , 2025	Resolution on approval of personnel policy for the Technical-Economic Department and Branch of Song Da Consulting Joint Stock Company – Construction Testing Center	05/05 (reached 100% of total Board of Directors members)
13	12a/NQ-HDQT	March 28 th , 2025	Resolution on Approval of the basic contents of Appendix No. 01 of Subcontractor Agreement No. 1610/2024/HDTP/SD5-SDCC signed on October 16 th of the basic Phak Dam Jet Drilling Testing, Phou Pong Dam Foundation Reinforcement and Waterproofing Jet Drilling of Nam Phak Hydropower Project, Champasak Province, Lao PDR	05/05 (reached 100% of total Board of Directors members)
14	13/NQ-HDQT	April 9 th , 2025	Resolution on extension of the time to hold the Annual General Meeting of Shareholders 2025 – Song Da Consulting Joint Stock Company	05/05 (reached 100% of total Board of Directors members)
15	14/NQ-HDQT	April 10 th , 2025	Resolution on Approval of the basic contents of the Consulting Contract for Package: Technical design documentation and hydraulic model testing – Project: Se Bangfai 1 Hydropower Plant, Lao PDR	05/05 (reached 100% of total Board of Directors members)

No.	Resolution/ Decision number	Date	Contents	Rate of approval
16	15/NQ-HDQT	April 17 th , 2025	Resolution of the Board of Directors' Meeting in Quarter II/2025 attached with meeting minutes	05/05 (reached 100% of total Board of Directors members)
17	16/NQ-HDQT	April 28 th , 2025	Resolution on Approval of the basic contents of Appendix No. 07 of Subcontractor Agreement No. 361/2022/HDTP/SD5-SDC signed on December 30 ^l of the: Nam Pha Dam Foundation Reinforcement and Waterproofing Jet Drilling - Nam Phak Hydropower Project, Champasak Province, Lao PDR	05/05 (reached 100% of total Board of Directors members)
18	17/NQ-HDQT	May 6 th , 2025	Resolution on approval of the establishment of Committee of Shareholders' Qualifications Verification to attend the Annual General Meeting of Shareholders 2025 of Song Da Consulting Joint Stock Company	05/05 (reached 100% of total Board of Directors members)
19	17/NQ-HDQT	May 13 th , 2025	Resolution on approval of a number of contents of the Annual General Meeting of Shareholders 2025 of Song Da Consulting Joint Stock Company	05/05 (reached 100% of total Board of Directors members)
20	19/2025/BB-DHDCD	May 14 th , 2025	Minutes of the Annual General Meeting of Shareholders 2025 of Song Da Consulting Joint Stock Company	
21	20/2025/BB-DHDCD	May 14 th , 2025	Resolution of the Annual General Meeting of Shareholders 2025 of Song Da Consulting Joint Stock Company	
22	21/NQ-HDQT	May 14 th , 2025	Resolution on election of the Chairman of Board of Directors of Song Da Consulting Joint Stock Company for the 2025–2030 term	05/05 (reached 100% of total Board of Directors members)
23	22/NQ-HDQT	May 14 th , 2025	Resolution on appointment of the Chief Executive Officer of Song Da Consulting Joint Stock Company for the 2025–2030 term	05/05 (reached 100% of total Board of Directors members)
24	23/NQ-HDQT	May 21 st , 2025	Resolution on approval of personnel policy of Branch of Song Da Consulting Joint Stock Company – Construction Testing Center and Consulting Center No. 2	05/05 (reached 100% of total Board of Directors members)

No.	Resolution/ Decision number	Date	Contents	Rate of approval
25	23a/NQ-HDQT	May 21 st , 2025	Resolution on appointment of the Company Secretary	05/05 (reached 100% of total Board of Directors members)
26	24/NQ-HDQT	May 23 rd , 2025	Resolution on appointment of the Corporate Governance Officer	05/05 (reached 100% of total Board of Directors members)
27	25/NQ-HDQT	May 30 th , 2025	Resolution on the personel policy of Technical-Economic Department	04/05 (reached 80% of total Board of Directors members) 01/05 Blank vote
28	26/NQ-HDQT	June 6 th , 2025	Resolution on approval of selection of Auditor and contents of Contract on Auditing services for Financial Statements of Song Da Consulting Joint Stock Company for the fiscal year 2025	05/05 (reached 100% of total Board of Directors members)
29	27/NQ-HDQT	June 9 th , 2025	Resolution on approval of budget for the vacation in 2025	05/05 (reached 100% of total Board of Directors members)
30	28/NQ-HDQT	June 13 th , 2025	Resolution on the personel policy of HR Organization Department	05/05 (reached 100% of total Board of Directors members)
31	29/NQ-HDQT	June 16 th , 2025	Resolution on approval of the basic contents of the Subcontractor Agreement: Construction of pressure relief shafts for Nam Phak Hydropower Project, Champasak Province, Lao PDR	04/05 (reached 80% of total Board of Directors members) 01/05 Blank vote
32	30/NQ-HDQT	June 16 th , 2025	Resolution on approval of the basic contents of the Subcontractor Agreement: Drilling for installation of monitoring equipment for Nam Phak Hydropower Project, Champasak Province, Lao PDR	05/05 (reached 100% of total Board of Directors members)

