

C.E.O GROUP JOINT STOCK COMPANY THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

No:01-01 /2026/BC/CEO-HDQT

Hanoi, 26 January, 2026

REPORT ON CORPORATE GOVERNANCE
(In 2025)

To: - The State Securities Commission
- Hanoi Stock Exchange

- Name of Company: **C.E.O GROUP JOINT STOCK COMPANY**
- Address of head office: 5th floor, CEO Tower, HH2-1, Me Tri Ha New Urban, Pham Hung street, Tu Liem ward, Hanoi, Vietnam
- Telephone : 0243.7875136 Fax: 0243.7875137 Email : info@ceogroup.com.vn
- Charter capital: **5.674.160.750.000 VND**
- Stock symbol : CEO
- Governance model : General Meeting of Shareholders, Board of Directors, Board of Supervisors, General Director
- The implementation of internal audit: Implemented

I ACTIVITIES OF THE GENERAL MEETING OF SHAREHOLDERS

In 2025, C.E.O Group Joint Stock Company (Company) held 2025 Annual General Meetings of Shareholders (AGM) 02 times, specifically as follows:

- On April 09, 2025, Company held 2025 Annual General Meetings of Shareholders (the first time), however the total number of attending shareholders and authorized persons to attend the meeting did not reach the ratio prescribed in the Law on Enterprises and the Company Charter, so that It was not eligible to hold the General Meeting.
- On May 08, 2025, Company held successfully 2025 Annual General Meetings of Shareholders (the second time) and approve the contents under the authority of the General Meeting of Shareholders as follows:

No.	Resolution No.	Date	Content
1	01/2025/NQ/CEO-DHDCĐ	08/5/2025	- Approval on the Report of the Board of Management regarding 2024 business results and 2025 business plan; - Approval on the Report of the Board of Directors regarding 2024 activities results and 2025 activities plan; - Approval on the Report of the Board of Supervisors regarding 2024 activities results and 2025 activities plan; - Approval on the Audited Financial Statements in

			2024, 2024 profit distribution plan; - Approval on the Proposal regarding the selection auditing unit for the 2025 fiscal year; - Approval on the Proposal regarding the remuneration of the Board of Directors and the Board of Supervisors in 2025; - Approval on the dismissal and election of replacement members of the Board of Directors for the 2022-2027 term: + Approval on the Proposal regarding the dismissal and election of replacement members of the Board of Directors for the 2022-2027 term; + Approval on the election results of replacement members of the Board of Directors for the 2022-2027 term: Mr. Doan Duc Anh was elected as a member of the Board of Directors for the 2022-2027 term.
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II. BOARD OF DIRECTORS

1. Information about the members of the Board of Directors

No.	Board of Directors' members	Position	Date of appointment	Date of dismissal
1	Mr. Doan Van Binh	Chairman of the Board of Directors	29/4/2022	
2	Mr. Doan Van Minh	Members of the Board of Directors	29/4/2022	
3	Mrs. Vu Thi Lan Anh	Members of the Board of Directors	29/4/2022	08/5/2025
4	Mr. Tran Trung Ket	Members of the Board of Directors	29/4/2022	
5	Mr. Nguyen Van Dong	Independent members of the Board of Directors	03/5/2024	
6	Mr. Doan Duc Anh	Members of the Board of Directors	08/5/2025	

2. Meetings of the Board of Directors:

No.	Board of Director' member	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
1	Mr. Doan Van Binh	28	100%	
2	Mr. Doan Van Minh	28	100%	

3	Mrs. Vu Thi Lan Anh	10	100%	
4	Mr. Tran Trung Ket	28	100%	
5	Mr. Nguyen Van Dong	28	100%	
6	Mr. Doan Duc Anh	18	100%	

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

In 2025, the Board of Directors (BOD) regularly monitored and supervised the activities of the Board of Management and other managers in management and operations, specifically:

- BOD has supervised and directed the preparation of the 2025 business plan to submit the Annual General Meeting of Shareholders for approval;
- Organize regular and unscheduled BOD's meetings to review reports from the Board of Management regarding the Company's operations;
- Regularly check the implementation and compliance with the provisions of the Enterprise Law, the Company Charter, the Company's internal regulations and current laws;
- The Board of Management has implemented tasks according to the direction and decisions promulgated by the BOD in accordance with the Company's regulations and the law.

