

No.: 03/2026/CBTT-SBD

Ho Chi Minh City, January 26, 2026

PERIODIC INFORMATION DISCLOSURE

To: Hanoi Stock Exchange

1. Name of organization: **SAO BAC DAU TECHNOLOGIES CORPORATION**

- Stock code: SBD

- Address: Block U.14b – 16a, Road 22, Tan Thuan EPZ, Tan Thuan Ward, Ho Chi Minh City

- Tel: 028 37700968

Fax: 028 37700968

- Email: info@saobacdau.vn

Website: <https://saobacdau.vn/>

2. Contents of disclosure:

- Disclosure of the Corporate Governance Report for the year 2025.

3. This information has been disclosed on the Company's website on January 26, 2026, at the following link: <https://saobacdau.vn>.

The Company hereby confirms that the information disclosed herein is true and accurate, and assumes full responsibility before the law for the contents of this disclosure.

Attached document:

- The Corporate Governance Report for the year 2025

Organization representative

Legal representative/ Authorized person for disclosure

(Signature, full name, position, and seal)

Executive Chairman



No: 01/2026/BCQT-SBD

Ho Chi Minh City, 26 January 2026

CORPORATE GOVERNANCE REPORT

(For the Year 2025)

To: Hanoi Stock Exchange

Name of the company: SAOBACDAU TECHNOLOGIES CORPORATION
Head office address: Block U.14b – 16a, Road 22, Tan Thuan EPZ, Tan Thuan Ward, Ho Chi Minh City
Telephone: 028 37700968 Fax: 028 37700969
Email: info@saobacdau.vn
Charter capital: 139,164,800,000 VND
Stock code: SBD
Governance model: General Meeting of Shareholders, Board of Directors, Supervisory Board, and Chief Executive Officer.
Implementation of internal audit: Not yet conducted

I. Activities of the General Meeting of Shareholders

Information on meetings, resolutions of the General Meeting of Shareholders (“GMS”)

No.	Resolution No.	Date	Content
			The Resolution of the 2025 Annual General Meeting of Shareholders (GMS) of SBD approves the following matters:
1	01/2025/NQ-DHĐCĐ	29/07/2025	Approve the Parent Company's and Consolidated Financial Statements for the fiscal year 2024 (ending on March 31, 2025), as audited by RSM Vietnam Auditing and Consulting Co., Ltd., a Member of RSM International. Approve the appointment of RSM Vietnam Auditing and Consulting Co., Ltd., a member of RSM International, as the independent auditor for SaoBacDau Technologies Corporation for

			the fiscal year 2025, covering the audits of the Parent Company and the Consolidated Financial Statements.
			Approve the Profit Distribution Plan for the Fiscal Year 2024.
			Approve the Business and Production Plan for Fiscal Year 2025.
			Approve the BOD Report for the Fiscal Year 2024 and the Operational Plan and Budget for Fiscal Year 2025.
			Approve the amended Regulations on the Operation of the Supervisory Board and authorize the Supervisory Board to promulgate them.
			Approve the Supervisory Board's Report for the Fiscal Year 2024 and its Operational Plan and Budget for Fiscal Year 2025.

II. Board of Directors (2025):

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

No.	BOD Member	Position/ Member type	Date of appointment	Date of cessation
1	Mr. Nguyen Duc Quang	Chairman <i>Non-executive</i>	16/07/2022	—
2	Mr. Do Van Hao	Vice Chairman <i>Non-executive</i>	16/07/2022	—
3	Mr. Nguyen Viet Thang	Vice Chairman <i>Non-executive</i>	16/07/2022	—
4	Mr. Nguyen Hong Minh	BOD Member <i>Non-executive</i>	16/07/2024	—
5	Mr. Nguyen Xuan Truong	BOD Member <i>Executive</i>	16/07/2022	—
6	Mr. Dang Nam Son	BOD Member	16/07/2022	—

		<i>Non-executive</i>		
7	Mr. Nguyen Tuan Nghia	BOD Member <i>Non-executive</i>	16/07/2022	—

2. Meetings of the Board of Directors:

No.	BOD Member	Meetings attended	Attendance rate	Reasons for absence
1	Mr. Nguyen Duc Quang	21/21	100%	—
2	Mr. Do Van Hao	21/21	100%	—
3	Mr. Nguyen Viet Thang	21/21	100%	—
4	Mr. Nguyen Hong Minh	21/21	100%	—
5	Mr. Nguyen Xuan Truong	21/21	100%	—
6	Mr. Dang Nam Son	21/21	100%	—
7	Mr. Nguyen Tuan Nghia	21/21	100%	—

3. Supervision of the Board of Management (BOM) by the Board of Directors (BOD)

The Chief Executive Officer and Management levels executed their tasks under the Company's Charter, the Resolutions of the GMS, the BOD, and within their authorized scopes, which included:

- Prepared the 2025 Business Plan and submitted it to the Annual GMS for approval.
- Coordinated the independent audit of the 2024 Financial Statements and reviewed the semi-annual Financial Statements for 2025 as at September 30, 2025.
- Reviewed internal systems, ensured operational safety, and proactively mitigated risks.

4. Activities of the Board of Directors subcommittees

- The Board of Directors established the Internal Control Board under the Board on January 2, 2024. During the reporting period, the Internal Control Board performed its duties in accordance with its regulations and annual plan, including: reviewing the handling of the Independent Auditor's recommendations; coordinating with the Supervisory Board and the Management Board in routine activities, finalization of accounts, and the resolution of doubtful receivables; participating in and monitoring the development of the Company's Compliance Management System (CMS); recommending amendments to the Regulations on the Operation of the Supervisory Board to meet risk

management and transparency requirements; and alerting the Board of Directors to potential risks in the Company's business operations while proposing appropriate remedial measures.

- The Internal Control Board was dissolved as of August 1, 2025 in order to restructure the organizational model towards a more streamlined and efficient structure, in compliance with applicable laws and regulations and in line with the Company's corporate governance orientation in the new phase.