No.	Resolution/ Decision number	Date	Contents	Rate of approval
33	31/NQ-HDQT	June 23 rd , 2025	Resolution on the personel policy of Branch of Song Da Consulting Joint Stock Company – Construction Testing Center	05/05 (reached 100% of total Board of Directors members)
34	32/NQ-HDQT	July 1 st , 2025	Resolution on task assignment for Board of Directors' members	05/05 (reached 100% of total Board of Directors members)
35	33/NQ-HDQT	July 9 th , 2025	Resolution of the Board of Directors' Meeting in Quarter III/2025 attached with meeting minutes	05/05 (reached 100% of total Board of Directors members)
36	34/NQ-HDQT	July 10 th , 2025	Resolution on approval of bonuses for the Company's executive management and leadership	05/05 (reached 100% of total Board of Directors members)
37	35/NQ-HDQT	July 24 th , 2025	Resolution on approval of certain matters and authorization for participation in the Annual General Meeting of Shareholders 2025 of Song Da Urban and Rural Development Joint Stock Company	04/05 (reached 80% of total Board of Directors members) 01/05 Blank vote
38	35a/NQ-HDQT	July 25 th , 2025	Resolution on approval of the basic contents of the contract for package: Provision of topographic survey, geological survey, and hydrometeorological services – basic design stage for 05 hydropower projects in Kaleum District, Sekong Province, Lao PDR	05/05 (reached 100% of total Board of Directors members)
39	36/NQ-HDQT	August 14 th , 2025	Resolution on approval of authorization for signing credit contracts, mortgage contracts, loan agreements, guarantee agreements and other documents related to borrowing activities and transactions with Banks	05/05 (reached 100% of total Board of Directors members)
40	36a/NQ-HDQT	August 15 th , 2025	Resolution on approval of the basic contents of the contract with Truong Son Construction Corporation for testing and inspection of construction quality of Package XL02: Construction of the expressway section from Km13+900 to	04/05 (reached 80% of total Board of Directors members) 01/05 Blank

No.	Resolution/ Decision number	Date	Contents	Rate of approval
			Km25+920 under the project on expansion of Ho Chi Minh City – Long Thanh Expressway	vote
41	37/NQ-HDQT	August 25 th , 2025	Resolution on approval of the policy for purchase of machinery and testing equipment serving the Bac Ai Pumped Storage Hydropower Project	05/05 (reached 100% of total Board of Directors members)
42	38/NQ-HDQT	August 25 th , 2025	Resolution on approval of the basic contents of the contract for the purchase of a 1000 kN Universal Tensile and Compression Tester (Model: WA-1000B); a Asphalt and Soil Compression Tester (CBR and Marshall) (Model: LW-50); a set of multifunctional geotextile testing machines and equipment; and a Concrete Compression Tester (Model: TYA-2000) for Song Da Consulting Joint Stock Company	04/05 (reached 80% of total Board of Directors members) 01/05 Blank vote
43	38a/NQ-HDQT	August 26 th , 2025	Resolution on approval of the basic contents of the consultancy contract for package: Physical Hydraulic Model Testing and Dam Break Analysis – Se Bangfai 1 Hydropower Project, Lao PDR	05/05 (reached 100% of total Board of Directors members)
44	39/NQ-HDQT	September 4 th , 2025	Resolution on approval of the policy for purchase of pickup trucks serving production and business activities of Branches of Song Da Consulting Joint Stock Company – Construction Survey Enterprise and Construction Testing Center	04/05 (reached 80% of total Board of Directors members) 01/05 Other opinion
45	40/NQ-HDQT	September 16 th , 2025	Resolution on approval of the contents of the contract for the purchase of pickup trucks serving production and business activities as stated in Statement No. 125/TTr-SDCC dated September 12 th , 2025 of the General Director	04/05 (reached 80% of total Board of Directors members) 01/05 Other opinion
46	41/NQ-HDQT	September 23 rd , 2025	Resolution on approval of authorization for signing credit contracts, mortgage contracts, loan agreements, guarantee agreements and other documents related to borrowing activities and transactions with Banks	05/05 (reached 100% of total Board of Directors members)