4. Activities of the Board of Directors' subcommittees

The Company has not established the Board of Directors' subcommittees.

5. Resolutions/Decisions of the Board of Directors

No.	Resolution/Decision No.	Date	Content	Approval rate
1.	01/2025/NQ-HĐQT	09/01/2025	Approval of Contracts and Transactions between CEO Group and affiliated parties in 2025	100%
2.	02/2025/NQ-HĐQT	09/01/2025	Approval of adjustment of General Director's salary	100%
3.	03/2025/NQ-HĐQT	18/02/2024	Approval of the convening of 2024 Annual General Meeting of Shareholders	100%
4.	04/2025/NQ/CEO-HĐQT	03/03/2025	Approval of the dismissal and election of Chairman of CEO Design	100%
5.	05/2025/NQ/CEO-HĐQT	03/03/2025	Approval of the dismissal and election of Members of the Board of Directors of CEO Hospitality.	100%
6.	06/2025/NQ/CEO-HĐQT	24/03/2025	Approval of the dismissal and election of Members of Chief Accountant and Director of Accounting Division of CEO Group.	100%
7.	07/2025/NQ/CEO-HĐQT	24/03/2025	Approval of the dismissal and election of Deputy General Director and Director of Finance Division of CEO Group.	100%

8.	08/2025/NQ/CEO-HĐQT	27/03/2025	Approval of the termination of operation of the Company's Phu Quoc Branch.	100%
9.	09/2025/NQ/CEO-HĐQT	08/04/2025	Approval of the nomination of candidates to elect replacement members of the Board of Directors for the 2022-2027 term	100%
10.	10/2025/NQ/CEO-HĐQT	09/04/2025	Approval of the organization of 2025 Annual General Meeting of Shareholders (the second time)	100%
11.	11/2025/NQ/CEO-HĐQT	21/05/2025	Approval of the election of person in charge of corporate governance	100%
12.	11/2025/NQ/CEO-HĐQT	03/06/2025	Approval of the adjustment of proceeds utilization plan from 2022 capital increase	100%
13.	12/2025/QĐ/CEO-HĐQT	22/05/2025	Approval of the establishment of subsidiary (CEO IP)	100%
14.	13/2025/NQ/CEO-HĐQT	16/06/2025	Approval of the implementation of the plan to issue shares to pay dividends in 2024	100%
15.	14/2025/NQ/CEO-HĐQT	23/06/2025	Approval of the selection of the Auditor for the 2025 Financial Statements	100%
16.	15/2025/NQ/CEO-HĐQT	02/07/2025	Approval of the record date for finalizing the list of shareholders entitled to receive dividends in the form of shares	
17.	15A/2025/NQ/CEO-HĐQT	21/07/2025	Approval of the change of the seal specimen of CEO Design due to the update of administrative boundaries	
18.	16/2025/NQ/CEO-HĐQT	05/08/2025	Approval of the change of the Company's seal specimen due to the update of administrative boundaries	
19.	17/2025/NQ/CEO-HĐQT	14/08/2025	Approval of the results of the share issuance for payment of dividends for the year 2024	
20.	18/2025/NQ/CEO-HĐQT	02/10/2025	Approval of the adjustment of certain contents related to the implementation of the Sonasea Residences High-End Villas Project	
21.	19/2025/NQ/CEO-HĐQT	23/10/2025	Approval of the borrowing policy for the Medical Center, Commercial Service and Office Project located at land lot CC-4 in the new urban area	

			of land lots N1+N3, Quoc Oai Urban Area	
22.	20/2025/NQ/CEO-HĐQT	23/10/2025	Approval of the borrowing policy for the CEO Me Linh New Urban Area Project of C.E.O International Company Limited	
23.	20A/2025/NQ/CEO-HĐQT	10/11/2025	Approval of the dismissal and appointment of members of the Members' Council of C.E.O International Company Limited	
24.	21/2025/NQ/CEO-HĐQT	27/11/2025	Approval of the dismissal and appointment of the legal representative and the change of business lines of CEO Design	
25.	22/2025/NQ/CEO-HĐQT	01/12/2025	Approval of the ensuring the execution of the Infrastructure Development Investment Project of Tien Lang Airport Industrial Park – Zone B, Chan Hung Commune, Hai Phong City	
26.	23/2025/NQ/CEO-HĐQT	8/12/2025	Approval of the use of the Development Investment Fund to offset research and development expenses for projects	
27.	24/2025/NQ/CEO-HĐQT	22/12/2025	Approval of the ensuring the execution of the Sonasea Premier Nha Trang Project	
28.	25/2025/NQ/CEO-HĐQT	25/12/2025	Approval of the commitment to use equity capital to participate in the bidding dossier for the Cam Lam Mixed-Use Urban Area Project in Cam Lam Commune, Khanh Hoa Province	