5. Resolutions of the Board of Directors (2025)

No.	Resolution No.	Date	Content	Approval rate
1	01/2025/NQ-HĐQT	02/01/2025	Approve the designation of authorized signatories for the Company's bank accounts.	100%
2	02/2025/NQ-HĐQT	06/01/2025	Approve the credit limits at Vietnam Technological and Commercial Joint Stock Bank (Techcombank).	100%
3	03/2025/NQ-HĐQT	05/02/2025	Approve the dissolution plan of SBD Solution.	100%
4	04/2025/NQ-HĐQT	24/02/2025	Approve the dismissal of Mr. Pham Tran Ngoc Chuong from the position of Internal Control Board Member.	100%
5	05/2025/NQ-HĐQT	27/05/2025	Approve the record date for shareholders to attend the 2025 Annual General Meeting of Shareholders.	100%
6	06/2025/NQ-HĐQT	30/05/2025	Approve the provision for the Ministry of Foreign Affairs project.	100%
7	07/2025/NQ-HĐQT	25/06/2025	Approve the Chairman of the Board of Directors to sign the audited consolidated Financial Statements for 2024 in accordance with the Company's Charter.	100%
8	08/2025/NQ-HĐQT	01/07/2025	Approve the dismissal of Mr. Nguyen Hong Minh from the position of Chief Executive Officer.	100%

9	09/2025/NQ-HĐQT	01/07/2025	Approve the dismissal of Mr. Nguyen Xuan Truong from the position of Vice President.	100%
10	10/2025/NQ-HĐQT	01/07/2025	Approve the appointment of Mr. Nguyen Xuan Truong as Chief Executive Officer of the Company.	100%
11	11/2025/NQ-HĐQT	01/07/2025	Approve the appointment of Mr. Hoang Manh Cuong as Chief Technology Officer (CTO).	100%
12	12/2025/NQ-HĐQT	01/07/2025	Approve the appointment of Mr. Le Quoc Khanh as Vice President of Sales.	100%
13	13/2025/NQ-HĐQT	01/07/2025	Approve the appointment of Ms. Ta Thi Hong Dao as Chief Operating Officer (COO).	100%
14	14/2025/NQ-HĐQT	02/07/2025	Approve the designation of authorized signatories for the Company's bank accounts.	100%
15	15/2025/NQ-HĐQT	01/08/2025	Approve the dismissal of Mr. Ngo Tien Manh from the position of Chief Accountant.	100%
16	16/2025/NQ-HĐQT	01/08/2025	Approve the appointment of Mr. Ngo Tien Manh as Chief Financial Officer (CFO).	100%
17	17/2025/NQ-HĐQT	01/08/2025	Approve the appointment of Ms. Ngo Le Viet Anh as Chief Accountant.	100%
18	18/2025/NQ-HĐQT	01/08/2025	Approve the dissolution of the Internal Control Board.	100%
19	19/2025/NQ-HĐQT	01/08/2025	Approve the adjusted designation of authorized signatories for the Company's bank accounts.	100%
20	20/2025/NQ-HĐQT	03/10/2025	Approve the capital contribution to HISSC.	100%
21	21/2025/NQ-HĐQT	12/11/2025	Approve the reduction of the ownership ratio in Qi Technologies.	100%

22	22/2025/NQ-HĐQT	15/12/2025	Approve the transfer of all contributed capital in CEH.	100%
23	23/2025/NQ-HĐQT	16/12/2025	Approve the credit limits at Joint Stock Commercial Bank for Foreign Trade of Vietnam (Vietcombank).	100%

III. Supervisory Board (2025)

1. Information about members of the Supervisory Board:

No	Supervisory Board Member	Position	Date of appointment / cessation	Qualification
1	Ms. Mai Thi Thuy Mai	Head of the Supervisory Board	16/07/2022	Bachelor's degree in Economics
2	Ms. Dang Thi Thanh Huong	Member	16/07/2022	Bachelor's degree in Accounting
3	Ms. Tran Thi My Nhi	Member	19/07/2023	Bachelor's degree in Accounting

2. Meetings of the Supervisory Board

No.	Supervisory Board Member	Meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Ms. Mai Thi Thuy Mai	4/4	100%	100%	—
2	Ms. Dang Thi Thanh Huong	4/4	100%	100%	—
3	Ms. Tran Thi My Nhi	4/4	100%	100%	—

3. Supervision by the Supervisory Board (SB) of the Board of Directors (BOD), the Board of Management (BOM), and Shareholders:

- The SB is invited to attend all meetings of the BOD, thereby promptly keeping informed of the Company's strategic orientations, business performance, and other significant matters in order to perform its supervisory functions in accordance with regulations.
- Through its supervisory activities, the SB has determined that the BOD and the BOM have performed

their functions, duties, and powers in compliance with applicable laws, the Company's Charter, and the Resolutions of the General Meeting of Shareholders (GMS).

- During the reporting period, the BOD and the BOM fully and timely provided information and documents as requested by the SB. In addition, the SB did not receive any written complaints from shareholders regarding violations by members of the BOD, the BOM, or management personnel that could adversely affect the lawful rights and interests of shareholders.
- Based on the results of its supervisory activities, the SB has no special recommendations to the BOD or the BOM during the reporting period.

4. The coordination among the Supervisory Board, the Board of Management, the Board of Directors, and other Managers:

- The SB coordinates with the BOD and the BOM in supervising compliance with the Company's Charter, the Resolutions of the General Meeting of Shareholders, and relevant legal regulations.
- The SB reviews periodic reports prepared by the BOM and examines the Company's quarterly, semi-annual, and annual financial statements to assess their accuracy, fairness, and compliance with applicable accounting standards and regulations.
- In the course of its operations, the SB maintains cooperative working relationships with the BOD, the BOM, and functional departments on the principles of independence and objectivity, with a view to safeguarding the lawful interests of the Company and its shareholders.