No.	Resolution/ Decision number	Date	Contents	Rate of approval
47	42/NQ-HDQT	September 23 rd , 2025	Resolution on approval of bonuses for several units	05/05 (reached 100% of total Board of Directors members)
48	43/NQ-HDQT	September 23 rd , 2025	Resolution on approval of the policy for purchase of drilling survey machinery and equipment	05/05 (reached 100% of total Board of Directors members)
49	44/NQ-HDQT	September 23 rd , 2025	Resolution on approval of the basic contents of the subcontract for: Geological survey of Nam Kong 1A Hydropower Project, Lao PDR	05/05 (reached 100% of total Board of Directors members)
50	45/NQ-HDQT	September 25 th , 2025	Resolution on approval of the basic contents of the contract for the purchase of a GJ200-4 (4S) drilling machine with diesel engine and accessories for Song Da Consulting Joint Stock Company	04/05 (reached 80% of total Board of Directors members) 01/05 Blank vote
51	46/NQ-HDQT	October 20 th , 2025	Resolution of the Board of Directors' Meeting in Quarter IV/2025 attached with meeting minutes	05/05 (reached 100% of total Board of Directors members)
52	47/NQ-HDQT	October 30 th , 2025	Resolution on approval of: Regulations on functions and duties of the Company's departments	05/05 (reached 100% of total Board of Directors members)
53	48/NQ-HDQT	November 19 th , 2025	Resolution on approval of: Merger of the Electromechanical and Renewable Energy Consulting Center into Consulting Center 1	05/05 (reached 100% of total Board of Directors members)
54	49/NQ-HDQT	November 27 th , 2025	Resolution on approval of: Salary scale, payroll, and allowance policies for employees working for Song Da Consulting Joint Stock Company in accordance with Decree No. 293/2025/ND-CP dated November 10 th , 2025 of the Government stipulating the minimum wage for employees working under labor contracts	05/05 (reached 100% of total Board of Directors members)

No.	Resolution/ Decision number	Date	Contents	Rate of approval
55	50/NQ-HDQT	December 1 st , 2025	Resolution on approval of Regulations on standards and lump-sum allowances for telephone usage	05/05 (reached 100% of total Board of Directors members)
56	51/NQ-HDQT	December 1 st , 2025	Resolution on approval of the Regulations on Training and Human Resource Development of Song Da Consulting Joint Stock Company	05/05 (reached 100% of total Board of Directors members)
57	52/NQ-HDQT	December 26 th , 2025	Resolution on approval of the budget for emulation and reward activities in 2025 and aids for some cases on the occasion of Binh Ngo 2026 Tet Holiday	05/05 (reached 100% of total Board of Directors members)
II	Decisions			
01	01/QD-HDQT	February 14 th , 2025	Decision on establishment of the Council for liquidation and sale of fixed assets of Song Da Consulting Joint Stock Company	
02	02/QD-HDQT	February 26 th , 2025	Decision on establishment of a document appraisal team to serve the Annual General Meeting of Shareholders 2025 of Song Da Consulting Joint Stock Company	
03	03/QD-HDQT	May 6 th , 2025	Decision on establishment of Committee of Shareholders' Qualifications Verification to attend the Annual General Meeting of Shareholders 2025 of Song Da Consulting Joint Stock Company	
04	04/QD-HDQT	May 14 th , 2025	Decision on appointment of the Company's Chief Executive Officer for the 2025–2030 term	
05	04a /QD-HDQT	May 23 rd , 2025	Decision on appointment of the Company Secretary	
06	05/QD-HDQT	May 23 rd , 2025	Decision on appointment of the Corporate Governance Officer	
07	06/QD-HDQT	June 9 th , 2025	Decision on approval of budget for the vacation in 2025	
08	07/QD-HDQT	June 18 th , 2025	Decision on establishment of an inventory council at 0:00 on July 1st, 2025	