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III. BOARD OF SUPERVISORS

1. Information about members of the Board of Supervisors

No.	Members of Board of Supervisors	Title	The date becoming the member of the Board of Supervisors	Qualification
1	Mrs. Tran Thi Thuy Linh	Head of the Board of Supervisors	29/04/2022	Bachelor of Finance and Accounting

2	Mrs. Nguyen Thu Phuong	Member of the Board of Supervisors	29/04/2022	Bachelor of Finance and Accounting
3	Mr. Bui Duc Thuyen	Member of the Board of Supervisors	29/04/2022	Bachelor of Economics

2. Meetings of the Board of Supervisors

No.	Members of Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Mrs. Tran Thi Thuy Linh	02	100%	100%	
2	Mrs. Nguyen Thu Phuong	02	100%	100%	
3	Mr. Bui Duc Thuyen	02	100%	100%	

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

In 2025, the Board of Supervisors effectively fulfilled their supervisory responsibilities with the BOD, the Board of Management and shareholders following the provisions of law, specifically:

- Supervise the compliance with the law and the Company's Charter in the governance and operation of the BOD and the Board of Management;
- Supervise the procedures for issuing decisions and internal management regulations of the BOD and the Board of Management;
- Supervise the implementation the Resolutions of General Meeting of Shareholders;
- The Board of Supervisors has periodically reviewed the Company's Financial Statements according to regulations.

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

In, the Board of Supervisors effectively coordinated with the BOD and the Board of Management to fulfill their functions and tasks under the legal provisions and the Company's Charter, specifically as follows:

- The Board of Supervisors coordinated with the BOD and the Board of Management to develop the Company's 2025 business plan, which was submitted to the General Meeting of Shareholders for approval;
- Attend all meetings of the BOD. During the meetings, the Board of Supervisors participated in discussions and contributed opinions to the meeting content and made recommendations to the BOD and the Board of Management regarding governance and management;
- The General Director and other members of the Board of Management provided full information and reports as required for the Board of Supervisors to fulfill their responsibilities.

5. Other activities of the Board of Supervisors: None

IV. BOARD OF MANAGEMENT

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment	Date of dismissal
1	Mr. Cao Van Kien	17/3/1979	Civil Engineer	06/5/2024	
2	Mr. Ta Van To	14/8/1971	Civil Engineer	07/1/2021	
3	Mrs. Vu Thi Lan Anh	02/7/1973	Master of Business Administration	02/6/2014	01/04/2025
4	Mr. Tran Dao Duc	30/10/1973	Master of Economics	01/8/2016	
5	Mrs. Do Phuong Anh	08/2/1979	Bachelor of Economics	25/2/2019	
6	Mrs. Do Thi Thom	10/03/1980	Bachelor of Finance and Accounting	01/04/2025	

V. CHIEF ACCOUNTANT

No.	Name	Date of birth	Qualification	Date of appointment	Date of dismissal
1	Mrs. Do Thi Thom	10/3/1980	Bachelor of Finance and Accounting	28/10/2010	01/04/2025
2	Mrs. Thai Thi Tuoi	04/06/1986	Master of Economic Management, Bachelor of Finance – Accounting	01/04/2025	

VI. TRAINING COURSES ON CORPORATE GOVERNANCE

Members of the Board of Directors, the Board of Management, other managers and the Company Secretary attended seminars and training sessions on corporate governance and other contents organized by the State Securities Commission to serve the Company's governance and management activities.

VII. THE LIST OF AFFILIATED PERSONS OF THE PUBLIC COMPANY AND TRANSACTIONS OF AFFILIATED PERSONS OF THE COMPANY

1. The list of affiliated persons of the Company: Appendix 01 attached
2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons: Appendix 02 attached
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: not arise.
4. Transactions between the Company and other objects:

- 4.1. Transactions between the Company and the company that its members of the Board of Management, the Board of Supervisors, the Director (General Director) have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting): Appendix 03 attached.
- 4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director (General Director) and other managers as a member of Board of Directors, Director (General Director or CEO): not arise.
- 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 Board of Supervisors, the Director (General Director) and other managers: not arise.