5. Other activities of the Supervisory Board: None

IV. Board of Management

The Board of Management includes:

No.	Members of the Board of Management	Position	Date of birth	Qualification	Date of appointment	Date of cessation	Notes
1	Mr. Nguyễn Hồng Minh	Chief Executive Officer	12/01/1970	MBA (Marketing and Finance); Master of Professional Accounting	24/03/2023	01/07/2025	
2	Mr. Nguyễn Xuân Trường	Chief Executive Officer	25/04/1977	Bachelor's degree	01/07/2025		
2	Mr. Nguyễn Xuân Trường	Vice President	25/04/1977	Bachelor's degree	03/04/2023	01/07/2025	
3	Mr. Trần Tuyên Đức	Vice President	05/01/1969	Bachelor's degree	17/01/2023		
4	Mr. Hoàng Mạnh Cường	CTO	23/05/1983	Bachelor's degree	01/07/2025		

5	Mr. Lê Quốc Khánh	VP Sales	02/09/1978	Bachelor's degree	01/07/2025		
6	Ms. Tạ Thị Hồng Đào	COO	13/04/1978	Bachelor's degree	01/07/2025		
7	Mr. Ông Ngô Tiến Mạnh	CFO	31/08/1979	Bachelor's degree	01/08/2025		

V. Chief Accountant

Full name	Date of birth	Qualification	Date of appointment	Date of cessation	Notes
Mr. Ngô Tiến Mạnh	31/08/1979	Bachelor's degree	23/08/2022	01/08/2025	
Ms. Ngô Lê Việt Anh	06/11/1985	Bachelor's degree	01/08/2025		

VI. Training courses on Corporate Governance:

- The person in charge of corporate governance participated in training conferences and professional seminars organized by the State Securities Commission of Vietnam and the Hanoi Stock Exchange, and also attended a corporate governance training course.

VII. The list of affiliated persons of the public company (annual report) and transactions of affiliated persons of the Company)

1. The list of affiliated persons of the Company:

No	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
A. BOARD OF DIRECTORS									
1	Nguyễn Đức Quang		Chairman, Legal Representative			16/07/2022			Internal person
	Đỗ Thụy Như Thùy		None			16/07/2022			Wife
	Nguyễn Thị Thu Hương		None			16/07/2022			Mother in law
	Nguyễn Quang Nhật		None			16/07/2022			Son
	Nguyễn Bảo Anh		None			16/07/2022			Daughter
	Nguyễn Minh Đức		None			16/07/2022			Father
	Nguyễn Thị Bình Minh		None			16/07/2022			Mother
	Nguyễn Minh Bảo Ngọc		None			16/07/2022			Sister
	Trần Hoài Nam		None			16/07/2022			Brother in law
	Nguyễn Minh Bảo Châu		None			16/07/2022			Sister

				Police Department for Administrative Management of Social Order					
	South Technology Joint Stock Company (SBD South)			0314167708 21/12/2016 Ho Chi Minh Department for Planing and Investment	63/37 b Tan Chanh Hiep 34 Street, Ward 17, Tan Chanh Hiep Ward, District 12, HCMC				Chairman
	Telecom Service Joint Stock Company (SBD Telecom)			0107426513 10/05/2016 Ho Chi Minh Department for Planing and Investment	Block U.14b – 16a, Road 22, Tan Thuan EPZ, Tan Thuan Ward, HCMC				Chairman
2	Đỗ Văn Hào		Vice Chairman			16/07/2022			Internal person
	Vũ Thị Thanh Vân		None			16/07/2022			Wife
	Đỗ Bắc Hà		None			16/07/2022			Son
	Đỗ Hà Anh		None			16/07/2022			Daughter
	Đỗ Hà Anh Thư		None			16/07/2022			Daughter
	Vũ Quang Thiệu		None			16/07/2022			Father in law

Vũ Thị Liên		None			16/07/2022			Mother in law
Đỗ Văn Công		None			16/07/2022			Brother
Lê Thị Xiêm		None			16/07/2022			Sister in law
Đỗ Thị Tâm		None			16/07/2022			Sister
Nghiêm Văn Thực		None			16/07/2022			Brother in law
Đỗ Thị Bình		None			16/07/2022			Sister
Phạm Văn Tuần		None			16/07/2022			Brother in law
Đỗ Văn Định		None			16/07/2022			Brother
Trần Thị Hiền		None			16/07/2022			Sister in law
Đỗ Thị Đĩnh		None			16/07/2022			Sister
Đỗ Văn Hiền		None			16/07/2022			Brother
Nguyễn Thị Kim Phượng		None			16/07/2022			Sister in law
SaoBacDau South Technology Joint Stock Company (SBD South)			0314167708 21/12/2016 Ho Chi Minh Department for Planing and Investment	63/37b Tan Chanh Hiep 34 Street, Ward 17, Tan Chanh Hiep Ward, District 12, HCMC				BOD Member
DCT Technology Solutions Company Limited (DCT)			0312301757 29/05/2013 Ho Chi Minh Department for Planing and Investment	585/6 Su Van Hanh Street, Ward 13, District 10, HCMC				Capital representative
Qi Technologies Corporation (Qi Technologies)			0305350288 30/11/2007 Ho Chi Minh Department for Planing and Investment	Block U.14b – 16a, Road 22, Tan Thuan EPZ, Tan Thuan Ward, HCMC				Chairman, Capital representative

	PMS Building Management Joint Stock Company (PMS Pro)			0314109368	G 02.24 Galaxy 9 Building, Ward 1, District 4, HCMC				Chairman
3	Nguyễn Việt Thắng		Vice Chairman			16/07/2022			Internal person
	Nguyễn Việt Thái Phúc		None			16/07/2022			Son
	Nguyễn Việt Minh Đức		None			16/07/2022			Son
	Nguyễn Việt Minh Châu		None			16/07/2022			Daughter
	Nguyễn Việt Anh Thư		None			16/07/2022			Daughter
	Nguyễn Việt Cường		None			16/07/2022			Father
	Nguyễn Thị Liên		None			16/07/2022			Mother
	Nguyễn Việt Nam		None			16/07/2022			Brother
	Nguyễn Thị Dung		None			16/07/2022			Sister in law
	Qì Technologies Corporation (Qì Technologies)			0305350288 30/11/2007 Ho Chi Minh Department for Planing and Investment	Block U.14b – 16a, Road 22, Tan Thuan EPZ, Tan Thuan Ward, HCMC				Vice chairman
	Vietnam Professional Milk Joint Stock Company (VPMilk)			0311871553	21A Nguyen Thi Thap Street, Tan Phu Ward, District 7, HCMC				Vice chairman/ Vice President