No.	Resolution/ Decision number	Date	Contents	Rate of approval
09	08/QD-HDQT	July 1 st , 2025	Decision on task assignment for Board of Directors' members of the Company	
10	09/QD-HDQT	July 10 th , 2025	Decision on bonuses for the Company's executive management and leadership	
11	10/QD-HDQT	September 4 th , 2025	Decision on approval of the policy for purchase of 2 pickup trucks	
12	11/QD-HDQT	September 23 rd , 2025	Decision on approval of the policy for purchase of drilling survey machinery and equipment	
13	12/QD-HDQT	October 30 th , 2025	Decision on promulgation of Regulations on functions and duties of the Company's departments	
14	13/QD-HDQT	November 19 th , 2025	Decision on Merger of the Electromechanical and Renewable Energy Consulting Center into Consulting Center 1	
15	14/QD-HDQT	November 27 th , 2025	Decision on approval of Salary scale, payroll, and allowance policies for employees working for Song Da Consulting Joint Stock Company in accordance with Decree No. 293/2025/ND-CP dated November 10 th , 2025 of the Government stipulating the minimum wage for employees working under labor contracts	
16	15/QD-HDQT	November 27 th , 2025	Decision on adjustment of salary for the Company's managerial officers under Decision No. 14/QD-HDQT dated November 27 th , 2025 of the Company's Board of Directors	
17	16/QD-HDQT	December 1 st , 2025	Decision on promulgation of Regulations on standards and lump-sum allowances for telephone usage	
18	17/QD-HDQT	December 1 st , 2025	Decision on promulgation of Regulations on Training and Human Resource Development of Song Da Consulting Joint Stock Company	
19	18/QD-HDQT	December 18 th , 2025	Decision on establishment of an inventory council at 0:00 on January 1 st , 2026.	

III. Supervisory Board:

1. Information about members of Supervisory Board:

STT	Full name	Position	Date of	Qualifications
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			appointment	
1	Trinh Thi Anh Dao	Chief	May 14 th , 2025	Bachelor of Economics (major in Accounting)
2	Nguyen Khanh Tung	Member	May 14 th , 2025	Hydrogeological – Geotechnical Engineer
3	Nguyen Quynh Trang	Member	April 19 th , 2010	Bachelor of Economics

2. Meetings of Supervisory Board

Total number of Supervisory Board's meetings in 2025 is 03 meetings. Of which:

a. Number of Meetings of the Supervisory Board of the 2020 - 2025 term (former) is 01 meeting

STT	Full name	Number of meetings with attendance	Attendance rate	Voting rate	Reason for absence
1	Bui Thi Kim Khanh	01	100%	100%	
2	Tran The Anh	01	100%	100%	
3	Nguyen Quynh Trang	01	100%	100%	

b. Number of Meetings of the Supervisory Board of the 2025 - 2030 term (appointed at the Annual General Meeting of Shareholders 2025 on May 14th, 2025) is 02 meetings

STT	Full name	Number of meetings with attendance	Attendance rate	Voting rate	Reason for absence
1	Trinh Thi Anh Dao	02	100%	100%	
2	Nguyen Khanh Tung	02	100%	100%	
3	Nguyen Quynh Trang	02	100%	100%	

3. Supervisory Board's supervision over Board of Directors, Board of Management and shareholders :

- Supervising the preparation of documents and procedures for holding the Annual General Meeting of Shareholders in 2025;
- Reviewing the procedures for issuing resolutions and decisions of the Board of Directors.
- Supervising the Board of Directors in implementing the Resolutions of General Meeting of Shareholders and supervising the Chief Executive Officer in implementing the resolutions and decisions of the Board of Directors.
- Checking the rationality, legality, honesty and prudence in business management and operation; the systematic consistency and appropriateness of accounting, statistics and preparation of financial statements.

4. Supervisory Board's coordination with the activities of Board of Directors, Board of Management and other managerial officers :

- Attending and participating in discussions at meetings of the Board of Directors, Board of Management and the Company's weekly meetings.
- Providing recommendations and proposals to the Board of Directors and Board of Management for promptly handling and correction of violations and mistakes in management and operation of the Company's production and business activities; monitoring the implementation of conclusions and decisions of the Board of Directors and Board of Management of the Company.
- Consulting the Board of Directors before submitting reports, conclusions and recommendations to the Company's General Meeting of Shareholders .

5. Other activities of Supervisory Board:

- Reporting on activities of the Supervisory Board at the Annual General Meeting of Shareholders.
- Participating in raising opinions for amending and supplementing the Company's internal management regulations.
- Appraising the Company's quarterly and annual financial statements.