VIII. SHARE TRANSACTIONS OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS

1. The list of internal persons and affiliated persons with shares of the Company: Appendix 04 attached.
2. Transactions of internal persons and affiliated persons with shares of the company: Appendix 05 attached.

IX. OTHER SIGNIFICANT ISSUES : None

Recipients:

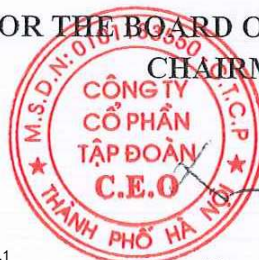
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**CÔNG TY
CỔ PHẦN
TẬP ĐOÀN
C.E.O**

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FOR THE BOARD OF DIRECTORS

CHAIRMAN



Doan Van Binh

APPENDIX 01

THE LIST OF AFFILIATED PERSONS OF THE COMPANY

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	Citizen Identity Card No/ Business Registration Certificate No, date of issue, place of issue	Headquarter address/Contact address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
1	Doan Van Binh					29/04/2022			Internal person
2	Doan Van Minh					29/04/2022			Internal person
3	Vu Thi Lan Anh					29/04/2022	08/05/2025	Dismissed upon request	Internal person
4	Doan Duc Anh					08/05/2025			Internal person
5	Tran Trung Ket					29/04/2022			Internal person
6	Nguyen Van Dong					03/05/2024			Internal person
7	Tran Thi Thuy Linh					29/04/2022			Internal person
8	Bui Duc Thuyen					29/04/2022			Internal person
9	Nguyen Thu Phuong					29/04/2022			Internal person
10	Cao Van Kien					06/5/2024			Internal person

11	Ta Van To						07/01/2021		Internal person
12	Do Phuong Anh						25/02/2019		Internal person
13	Tran Dao Duc						01/08/2016		Internal person
14	Do Thi Thom						28/10/2010		Internal person
15	Thai Thi Tuoi						01/04/2025		Internal person
16	Ngo Thi Nguyet Anh						30/09/2014		Internal person
17	C.E.O International Company Limited					ERC No: 0102173374; First registration date: January 18 th , 2007; 11 th change registration date: December 1 st , 2023; Place of issue: Hanoi Department of Planning and Investment	29/09/2014		Subsidiary Company
18	C.E.O Design Consultancy One Member Limited Liability Company					ERC No: 0108267344; First registration date: May 10 th , 2018; 6 rd change registration date: December 4, 2025; Place of issue: Hanoi Department of Finance	10/05/2018		Subsidiary Company
19	C.E.O Hospitality Limited					ERC No: 1702070874; First registration date: November 26 th , 2016; 6 th change registration date:	26/11/2016		Subsidiary Company

	Liability Company			July 06 th , 2023; Place of issue: Kien Giang province Department of Planning and Investment	Quoc, An Giang, Vietnam				
20	Phu Quoc Investment And Development Joint Stock Corporation			ERC No: 1700446176; First registration date: December 11 th , 2003; 16 th change registration date: July 17, 2025; Place of issue: An Giang province Department of Finance	Sonasea Villas and Resort tourist complex, Phu Quoc, An Giang, Vietnam	29/09/2014			Subsidiary Company
21	Phu Quoc Housing and Urban Development Joint Stock Company			ERC No: 0305271533; First registration date: October 11 th , 2007; 06 th change registration date: July 17, 2025; Place of issue: An Giang province Department of Finance	Sonasea Villas and Resort tourist complex, Phu Quoc, An Giang, Vietnam	29/09/2014			Subsidiary Company
22	Van Don Tourism Development And Investment Joint Stock Company			ERC No: 5701879860; First registration date: July 05 th , 2017; 05 th change registration date: August 20 th , 2024; Place of issue: Quang Ninh province Department of Planning and Investment	Bai Tu Long Eco-tourism Area, Van Don, Quang Ninh, Vietnam	05/07/2017			Subsidiary Company
23	Nha Trang Investment and			ERC No: 4201743588; First registration date: May 29 th , 2017; 06 th	Lot D12b-Zone 4, Northern Cam Ranh Peninsula	29/05/2017			Subsidiary Company