	Starlinks Logistics Company				11th Floor, Hai Au Building - 39B Truong Son, Ward 4, Tan Binh District, HCMC				Chairman
4	Nguyễn Hồng Minh		BOD Member			16/07/2024			Internal person
	Trương Vĩnh Minh Thảo		None			24/03/2023			Wife
	Nguyễn Hồng Minh Quang		None			24/03/2023			Son
	Nguyễn Hồng Minh Thi		None			24/03/2023			Daughter
	Chung Thị Bích		None			24/03/2023			Mother
	Nguyễn Kim Dung		None			24/03/2023			Sister
	Nguyễn Hồng Phong		None			24/03/2023			Brother
	Nguyễn Hoàng Tường		None			24/03/2023			Brother
	Global Electrical Engineering Joint Stock Company			0301446863	No. 1 Sang Tao Street, Tan Thuan Ward, HCMC, Vietnam	03/7/2025	04/11/2025		Independent BOD Member
	ITD Technology Joint Stock Company			0301596604	No. 1 Sang Tao Street, Tan Thuan Ward, HCMC, Vietnam	04/11/2025			Vice President

	ITD Solutions Joint Stock Compan			0301452553	No. 1 Sang Tao Street, Tan Thuan Ward, HCMC, Vietnam	10/11/2025			BOD Member
	Tan Tien Automation Technology Joint Stock Company			0301442611	No. 1 Sang Tao Street, Tan Thuan Ward, HCMC, Vietnam	18/9/2025			BOD Member
5	Nguyễn Xuân Trường		BOD Member			16/07/2022			Internal person
	Nguyễn Thu Mai		None			16/07/2022			Wife
	Nguyễn Việt Hải		None			16/07/2022			Father in law
	Nguyễn Thị Quế		None			16/07/2022			Mother in law
	Nguyễn Tường Minh		None			16/07/2022			Child
	Nguyễn Hà Khoa		None			16/07/2022			Son
	Nguyễn Thị Huệ		None			16/07/2022			Mother
	Nguyễn Thu Hương		None			16/07/2022			Sister
	Đỗ Quốc Trường		None			16/07/2022			Brother in law
	Nguyễn Xuân Sinh		None			16/07/2022			Sister
	Nguyễn Thị Giang		None			16/07/2022			Sister in law
6	Đặng Nam Sơn		BOD Member			16/07/2022			Internal person
	Đỗ Hồng Vân		None			16/07/2022			Wife
	Đặng Bảo Hân		None			16/07/2022			Daughter
	Đặng Dạ Khanh		None			16/07/2022			Daughter

	Đặng Đình Anh		None			16/07/2022			Son
	Đặng Đình Luyện		None			16/07/2022			Father
	Nguyễn Thị Nguyệt		None			16/07/2022			Mother
	Nguyễn Thị Hiền		None			16/07/2022			Mother in law
	Đỗ Văn Tâm		None			16/07/2022			Father in law
	Đặng Hương Giang		None			16/07/2022			Sister
	Nguyễn Hữu Huân		None			16/07/2022			Brother in law
	Grande Joint Stock Company			0105410589 Ha Noi Department for Planing and Investment	129 Chua Lang Street, Dong Da District, Hanoi				Chairman
	Flexfit Joint Stock Company			0107295571 14/01/2016 Ha Noi Department for Planing and Investment	4th Floor, No. 8, Trang Thi Street, Hang Trong Ward, Hoan Kiem District, Ha Noi				Chairman
7	Nguyễn Tuấn Nghĩa		BOD Member			16/07/2022			Internal person
	Trương Thị Thu Hương		None			16/07/2022			Wife
	Trần Thị Kim Xuyên		None			16/07/2022			Mother in law
	Vũ Thị Mỹ Dung		None			16/07/2022			Mother
	Nguyễn Quý Thiện		None			16/07/2022			Father
	Nguyễn Phương Anh		None			16/07/2022			Daughter
	Nguyễn Phương Mai		None			16/07/2022			Daughter
	Nguyễn Thị Quỳnh Ngọc		None			16/07/2022			Sister
	ANS Direct Pty Ltd (ANSCENTER)					16/07/2022			CHIEF EXECUTIVE

									OFFICER/CT O
B. SUPERVISORY BOARD									
1	Mai Thị Thúy Mai		Head of the Supervisory Board			16/07/2022			Internal person
	Hoàng Vũ Sao Mai		None			16/07/2022			Daughter
	Lin Kevin		None			16/07/2022			Son in law
	Hoàng Mai Hải Vân		None			16/07/2022			Daughter
	Mai Sung		None			16/07/2022			Brother
	Hoàng Ngọc Thúy		None			16/07/2022			Sister in law
	Mai Thị Mai Hương		None			16/07/2022			Sister
2	Đặng Thị Thanh Hương		Supervisory Board Member			16/07/2022			Internal person
	Bùi Anh Tâm		None			16/07/2022			Husband
	Đào Thị Thoa		None			16/07/2022			Mother in law
	Bùi Đặng Anh Vũ		None			16/07/2022			Son
	Bùi Đặng Minh Phú		None			16/07/2022			Son
	Đặng Đình Bạch		None			16/07/2022			Father

[illegible]

1	Nguyễn Xuân Trường		Chief Executive Officer / Legal Representative			01/07/2025			Internal person See more details in part A: Board of Directors
2	Trần Tuyên Đức		Vice President			17/01/2023			Internal person
	Trần Phương Lan		None			17/01/2023			Wife
	Trần Phương Khanh		None			17/01/2023			Daughter
	Trần Lam Khanh		None			17/01/2023			Daughter
	Trần Đan Khanh		None			17/01/2023			Daughter
	Nguyễn Thị Kim Tuyên		None			17/01/2023			Mother
	SaoBacDau South Technology Joint Stock Company (SBD South)			0314167708 21/12/2016 Ho Chi Minh Department for Planing and Investment	63/37 b Tan Chanh Hiep 34 Street, Ward 17, Tan Chanh Hiep Ward, District 12, HCMC	17/01/2023			BOD Member Chief Executive Officer
3	Ngô Tiến Mạnh		Chief Financial Officer	022079002618 22/11/2021	499/6/31 Quang Trung Street, Ward	01/08/2025			Internal person