IV. Board of Management

No.	Members of Board of Management	Date of birth	Qualifications	Date of appointment
1	Mr. Dinh Van Duan		Master of Engineering	- Initial appointment for the position of Chief Executive Officer of the Company: April 18 th , 2015 - Re-appointment: June 9 th , 2020 - Re-appointment: May 14 th , 2025
2	Mr. Nguyen Van Hoang		Master of Engineering	- Initial appointment for the position of Vice Chief Executive Officer of the Company: August 1 st 2017 - Re-appointment: September 15 th , 2022
3	Mr. Phung Hong Quang		Master of Engineering, Geological - Geotechnical Engineer and Bachelor of Economic Administration	Appointment for the position of Vice Chief Executive Officer of the Company since July 1 st , 2021

V. Chief Accountant

Full name	Date of birth	Qualifications	Date of Appointment
Le Minh Quyet		Bachelor of Economics	- Initial appointment: April 20 th , 2013 - Re-appointment: August 1 st , 2018

VI. Training on Corporate Governance: N/A.

VII. List of related persons of public company:

1. List of related persons of the Company (*see the Appendix I attached hereto*).
2. Transactions between the Company and its related persons; or between the company and major shareholders, insiders, related persons of insiders: **No transactions.**
3. Transactions between the company's insiders, related persons of insiders and subsidiaries, companies under control of the company: **No transactions.**
4. Transactions between the company and others
 - 4.1. Transactions between the company and companies in which members of Board of Directors, members of Supervisory Board, Chief Executive Officer and other managers have been founders or members of Board of Directors, Chief Executive Officer within the past three (03) years (as of the date of reporting): **No transactions.**
 - 4.2. Transactions between the company and companies in which related persons of members of Board of Directors, members of Supervisory Board, Chief Executive Officer and other managers are members of Board of Directors, Executive Officer (Chief Executive Officer): **No transactions.**
 - 4.3. Other transactions of the company (if any) that may bring material or immaterial benefits to members of Board of Directors, members of Supervisory Board, Chief Executive Officer and other managers: **No transactions.**

VIII. Stock transactions of insiders and their related persons:

1. List of insiders and their related persons (*see the Appendix II attached hereto*).
2. Transactions by insiders and their related persons on the company's stocks: **No transactions.**

IX. Other notes: N/A.

Recipients:

- As above;
- BOD Members; Supervisory Board members of the Company;
- Securities Team of the Company;
- Archived BOD, Personnel Organization.

ON BEHALF OF BOARD OF DIRECTORS



Pham Van Manh

APPENDIX I: LIST OF RELATED PERSONS OF PUBLIC COMPANY

(Version **EXCLUDING PERSONAL INFORMATION** of related persons of the Company; insiders and their related persons in accordance with Circular No. 96/2020/TT-BTC dated November 16th, 2020 of Ministry of Finance)

(Attached to Report No. 04 /BC-HDQT dated January 12th, 2026 of Board of Directors of Song Da Consulting Joint Stock Company)

No.	Name of organization/ individual	Securities trading account (if any)	Position in the company (if any)	ID card/Passport number, date of issue, place of issue				Contact address	Time of being the related person	Time of no longer being the related person	Reason	Relationship with the company
				Type of NSH (ID card, Citizen ID card, Passport, Business Registration Certificate)	NSH number	Date of issue of NSH	Place of issue					
1	2	3	4	5	6	7	8	9	10	11	12	13
1	Pham Van Manh		Chairman of Board of Directors						April 27 th , 2017			
2	Dinh Van Duan		Member of Board of Directors/ Chief Executive Officer						Member of Board of Directors: April 18 th , 2015. Chief Executive Officer: April 22 nd , 2015			

No.	Name of organization/ individual	Securities trading account (if any)	Position in the company (if any)	ID card/Passport number, date of issue, place of issue				Contact address	Time of being the related person	Time of no longer being the related person	Reason	Relationship with the company
				Type of NSH (ID card, Citizen ID card, Passport, Business Registration Certificate)	NSH number	Date of issue of NSH	Place of issue					
1	2	3	4	5	6	7	8	9	10	11	12	13
3	Nguyen Van Hoang		Member of Board of Directors/ Vice Chief Executive Officer						BOD Member: April 26 th , 2017 Vice Chief Executive Officer: August 1 st , 2017			
4	Pham Anh Duc		Member of Board of Directors						April 19 th , 2010			
5	Cu Van Vinh		Member of Board of Directors						April 18 th , 2015			
6	Phung Hong Quang		Vice Chief Executive Officer						July 1 st , 2021			
7	Trinh Thi Anh Dao		Chief of Supervisory Board						May 14 th , 2025			