	Development Joint Stock Company			change registration date: July 16 th , 2025; Place of issue: Khanh Hoa province Department of Finance	Tourist Area, , Cam Lam ward, Khanh Hoa Province, Vietnam				
24	C.E.O Construction Joint Stock Company			ERC No: 0102389667; First registration date: October 11 th , 2007; 14 th change registration date: September 13 th , 2024; Place of issue: Hanoi Department of Planning and Investment	12 th floor, CEO Tower, HH2-1, Pham Hung street, Tu Liem ward, Hanoi, Vietnam	29/09/2014			Subsidiary Company
25	C.E.O Industrial Park Development Joint Stock Company			ERC No: 0111068927; First registration date: 02/06/2025; Place of issue: Hanoi Department of Finance	5 th floor, CEO Tower, HH2-1, Me Tra Ha New Urban, Pham Hung street, Tu Liem ward, Hanoi, Vietnam	02/06/2025			Subsidiary Company
26	International College of Industry & Commerce			Decision No: 816/QĐ- BGDDT; Date of issue: February 22 nd , 2008; Place of issue: Ministry of Education and Training Pursuant to the Renaming Decision No: 166/QĐ-BLĐT BXH; Date of issue: 23/01/2025	Tien Du Ward Bac Ninh Province.	29/09/2014			

APPENDIX 02
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	Citizen Identity Card No/ Business Registration Certificate No, date of issue, place of issue	Headquarter address/Contact 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	Note
1	Van Don Tourism Development And Investment Joint Stock Company	Subsidiary Company	ERC No: 5701879860; First registration date: July 05 th , 2017; 05 th change registration date: August 20 th , 2024; Place of issue: Quang Ninh province Department of Planning and Investment	Bai Tu Long Eco-tourism Area, Van Don, Quang Ninh, Vietnam	In 2025	01/2025/NQ/CEO-HDQT	Steel Supply Contract Food Supply Contract for the Hotel Contract for the Provision of Consultancy Services on the Preparation of Construction Cost Estimates for the SR06A Resort Apartment Building Supply Contract for Consumables, Materials, and Equipment for Hotel Operation Equipment Supply Contract	

2	C.E.O Construction Joint Stock Company	Subsidiary Company	ERC No: 0102389667; First registration date: October 11 th , 2007; 14 th change registration date: September 13 th , 2024; Place of issue: Hanoi Department of Planning and Investment	12 th floor, CEO Tower, HH2-1, Pham Hung street, Tu Liem ward, Hanoi, Vietnam	In 2025	01/2025/NQ/CEO- HDQT	Equipment Supply Contract	
							Contract for the Supply and Installation of Temporary Gates and Fencing for the 12-Storey Building at the Sunny Garden City	
							Contract for Construction Works of Driven Concrete Piles for the 12-Storey Building at the Sunny Garden City	
3	C.E.O Design Consultancy One Member Limited Liability Company	Subsidiary Company	ERC No: 0108267344; First registration date: May 10 th , 2018; 6 rd change registration date: December 4, 2025; Place of issue: Hanoi Department of Finance	3 rd floor, CEO Tower, HH2-1, Me Tra Ha New Urban, Pham Hung street, Tu Liem ward, Hanoi, Vietnam	In 2025	01/2025/NQ/CEO- HDQT	General Construction Contractor for the 12-Storey Building at the Sunny Garden City	
							Office Lease Contract	
							Consultancy Contract for the Preparation of the Assignment and Dossier for Adjustment of the Detailed Construction Planning at Scale 1/500 (62-Hectare Project in Phu Quoc)	
4	C.E.O International Company Limited	Subsidiary Company	ERC No: 0102173374; First registration date: January 18 th , 2007; 11 th change registration date: December 1 st , 2023; Place of issue: Hanoi	5 th floor, CEO Tower, HH2-1, Me Tra Ha New Urban, Pham Hung street, Tu Liem ward, Hanoi, Vietnam	In 2025	01/2025/NQ/CEO- HDQT	Office Lease Contract	
							Office Lease Contract	