				Police Department for Administrative Management of Social Order	10, Go Vap District, HCMC, Vietnam				
	Hoàng Thị Ngọc Thom		None			01/08/2025			Wifw
	Nguyễn Thị Minh		None			01/08/2025			Mother
	Ngô Đức Thiều		None			01/08/2025			Father
	Hoàng Ngọc Chiến		None			01/08/2025			Father in law
	Đinh Thị Thanh		None			01/08/2025			Mother in law
	Ngô Hoàng Anh		None			01/08/2025			Daughter
	Ngô Hoàng Ngọc Linh		None			01/08/2025			Daughter
	Ngô Mạnh Tuyên		None			01/08/2025			Brother
	Ngô Đức Bằng		None			01/08/2025			Brother
	Ngô Thị Thiêm		None			01/08/2025			Sister
	Ngô Thị Liên		None			01/08/2025			Sister
	Lê Văn Hà		None			01/08/2025			Brother in law
	Nguyễn Văn Đức		None			01/08/2025			Brother in law
	SaoBacDau South Technology Joint Stock Company (SBD South)			0314167708 21/12/2016 Ho Chi Minh Department for Planing and Investment	63/37b Tan Chanh Hiep 34 Street, Ward 17, Tan Chanh Hiep Ward, District 12, HCMC				Chief Accountant
4	Tạ Thị Hồng Đào		Chief Operating Officer			01/07/2025			Internal person
	Nguyễn Đình Trường		None			01/07/2025			Husband

	Nguyễn Mai Khanh		None			01/07/2025			Daughter
	Nguyễn Mai Thy		None			01/07/2025			Daughter
	Tạ Văn Quế		None			01/07/2025			Father
	Nguyễn Đình Tiến		None			01/07/2025			Father in law
	Nguyễn Thị Hoan		None			01/07/2025			Mother in law
	Tạ Văn Bửu		None			01/07/2025			Brother
	Nguyễn Thị Lệ Thúy		None			01/07/2025			Sister in law
5	Lê Quốc Khánh		Vice President of Sales			01/07/2025			Internal person
	Hoàng Thu Huyền		None			01/07/2025			Wife
	Lê Khánh Linh		None			01/07/2025			Daughter
	Lê Thùy Dương		None			01/07/2025			Daughter
	Lê Đình Quyền		None			01/07/2025			Father
	Bùi Thị Liên		None			01/07/2025			Mother
	Hoàng Văn Trung		None			01/07/2025			Father in law
	Bùi Thị Nga		None			01/07/2025			Mother in law
	Lê Thu Phương		None			01/07/2025			Sister
	Vũ Tiến Cường		None			01/07/2025			Brother in law
	Lê Thúy Hà		None			01/07/2025			Sister
	Nguyễn Vinh Ngọc		None			01/07/2025			Brother in law
6	Hoàng Mạnh Cường		Chief Technology Officer			01/07/2025			Internal person

	Trịnh Thị Thu Hiền		None			01/07/2025			Wife
	Hoàng Minh Anh		None			01/07/2025			Daughter
	Hoàng Minh Khang		None			01/07/2025			Son
	Trịnh Văn Chúc		None						Father in law
	SaoBacDau Telecom Service Joint Stock Company (SBD Telecom)			0107426513 10/05/2016 Ho Chi Minh Department for Planing and Investment	Block U.14b – 16a, Road 22, Tan Thuan EPZ, Tan Thuan Ward, HCMC				Chief Executive Officer

D. CHIEF ACCOUNTANT

1	Ngô Lê Việt Anh		Chief Accountant			01/08/2025			Internal person
	Võ Đăng Khoa		None			01/08/2025			Husband
	Ngô Quyền Anh		None			01/08/2025			Father
	Lê Thị Hòe		None			01/08/2025			Mother
	Ngô Lê Nam Anh		None			01/08/2025			Sister
	Ngô Thế Mạnh		None			01/08/2025			Brother
	Võ Đăng Minh Nhật		None			01/08/2025			Son
	Võ Đăng Nhật Minh		None			01/08/2025			Son

	SaoBacDau Telecom Service Joint Stock Company (SBD Telecom)			0107426513 10/05/2016 Ho Chi Minh Department for Planing and Investment	Block U.14b – 16a, Road 22, Tan Thuan EPZ, Tan Thuan Ward, HCMC				Chief Accountant
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F. PERSON AUTHORIZED TO DISCLOSE INFORMATION AND PERSON IN CHARGE OF CORPORATE GOVERNANCE

1	Lê Nguyễn Anh Uyên		Person authorized to disclose information and Person in charge of Corporate Governance			14/03/2019			Internal person
	Nguyễn Thị Thi		None			14/03/2019			Mother
	Lê Nguyễn Cao Trung		None			14/03/2019			Brother
	Tô Thị Thiên Thủy		None			14/03/2019			Sister in law
	Trần Như Quỳnh		None			14/03/2019			Sister in law
	Lê Nguyễn Cao Nguyên		None			14/03/2019			Brother

G. RELATED ORGANIZATIONS

1	SaoBacDau South Technology Joint Stock Company (SBD South)			0314167708 21/12/2016 Ho Chi Minh Department for Planing and Investment	63/37 b Tan Chanh Hiep 34 Street, Ward 17, Tan Chanh Hiep Ward, District 12, HCMC	21/12/2016			Subsidiary, SBD owns 99.98%
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2	SaoBacDau Telecom Service Joint Stock Company (SBD Telecom)			0107426513 10/05/2016 Ho Chi Minh Department for Planing and Investment	Block U.14b – 16a, Road 22, Tan Thuan EPZ, Tan Thuan Ward, HCMC	10/05/2016			Subsidiary, SBD owns 88.89%
3	Qi Technologies Corporation (Qi Technologies)			0305350288 30/11/2007 Ho Chi Minh Department for Planing and Investment	Block U.14b – 16a, Road 22, Tan Thuan EPZ, Tan Thuan Ward, HCMC	30/11/2007			Associate company, SBD owns 30.00%
4*	DCT Technology Solutions Company Limited (DCT)			0312301757 29/05/2013 Ho Chi Minh Department for Planing and Investment	585/6 Su Van Hanh Street, Ward 13, District 10, HCMC	11/2018			Associate company, SBD owns 22.27%
5*	CEH Information Technology Services Company Limited (CEH)			0313206513	No. 64/1K Vo Oanh Street, Ward 25, Binh Thanh District, HCMC	11/2018			Associate company, SBD owns 27.03%

*: The associate companies have ceased applying the equity method in the preparation of the consolidated financial statements due to the unavailability of financial information and financial statements.