No.	Name of organization/ individual	Securities trading account (if any)	Position in the company (if any)	ID card/Passport number, date of issue, place of issue				Contact address	Time of being the related person	Time of no longer being the related person	Reason	Relationship with the company
				Type of NSH (ID card, Citizen ID card, Passport, Business Registration Certificate)	NSH number	Date of issue of NSH	Place of issue					
1	2	3	4	5	6	7	8	9	10	11	12	13
8	Nguyen Quynh Trang		Member of Supervisory Board						April 19 th , 2010			
9	Nguyen Khanh Tung		Member of Supervisory Board						May 14 th , 2025			
10	Le Minh Quyet		Chief Accountant						April 20 th , 2013			
11	Hoang Thi Thanh Huyen		Company Secretary; Person in charge of corporate governance						June 17 th , 2020; May 14 th , 2025			
12	Song Da Corporation - JSC		Parent company of listed organization						2005			

APPENDIX II: LIST OF INSIDERS AND THEIR RELATED PERSONS (INDIVIDUALS, ORGANIZATIONS)

(Attached to Report No.04 /BC-HDQT January 12th, 2026 of Board of Directors of Song Da Consulting Joint Stock Company)

Stock code: SDC

Name of Company: Song Da Consulting Joint Stock Company

No.	Full name	Securities trading account	Position in the company	Relationship with the insider	ID card/Passport number, date of issue, place of issue				Contact address	Number of stocks currently held	Stock ownership ratio at the end of period	Note
					Type of NSH (ID card, Citizen ID card, Passport, Business Registration Certificate)	NSH number	Date of issue of NSH	Place of issue				
1	2	3	4		5	6	7	8	9	10	11	12
<i>Text</i>	<i>Text</i>		<i>Text</i>	<i>Text</i>	<i>Text</i>	<i>Text</i>	<i>Date (dd/mm/yyyy)</i>	<i>Text</i>	<i>Text</i>	<i>Text</i>	<i>Text</i>	<i>Text</i>
1	Pham Van Manh		Chairman of Board of Directors							0		vndirect
1.01	Pham Thi Thom			Biological mother								
1.02	Pham Van Dong			Biological father								deceased
1.03	Tran Ngoc Tuyen			father-in-law								No information provided

No.	Full name	Securities trading account	Position in the company	Relationship with the insider	ID card/Passport number, date of issue, place of issue				Contact address	Number of stocks currently held	Stock ownership ratio at the end of period	Note
					Type of NSH (ID card, Citizen ID card, Passport, Business Registration Certificate)	NSH number	Date of issue of NSH	Place of issue				
1.04	Nguyen Thi Hong			mother-in-law								No information provided
1.05	Tran Thi Hoa			wife								
1.06	Pham Khanh Chi			biological child								immature
1.07	Pham Khanh Linh			biological child								immature
1.08	Pham Thi Ly			younger sister								No information provided
1.09	Pham Van Cuong			younger brother								
1.10	Pham Thi Ly			younger sister								No information provided
1.11	Pham Truong Giang			younger brother								No information provided
1.12	Nguyen Van Yen			Younger brother-in-law								No information provided

No.	Full name	Securities trading account	Position in the company	Relationship with the insider	ID card/Passport number, date of issue, place of issue				Contact address	Number of stocks currently held	Stock ownership ratio at the end of period	Note
					Type of NSH (ID card, Citizen ID card, Passport, Business Registration Certificate)	NSH number	Date of issue of NSH	Place of issue				
1.13	Pham Thuy Linh			Younger sister-in-law								No information provided
1.14	Do Van Ha			Younger brother-in-law								No information provided
1.15	Nguyen Thuy Vinh			Younger sister-in-law								No information provided
2	Dinh Van Duan		Member of Board of Directors/ Chief Executive Officer							0		FPT
2.01	Nguyen Thi Ha			Wife								
2.02	Dinh Trong Duc			biological child								Immature
2.03	Dinh Ngoc Tung			biological child								Immature

No.	Full name	Securities trading account	Position in the company	Relationship with the insider	ID card/Passport number, date of issue, place of issue				Contact address	Number of stocks currently held	Stock ownership ratio at the end of period	Note
					Type of NSH (ID card, Citizen ID card, Passport, Business Registration Certificate)	NSH number	Date of issue of NSH	Place of issue				
2.04	Dinh Van San			biological father								
2.05	Dao Thi Long			biological mother								
2.06	Nguyen Van Hai			Father-in-law								
2.07	Nguyen Thi Binh			Mother-in-law								
2.08	Dinh Thi Hanh			younger sister								
2.09	Nguyen Tien Hau			younger brother-in-law								
3	Nguyen Van Hoang		Member of Board of Directors/ Vice Chief Executive Officer							0	0	
3.01	Nguyen Van Sang			biological father						0	0	
3.02	Nguyen Thi Ngai			biological mother						0	0	