			Department of Planning and Investment						
5	C.E.O Hospitality Limited Liability Company	Subsidiary Company	ERC No: 1702070874; First registration date: November 26 th , 2016; 6 th change registration date: July 06 th , 2023; Place of issue: Kien Giang province Department of Planning and Investment	Sonasea Villas and Resort tourist complex, Phu Quoc, An Giang, Vietnam	In 2025	01/2025/NQ/CEO-HDQT	Operation and Management Services Contract for the Sunny Garden City		
6	Phu Quoc Investment And Development Joint Stock Corporation	Subsidiary Company	ERC No: 1700446176; First registration date: December 11 th , 2003; 16 th change registration date: July 17, 2025; Place of issue: An Giang province Department of Finance	Sonasea Villas and Resort tourist complex, Phu Quoc, An Giang, Vietnam	In 2025	01/2025/NQ/CEO-HDQT	Operation and Management Services Contract for CEO Tower		
7	Nha Trang Investment and Development Joint Stock Company	Subsidiary Company	ERC No: 4201743588; First registration date: May 29 th , 2017; 06 th change registration date: July 16 th , 2025; Place of issue: Khanh Hoa province Department of Finance	Lot D12b-Zone 4, Northern Cam Ranh Peninsula Tourist Area, Cam Lam ward, Khanh Hoa Province, Vietnam	In 2025	01/2025/NQ/CEO-HDQT	Office Lease Contract		
							Internal Consultancy Services Contract		
							Loan Agreement		
							Steel Supply Contract		

APPENDIX 03

TRANSACTION BETWEEN THE COMPANY AND THE COMPANY THAT ITS MEMBERS OF THE BOARD OF MANAGEMENT, THE BOARD OF SUPERVISORS, THE DIRECTOR (GENERAL DIRECTOR) HAVE BEEN FOUNDING MEMBERS OR MEMBERS OF BOARD OF DIRECTORS, OR CEO

No.	Name of organization/ individual	Relationship with the Company	Citizen Identity Card No/ Business Registration Certificate No, date of issue, place of issue	Headquarter address/Contact 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	Note
1	Van Don Tourism Development And Investment Joint Stock Company	Related party of an insider	ERC No: 5701879860; First registration date: July 05 th , 2017; 05 th change registration date: August 20 th , 2024; Place of issue: Quang Ninh province Department of Planning and Investment	Bai Tu Long Eco-tourism Area, Van Don, Quang Ninh, Vietnam	In 2025	01/2025/NQ/CEO-HDQT	Steel Supply Contract Food Supply Contract for the Hotel Contract for the Provision of Consultancy Services on the Preparation of Construction Cost Estimates for the SR06A Resort Apartment Building Supply Contract for Consumables, Materials, and Equipment for Hotel Operation Equipment Supply Contract	

2	C.E.O Construction Joint Stock Company	Related party of an insider	ERC No: 0102389667; First registration date: October 11 th , 2007; 14 th change registration date: September 13 th , 2024; Place of issue: Hanoi Department of Planning and Investment	12 th floor, CEO Tower, HH2-1, Pham Hung street, Tu Liem ward, Hanoi, Vietnam	In 2025	01/2025/NQ/CEO- HDQT	Equipment Supply Contract	
							Contract for the Supply and Installation of Temporary Gates and Fencing for the 12-Storey Building at the Sunny Garden City	
3	C.E.O Design Consultancy One Member Limited Liability Company	Related party of an insider	ERC No: 0108267344; First registration date: May 10 th , 2018; 6 th change registration date: December 4, 2025; Place of issue: Hanoi Department of Finance	3 rd floor, CEO Tower, HH2-1, Me Tra Ha New Urban, Pham Hung street, Tu Liem ward, Hanoi, Vietnam	In 2025	01/2025/NQ/CEO- HDQT	Contract for Construction Works of Driven Concrete Piles for the 12-Storey Building at the Sunny Garden City	
							General Construction Contractor for the 12-Storey Building at the Sunny Garden City	
4	C.E.O International Company Limited	Related party of an insider	ERC No: 0102173374; First registration date: January 18 th , 2007; 11 th change registration date: December 1 st , 2023; Place of issue: Hanoi	5 th floor, CEO Tower, HH2-1, Me Tra Ha New Urban, Pham Hung street, Tu Liem ward, Hanoi, Vietnam	In 2025	01/2025/NQ/CEO- HDQT	Office Lease Contract	
							Consultancy Contract for the Preparation of the Assignment and Dossier for Adjustment of the Detailed Construction Planning at Scale 1/500 (62-Hectare Project in Phu Quoc)	
							Office Lease Contract	
							Office Lease Contract	