2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, Internal persons and affiliated persons:

No.	Name of organization/ individual	Relationship with the Company	No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. Approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction	Note
1	SaoBacDau Telecom Service Joint Stock Company (SBD Telecom)	Subsidiary, SBD owns 88.89%	Ho Chi Minh Department for Planing and Investment	Block U.14b – 16a, Road 22, Tan Thuan EPZ, Tan Thuan Ward, HCMC	12 months of 2025		Service payment: VND 2,017,648,000.	Regular transactions in the 12 months of 2025
2	SaoBacDau South Technology Joint Stock Company (SBD South)	Subsidiary, SBD owns 99.98%	Ho Chi Minh Department for Planing and Investment	63/37 b Tan Chanh Hiep 34 Street, Ward 17, Tan Chanh Hiep Ward, District 12, HCMC	12 months of 2025		Transfer of funds to the Parent Company: VND 1,610,000,000	Regular transactions in the 12 months of 2025
3	Qi Technologies Corporation (Qi Technologies)	Associate company, SBD owns 30.00%	Ho Chi Minh Department for Planing and Investment	Block U.14b – 16a, Road 22, Tan Thuan EPZ, Tan Thuan Ward, HCMC	12 months of 2025		<ul style="list-style-type: none"> - Dividend payment for 2024: VND 882,470,400 - Service invoice payment: VND 2,541,643,907 - Payment of loan principal and interest in accordance with the loan agreement: VND 232,616,434 	Regular transactions in the 12 months of 2025

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: None

4.1. Transactions between the Company and the company that its Members of the Board of Management, the Supervisory Board, Director (General Director) have been founding Members or Members of the Board of Directors, or CHIEF EXECUTIVE OFFICERs in three (03) latest years (calculated at the time of reporting: None

4.2. Transactions between the Company and the company that its affiliated persons with Members of Board of Directors, Supervisory Board, Director (General Director) and other managers as a Member of Board of Directors, Director (General Director or CHIEF EXECUTIVE OFFICER: None

4.3. Other transactions of the Company (if any) may bring material or non-material benefits for Members of the Board of Directors, Members of the Supervisory Board, Director (General Director), and other managers: None

VIII. Transactions in Shares of Internal Persons and Their Related Persons (/2025)

1. List of Internal Persons and Their Related Persons/ Transactions in Shares of Internal Persons and Their Related Persons of the Company:

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID No./Passport No./Business Registration Number, date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note (Relationship with internal shareholders)
1	Nguyễn Đức Quang		Chairman Legal Representative			2,309,778	16.60%	
	Đỗ Thụy Như Thùy		None			0	0%	Wife

	Nguyễn Thị Thu Hương		None			129,935	0,93%	Mother in law
	Nguyễn Quang Nhật		None			0	0%	Son
	Nguyễn Bảo Anh		None			0	0%	Daughter
	Nguyễn Minh Đức		None			0	0%	Father
	Nguyễn Thị Bình Minh		None			0	0%	Mother
	Nguyễn Minh Bảo Ngọc		None			0	0%	Sister
	Trần Hoài Nam		None			0	0%	Brother in law
	Nguyễn Minh Bảo Châu		None			35,619	0.26%	Sister
	SaoBacDau South Technology Joint Stock Company (SBD South)			0314167708 21/12/2016 Ho Chi Minh Department for Planing and Investment	63/37 b Tan Chanh Hiep 34 Street, Ward 17, Tan Chanh Hiep Ward, District 12, HCMC			Chairman
	SaoBacDau Telecom Service Joint Stock Company (SBD Telecom)			0107426513 10/05/2016 Ho Chi Minh Department for Planing and Investment	Block U.14b – 16a, Road 22, Tan Thuan EPZ, Tan Thuan Ward, HCMC			Chairman
2	Đỗ Văn Hào	058C854567	Vice Chairman/			605.707	4,35%	

	Vũ Thị Thanh Vân		None			0	0%	Wife
	Đỗ Bắc Hà		None			0	0%	Son
	Đỗ Hà Anh		None			0	0%	Daughter
	Đỗ Hà Anh Thư		None			0	0%	Daughter
	Vũ Quang Thiệu		None			0	0%	Father in law
	Vũ Thị Liên		None			0	0%	Mother in law
	Đỗ Văn Công		None			0	0%	Brother
	Lê Thị Xiêm		None			0	0%	Sister in law
	Đỗ Thị Tâm		None			0	0%	Sister
	Nghiêm Văn Thực		None			0	0%	Brother in law
	Đỗ Thị Bình		None			0	0%	Sister
	Phạm Văn Tuấn		None			0	0%	Brother in law

	Đỗ Văn Định		None			0	0%	Brother
	Trần Thị Hiền		None			0	0%	Sister in law
	Đỗ Thị Đĩnh		None			0	0%	Sister
	Đỗ Văn Hiền		None			0	0%	Brother
	Nguyễn Thị Kim Phượng		None			0	0%	Sister in law
	SaoBacDau South Technology Joint Stock Company (SBD South)			0314167708 21/12/2016 Ho Chi Minh Department for Planning and Investment	63/37b Tan Chanh Hiep 34 Street, Ward 17, Tan Chanh Hiep Ward, District 12, HCMC			BOD Member
	Technology Solutions Company Limited (DCT)			0312301757 29/05/2013 Ho Chi Minh Department for Planning and Investment	585/6 Su Van Hanh Street, Ward 13, District 10, HCMC			Capital representative
	Qi Technologies Corporation (Qi Technologies)			0305350288 30/11/2007 Ho Chi Minh Department for Planning and Investment	Block U.14b – 16a, Road 22, Tan Thuan EPZ, Tan Thuan Ward, HCMC			Chairman, Capital representative
3	Nguyễn Việt Thắng		Vice Chairman			667,820	4,80%	
	Nguyễn Việt Thái Phúc		None			0	0%	Son