No.	Full name	Securities trading account	Position in the company	Relationship with the insider	ID card/Passport number, date of issue, place of issue				Contact address	Number of stocks currently held	Stock ownership ratio at the end of period	Note
					Type of NSH (ID card, Citizen ID card, Passport, Business Registration Certificate)	NSH number	Date of issue of NSH	Place of issue				
3.03	Nguyen Thu Hang			Wife						0	0	
3.04	Nguyen Hoang Lan			biological child						0	0	
3.05	Nguyen Truong Phuc			biological child						0	0	
3.06	Nguyen Thi Thuan			elder sister						0	0	
3.07	Nguyen Thi Kim Thoi			younger sister						0	0	
3.08	Nguyen Thi Thoan			younger sister						0	0	
3.09	Nguyen Thi Ut Hoa			younger sister						0	0	
3.10	Nguyen Van Dung			younger brother						0	0	
3.11	Nguyen Van Tuy			father-in-law						0	0	
3.12	Nguyen Thi Than			mother-in-law						0	0	
3.13	Nguyen Huu Thang			elder brother-in-law						0	0	

No.	Full name	Securities trading account	Position in the company	Relationship with the insider	ID card/Passport number, date of issue, place of issue				Contact address	Number of stocks currently held	Stock ownership ratio at the end of period	Note
					Type of NSH (ID card, Citizen ID card, Passport, Business Registration Certificate)	NSH number	Date of issue of NSH	Place of issue				
3.14	Ngo Quang Vinh			younger brother-in-law						0	0	
3.15	Doan Van Du			younger brother-in-law						0	0	
3.16	Nguyen Thi Anh			younger sister-in-law						0	0	
4	Pham Anh Duc		Member of Board of Directors							647,468	24.8	
4.01	Nguyen Thi My Huong			wife						2,466	0.09	
5	Cu Van Vinh		Member of Board of Directors							882	0	ACB
5.01	Nguyen Thi Huyen			Wife								
5.02	Cu Duc Anh			biological child								
5.03	Cu Bao Quang			biological child								
5.04	Cu Van Nghinh			biological father								

No.	Full name	Securities trading account	Position in the company	Relationship with the insider	ID card/Passport number, date of issue, place of issue				Contact address	Number of stocks currently held	Stock ownership ratio at the end of period	Note
					Type of NSH (ID card, Citizen ID card, Passport, Business Registration Certificate)	NSH number	Date of issue of NSH	Place of issue				
5.05	Cu Thi Giang			biological mother								
5.06	Nguyen Van Son			Father-in-law								
5.07	Nguyen Thi Thanh			Mother-in-law								
5.08	Cu Van Minh			elder brother								
5.09	Mai Thi Dinh			elder sister-in-law								
5.10	Cu Trung Son			younger brother								
5.11	Pham Thi Ly			younger sister-in-law								
6	Phung Hong Quang		Vice Chief Executive Officer							11000	0	SSI
6.01	Pham Thi Viet Nga			Wife								
6.02	Phung Minh Trang			biological child								Immature
6.03	Phung Quang Nhat			biological child								Immature
6.04	Phung Trung Lap			biological father								

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					Type of NSH (ID card, Citizen ID card, Passport, Business Registration Certificate)	NSH number	Date of issue of NSH	Place of issue				
6.05	Hoang Thi Hoa			biological mother								
6.06	Phung Quoc Huong			elder brother								
6.07	Hoang Thi Xuan			elder sister-in-law								
6.08	Phung Thi Kim Cuc			elder sister								
6.09	Doan Trung Kien			elder brother-in-law								
6.10	Pham Van Ty			father-in-law								
6.11	Nguyen Hoang Lan			mother-in-law								
7	Trinh Thi Anh Dao		Chief of Supervisory Board									
7.01	Trinh Xuan Cuong			biological father								
7.02	Nguyen Thi San			biological mother								
7.03	Luong Van Son			father-in-law								
7.04	Nguyen Thi kim Oanh			mother-in-law								