5	C.E.O Hospitality Limited Liability Company	Related party of an insider	Department of Planning and Investment ERC No: 1702070874; First registration date: November 26 th , 2016; 6 th change registration date: July 06 th , 2023; Place of issue: Kien Giang province Department of Planning and Investment	Sonasea Villas and Resort tourist complex, An Phu Quoc, An Giang, Vietnam	In 2025	01/2025/NQ/CEO- HDQT	Operation and Management Services Contract for the Sunny Garden City Operation and Management Services Contract for CEO Tower Office Lease Contract	
6	Phu Quoc Investment And Development Joint Stock Corporation	Related party of an insider	ERC No: 1700446176; First registration date: December 11 th , 2003; 16 th change registration date: July 17, 2025; Place of issue: An Giang province Department of Finance	Sonasea Villas and Resort tourist complex, An Phu Quoc, An Giang, Vietnam	In 2025	01/2025/NQ/C EO-HDQT	Internal Consultancy Services Contract Loan Agreement	
7	Nha Trang Investment and Development Joint Stock Company	Related party of an insider	ERC No: 4201743588; First registration date: May 29 th , 2017; 06 th change registration date: July 16 th , 2025; Place of issue: Khanh Hoa province Department of Finance	Lot D12b-Zone 4, Northern Cam Ranh Peninsula Tourist Area, , Cam Lam ward, Khanh Hoa Province, Vietnam	In 2025	01/2025/NQ/CEO- HDQT	Steel Supply Contract	

APPENDIX 04

THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS

No.	Name	Securities trading account (if any)	Position at the company (if any)	No./Passport No., 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
I	Doan Van Binh		Chairman of the Board of Directors			107,236,713	18.9%	
1	Doan Van Thanh					-	0%	
2	Do Trac Ky					-	0%	
3	Dao Thi Tan					-	0%	
4	Do Phuong Anh		Deputy General Director			128,716	0.023%	
5	Doan Duc Anh		Members of the Board of Directors			-	0%	
6	Doan Bao Linh					-	0%	
7	Doan Bao Anh					-	0%	
8	Doan Thi Thao					264	0 %	
9	Doan Van Minh		Members of the Board of Directors			54	0 %	

10	Doan Trung Kien							0%	-	
11	Doan Thi Hoai Thu							0.001%	2,611	
12	Tran Van Thao							0%	-	
13	Nguyen Van Tu							0%	-	
14	Doan Thi Thao							0%	35	
15	Nguyen Khanh Thu							0.005%	28,926	
16	Phu Quoc Royal Investment And Developmnet Joint Stock Company						ERC No: 1702341549; First registration date: 11 November 2025; Place of issue: An Giang Provincial Department of Finance	0%	-	Sonasea Villas and Resort tourist complex, Phu Quoc, An Giang, Vietnam
17	Phu Quoc Investment And Development Joint Stock Corporation						ERC No: 1700446176; First registration date: December 11 th , 2003; 13 th change registration date: December 31 st , 2021; Place of issue: Kien Giang province Department of Planning and Investment	0%	-	Sonasea Villas and Resort tourist complex, Phu Quoc, An Giang, Vietnam
18	Phu Quoc Housing and Urban Development Joint Stock Company						ERC No: 0305271533; First registration date: October 11 th , 2007; 04 th change registration date: Januray 19 th , 2022; Place of issue: Kien Giang province Department of Planning and Investment	0%	-	Sonasea Villas and Resort tourist complex, Phu Quoc, An Giang, Vietnam

19	Van Don Tourism Development And Investment Joint Stock Company			ERC No: 5701879860; First registration date: July 05 th , 2017; 05 th change registration date: August 20 th , 2024; Place of issue: Quang Ninh province Department of Planning and Investment	Bai Tu Long Eco-tourism Area, , Van Don, Quang Ninh Province, Vietnam	-	0%	
20	C.E.O Industrial Park Development Joint Stock Company			ERC No: 0111068927; First registration date: 02/06/2025; Place of issue: Hanoi Department of Finance	5 th floor, CEO Tower, HH2-1, Me Tri Ha New Urban, Pham Hung street, Tu Liem ward, Hanoi, Vietnam	-	0%	
II	Doan Van Minh			Members of the Board of Directors		54	0%	
1	Doan Van Thanh					-	0%	
2	Nguyen Thi Hue					-	0%	
3	Doan Thi Thao					35	0%	
4	Doan Minh Hoang					-	0%	
5	Doan Minh Tuan					-	0%	
6	Doan Van Binh			Chairman of the Board of Directors		107,236,713	18.9%	
7	Doan Thi Thao					264	0%	