	Nguyễn Việt Minh Đức		None			0	0%	Son
	Nguyễn Việt Minh Châu		None			0	0%	Daughter
	Nguyễn Việt Anh Thư		None			0	0%	Daughter
	Nguyễn Việt Cường		None			0	0%	Father
	Nguyễn Thị Liên		None			0	0%	Mother
	Nguyễn Việt Nam		None			0	0%	Brother
	Nguyễn Thị Dung		None			0	0%	Sister in law
	Qi Technologies Corporation (Qi Technologies)			0305350288 30/11/2007 Ho Chi Minh Department for Planing and Investment	Block U.14b – 16a, Road 22, Tan Thuan EPZ, Tan Thuan Ward, HCMC			Vice chairman
	Vietnam Professional Milk Joint Stock Company (VPMilk)			0311871553	21A Nguyen Thi Thap Street, Tan Phu Ward, District 7, HCMC			Vice chairman/ Vice President
	Starlinks Logistics Company				11th Floor, Hai Au Building - 39B Truong Son, Ward 4, Tan Binh District, HCMC			Chairman
4	Nguyễn Hồng Minh		BOD Member			76,300	0.55%	

	Trương Vĩnh Minh Thảo		None					Wife
	Nguyễn Hồng Minh Quang		None			0	0%	Son
	Nguyễn Hồng Minh Thi		None			0	0%	Daughter
	Chung Thị Bích		None			0	0%	Mother
	Nguyễn Kim Dung		None			0	0%	Sister
	Nguyễn Hồng Phong		None			0	0%	Brother
	Nguyễn Hoàng Tường		None			0	0%	Brother
	Global Electrical Engineering Joint Stock Company			0301446863	No. 1 Sang Tao Street, Tan Thuan Ward, HCMC, Vietnam			Independent BOD Member
	ITD Technology Joint Stock Company			0301596604	No. 1 Sang Tao Street, Tan Thuan Ward, HCMC, Vietnam			Vice President
	ITD Solutions Joint Stock Company			0301452553	No. 1 Sang Tao Street, Tan Thuan Ward, HCMC, Vietnam			BOD Member

	Tan Tien Automation Technology Joint Stock Company			0301442611	No. 1 Sang Tao Street, Tan Thuan Ward, HCMC, Vietnam			BOD Member
5	Nguyễn Xuân Trường		BOD Member/ Chief Executive Officer /Legal Representative			346,571	2.49%	
	Nguyễn Thu Mai		None			0	0%	Wife
	Nguyễn Viết Hải		None			0	0%	Father in law
	Nguyễn Thị Quế		None			0	0%	Mother in law
	Nguyễn Tường Minh		None			0	0%	Child
	Nguyễn Hà Khoa		None			0	0%	Son
	Nguyễn Thị Huệ		None			0	0%	Mother
	Nguyễn Thu Hương		None			0	0%	Sister
	Đỗ Quốc Trường		None			0	0%	Brother in law
	Nguyễn Xuân Sinh		None			0	0%	Sister
	Nguyễn Thị Giang		None			0	0%	Sister in law

6	Đặng Nam Sơn		BOD Member			94,567	0.68%	
	Đỗ Hồng Vân		None			0	0%	Wife
	Đặng Bảo Hân		None			0	0%	Daughter
	Đặng Dạ Khanh		None			0	0%	Daughter
	Đặng Đình Anh		None			0	0%	Son
	Đặng Đình Luyện		None			0	0%	Father
	Nguyễn Thị Nguyệt		None			0	0%	Mother
	Nguyễn Thị Hiền		None			0	0%	Mother in law
	Đỗ Văn Tâm		None			0	0%	Father in law
	Đặng Hương Giang		None			0	0%	Sister
	Nguyễn Hữu Huân		None			0	0%	Brother in law
7	Nguyễn Tuấn Nghĩa		BOD Member			0	0%	
	Trương Thị Thu Hương		None			0	0%	Wife
	Trần Thị Kim Xuyên		None			0	0%	Mother in law

	Vũ Thị Mỹ Dung		None			0	0%	Mother
	Nguyễn Quý Thiện		None			0	0%	Father
	Nguyễn Phương Anh		None			0	0%	Daughter
	Nguyễn Phương Mai		None			0	0%	Daughter
	Nguyễn Thị Quỳnh Ngọc		None			0	0%	Sister
8	Mai Thị Thúy Mai		Head of the Supervisory Board			1,015,290	7.30%	
	Hoàng Vũ Sao Mai		None			0	0%	Daughter
	Lin Kevin		None			0	0%	Son in law
	Hoàng Mai Hải Vân		None			0	0%	Daughter
	Mai Sung		None			0	0%	Brother
	Hoàng Ngọc Thúy		None			0	0%	Sister in law
	Mai Thị Mai Hương		None			0	0%	Sister
9	Đặng Thị Thanh Hương		Supervisory Board Member			0	0%	

	Bùi Anh Tâm		None			69,620	0.50%	Husband
	Đào Thị Thoa		None			0	0%	Mother in law
	Bùi Đặng Anh Vũ		None			0	0%	Son
	Bùi Đặng Minh Phú		None			0	0%	Son
	Đặng Đình Bạch		None			0	0%	Father
	Trần Thị Dần		None			0	0%	Mother
	Đặng Ngọc Quang		None			0	0%	Brother
	Đặng Thanh Hường		None			0	0%	Sister
	Phạm Duy Nội		None			0	0%	Brother in law
	Lê Thị Phương Hoa		None			0	0%	Sister in law
10	Trần Thị Mỹ Nhị		Supervisory Board Member			0	0%	
	Phạm Hữu Trọng		None			0	0%	Husband

	Nguyễn Trị Trâm		None			0	0%	Mother
	Phạm Như Ý		None			0	0%	Daughter
	Phạm Anh Khoa		None			0	0%	Son
	Trần Hoàng Phúc		None			0	0%	Brother
	Nguyễn Thị Ngọc Mai		None			0	0%	Sister in law
	Trần Thị Mỹ Dung		None			0	0%	Sister
	Trần Thị Mỹ Hồng		None			0	0%	Sister
	Trần Phú Hòa		None			0	0%	Brother
	Nguyễn Thị Bích		None			0	0%	Sister in law
	Phan Văn Hiền		None			0	0%	Brother in law
11	Trần Tuyên Đức		Vice President			464,305	3.34%	
	Trần Phương Lan		None			345,320	2.48%	Wife