No.	Full name	Securities trading account	Position in the company	Relationship with the insider	ID card/Passport number, date of issue, place of issue				Contact address	Number of stocks currently held	Stock ownership ratio at the end of period	Note
					Type of NSH (ID card, Citizen ID card, Passport, Business Registration Certificate)	NSH number	Date of issue of NSH	Place of issue				
7.05	Luong Xuan Truong			husband								
7.06	Luong Thien Nhan			biological child								
7.07	Trinh Thu Nga			elder sister								
7.08	Trinh Thuy Duong			elder sister								
7.09	Nguyen Ngoc Tan			elder brother-in-law								
8	Nguyen Quynh Trang		Member of Supervisory Board									
8.01	Nguyen Nhu Thinh			biological father								
8.02	Pham Thi Kim Cham			biological mother								
8.03	Nguyen Quoc Bao			biological child								immature
8.04	Nguyen Nhu Dung			younger brother								

No.	Full name	Securities trading account	Position in the company	Relationship with the insider	ID card/Passport number, date of issue, place of issue				Contact address	Number of stocks currently held	Stock ownership ratio at the end of period	Note
					Type of NSH (ID card, Citizen ID card, Passport, Business Registration Certificate)	NSH number	Date of issue of NSH	Place of issue				
8.05	Nguyen Thu Huyen			younger sister-in-law								
9	Nguyen Khanh Tung		Member of Supervisory Board							144		
9.01	Nguyen Huu Tuat			biological father								
9.02	Dang Thi Huy			biological mother								
9.03	Nguyen Thi Phuong Nga			Wife								
9.04	Nguyen Nhat Nam			biological child								
9.05	Nguyen Khanh Chi			biological child								
9.06	Nguyen Anh Tuan			elder brother								
9.07	Nguyen Thi Thu Ha			elder sister								
9.08	Nguyen Thi Hoai Phuong			younger sister								

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					Type of NSH (ID card, Citizen ID card, Passport, Business Registration Certificate)	NSH number	Date of issue of NSH	Place of issue				
9.09	Duong Tuan Tung			elder brother-in-law								
9.10	Nguyen Duc Bang			younger brother-in-law								
9.11	Nguyen Nhu La			father-in-law								
9.12	Nguyen Thi Chinh			mother-in-law								
10	Le Minh Quyet		Chief Accountant							0		vndirect
10.01	Nguyen Thi Tham			biological mother								
10.02	Le Thi Phuong Lien			Wife								
10.03	Le Duy Loi			biological child								
10.04	Le Ngoc Diep			biological child								
10.05	Le Binh Minh			elder brother								
10.06	Le Xuan Cuong			elder brother								
10.07	Le Thi Tham			elder sister								
10.08	Le Thi Hong Thiet			elder sister								

No.	Full name	Securities trading account	Position in the company	Relationship with the insider	ID card/Passport number, date of issue, place of issue				Contact address	Number of stocks currently held	Stock ownership ratio at the end of period	Note
					Type of NSH (ID card, Citizen ID card, Passport, Business Registration Certificate)	NSH number	Date of issue of NSH	Place of issue				
10.09	Le Thi Hong Quyen			younger sister								
10.10	Le Van Tien			father-in-law								
10.11	Le Thi Truc			mother-in-law								
10.12	Le Viet Phuong			wife's younger brother								
11	Hoang Thi Thanh Huyen		Company Secretary; Person in charge of corporate governance							556	0	
11.01	Nguyen Huy Thang			Husband								
11.02	Nguyen Thi Ngoc Anh			biological child								
11.03	Nguyen Ngoc Bich			biological child								Immature

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					Type of NSH (ID card, Citizen ID card, Passport, Business Registration Certificate)	NSH number	Date of issue of NSH	Place of issue				
11.04	Hoang Van Manh			biological father								
11.05	Nguyen Thi Luc			biological mother								Deceased
11.06	Nguyen Huy Thuc			father-in-law								
11.07	Nguyen Thi Dung			mother-in-law								
11.08	Hoang Van Hung			elder brother								
11.09	Hoang Thi Ha			elder sister								
11.10	Hoang Thi Hoai			elder sister								
11.11	Hoang Van Hieu			elder brother								
11.12	Nguyen Tuan Ngoc			elder brother-in-law						4698		
11.13	Ta Van Thanh			elder brother-in-law								
11.14	Pham Thi Minh Tam			elder sister-in-law								

No.	Full name	Securities trading account	Position in the company	Relationship with the insider	ID card/Passport number, date of issue, place of issue				Contact address	Number of stocks currently held	Stock ownership ratio at the end of period	Note
					Type of NSH (ID card, Citizen ID card, Passport, Business Registration Certificate)	NSH number	Date of issue of NSH	Place of issue				
12	Song Da Corporation - Joint Stock Company			Parent company of listed organization						1,331,100	51.01	