	Trần Phương Khanh		None			0	0%	Daughter
	Trần Lam Khanh		None			0	0%	Daughter
	Trần Đan Khanh		None			0	0%	Daughter
	Nguyễn Thị Kim Tuyên		None			0	0%	Mother
	SaoBacDau South Technology Joint Stock Company (SBD South)			0314167708 21/12/2016 Ho Chi Minh Department for Planing and Investment	63/37 b Tan Chanh Hiep 34 Street, Ward 17, Tan Chanh Hiep Ward, District 12, HCMC	0	0%	BOD Member Chief Executive Officer
12	Ngô Tiến Mạnh	Chief Financial Officer				113,400	0.82%	
	Hoàng Thị Ngọc Thơm		None			0	0%	Wife
	Nguyễn Thị Minh		None			0	0%	Mother
	Ngô Đức Thiều		None			0	0%	Father
	Hoàng Ngọc Chiến		None			0	0%	Father in law
	Đinh Thị Thanh		None			0	0%	Mother in law
	Ngô Hoàng Anh		None			0	0%	Daughter

	Ngô Hoàng Ngọc Linh		None			0	0%	Daughter
	Ngô Mạnh Tuyển		None			0	0%	Brother
	Ngô Đức Bằng		None			0	0%	Brother
	Ngô Thị Thiêm		None			0	0%	Sister
	Ngô Thị Liên		None			0	0%	Sister
	Lê Văn Hà		None			0	0%	Brother in law
	Nguyễn Văn Đức		None			0	0%	Brother in law
	SaoBacDau South Technology Joint Stock Company (SBD South)			0314167708 21/12/2016 Ho Chi Minh Department for Planing and Investment	63/37 b Tan Chanh Hiep 34 Street, Ward 17, Tan Chanh Hiep Ward, District 12, HCMC			Chief accountant
13	Tạ Thị Hồng Đào		Chief Operating Officer			104,378	0.75%	Internal person
	Nguyễn Đình Trường		None			0	0%	Husband
	Nguyễn Mai Khanh		None			0	0%	Daughter

	Nguyễn Mai Thy		None			0	0%	Daughter
	Tạ Văn Quế		None			0	0%	Father
	Nguyễn Đình Tiến		None			0	0%	Father in law
	Nguyễn Thị Hoan		None			0	0%	Mother in law
	Tạ Văn Bửu		None			0	0%	Brother
	Nguyễn Thị Lệ Thúy		None			0	0%	Sister in law
14	Lê Quốc Khánh		Vice President of Sales			251,200	1.81%	Internal person
	Hoàng Thu Huyền		None			0	0%	Wife
	Lê Khánh Linh		None			0	0%	Daughter
	Lê Thùy Dương		None			0	0%	Daughter
	Lê Đình Quyền		None			0	0%	Father
	Bùi Thị Liên		None			0	0%	Mother
	Hoàng Văn Trung		None			0	0%	Father in law
	Bùi Thị Nga		None			0	0%	Mother in law
	Lê Thu Phương		None			0	0%	Sister

	Vũ Tiến Cường		None			0	0%	Brother in law
	Lê Thúy Hà		None			0	0%	Sister
	Nguyễn Vinh Ngọc		None			0	0%	Brother in law
15	Hoàng Mạnh Cường		Chief Technology Officer			143,504	1.03%	Internal person
	Trịnh Thị Thu Hiền		None			0	0%	Wife
	Hoàng Minh Anh		None			0	0%	Daughter
	Hoàng Minh Khang		None			0	0%	Son
	Trịnh Văn Chúc		None			0	0%	Father in law
	SaoBacDau Telecom Service Joint Stock Company (SBD Telecom)			0107426513 10/05/2016 Ho Chi Minh Department for Planing and Investment	Block U.14b – 16a, Road 22, Tan Thuan EPZ, Tan Thuan Ward, HCMC			Chief Executive Officer
16	Ngô Lê Việt Anh		Chief Accountant			7,613	0.05%	Internal person

	Võ Đăng Khoa		None			0	0%	Husband
	Ngô Quyền Anh		None			0	0%	Father
	Lê Thi Hòe		None			0	0%	Mother
	Ngô Lê Nam Anh		None			0	0%	Sister
	Ngô Thế Mạnh		None			0	0%	Brother
	Võ Đăng Minh Nhật		None			0	0%	Son
	Võ Đăng Nhật Minh		None			0	0%	Son
	SaoBacDau Telecom Service Joint Stock Company (SBD Telecom)			0107426513 10/05/2016 Ho Chi Minh Department for Planing and Investment	Block U.14b – 16a, Road 22, Tan Thuan EPZ, Tan Thuan Ward, HCMC			Chief Accountant
17	Lê Nguyễn Anh Uyên		Person Authorized to Disclose Information/ Person in Charge of Corporate Governance			47,400	0.34%	
	Nguyễn Thị Thi		None			0	0%	Mother
	Lê Nguyễn Cao Trung		None			0	0%	Brother
	Tô Thị Thị Thủy		None			0	0%	Sister in law

	Lê Nguyễn Cao Nguyên		None			0	0%	Brother
	Trần Như Quỳnh		None			0	0%	Sister in law

2. Transactions of internal persons and related persons involving the Company's shares:

No.	Transaction executor	Relationship with Internal persons	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increasing, decreasing (buying, selling, converting, rewarding, etc.)
			Number of shares	Percentage	Number of shares	Percentage	
1.	Mr. Nguyen Duc Quang – Chairman	Self	2,968,488	21.33%	2,309,778	16.46%	Selling
	Mr. Dang Nam Son – BOD Member	Self	149,164	1.072%	94,567	0.68%	Selling

IX. Other significant issues:


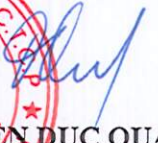
- On March 21, 2025, the dissolution procedures for SBD Solution were completed.

Recipients:

- HNX
- Archive: BOD

CHAIRMAN OF THE BOARD OF DIRECTORS

(Sign, full name and seal)

NGUYỄN DUC QUANG