8	Doan Trung Kien							0%	-	
9	Doan Thi Hoai Thu							0.001%	2,611	
10	Do Phuong Anh			Deputy General Director				0.023%	128,716	
11	Tran Van Thao							0%	-	
12	Nguyen Khanh Thu							0.005%	28,926	
13	Nguyen van Tu							0%	-	
14	Phu Quoc Investment And Development Joint Stock Corporation					ERC No: 1700446176; First registration date: December 11 th , 2003; 13 th change registration date: December 31 st , 2021; Place of issue: Kien Giang province Department of Planning and Investment	Sonasea Villas and Resort tourist complex, Phu Quoc, An Giang, Vietnam	0%	-	
15	Phu Quoc Housing and Urban Development Joint Stock Company					ERC No: 0305271533; First registration date: October 11 th , 2007; 04 th change registration date: January 19 th , 2022; Place of issue: Kien Giang province Department of Planning and Investment	Sonasea Villas and Resort tourist complex, Phu Quoc, An Giang, Vietnam	0%	-	
16	Van Don Tourism Development And Investment Joint Stock Company					ERC No: 5701879860; First registration date: July 05 th , 2017; 05 th change registration date: August 20 th , 2024; Place of issue: Quang Ninh province	Bai Tu Long Eco-tourism Area, Van Don, Quang Ninh Province, Vietnam	0%	-	

	C.E.O International Company Limited			2007; 11th change registration date: December 1 st , 2023; Place of issue: Hanoi Department of Planning and Investment	Tri Ha New Urban, Pham Hung street, Tu Liem. Hanoi, Vietnam			
6	C.E.O Industrial Park Development Joint Stock Company			ERC No: 0111068927; First registration date: 02/06/2025; Place of issue: Hanoi Department of Finance	5 th floor, CEO Tower, HH2-1, Me Tri Ha New Urban, Pham Hung street, Tu Liem ward, Hanoi, Vietnam	-	0 %	
7	Phu Quoc Royal Investment And Developmnet Joint Stock Company			ERC No: 1702341549; First registration date: 11 November2025; Place of issue: An Giang Provincial Department of Finance	Sonasea Villas and Resort tourist complex, Phu Quoc, An Giang, Vietnam	-	0%	
IV	Tran Trung Ket		Members of the Board of Directors			182,382	0.032%	
1	Tran Van Hoa					-	0%	
2	Nguyen Thi Duyen					-	0%	
3	Phan Van Thon					-	0%	
4	Pham Thi Nghia					-	0%	
5	Phan Thi Thanh Hoa					-	0%	

6	Tran Tuan Thanh							0%	
7	Tran Duc Trung							0%	
8	Tran Thi Giang						27,562	0.005%	
9	Tran Van Doan						15	0%	
10	Cao Van Kien						132,300	0.023%	
11	Doan Thi Liem				General Director		-	0%	
12	Phu Quoc Investment And Development Joint Stock Corporation					ERC No: 1700446176; First registration date: December 11 th , 2003; 13 th change registration date: December 31 st , 2021; Place of issue: Kien Giang province Department of Planning and Investment	Sonasea Villas and Resort tourist complex, Phu Quoc, An Giang, Vietnam	0%	
13	Phu Quoc Housing and Urban Development Joint Stock Company					ERC No: 0305271533; First registration date: October 11 th , 2007; 04 th change registration date: January 19 th , 2022; Place of issue: Kien Giang province Department of Planning and Investment	Sonasea Villas and Resort tourist complex, Phu Quoc, An Giang, Vietnam	0%	
14	C.E.O Construction Joint Stock Company					ERC No: 0102389667; First registration date: October 11 th , 2007; 14 th change registration date: September 13 th , 2024; Place of issue: Hanoi Department of Planning and Investment	12 th floor, CEO Tower, HH2-1, Pham Hung street, Tu Liem, Hanoi, Vietnam	0%	

15	Phu Kien Phu Quoc One Member Limited Liability Company			ERC No: 1702075375; First registration date: January 06 th , 2017; 06 th change registration date: January 22 nd , 2021; Place of issue: Kien Giang Province Department of Planning and Investment	Sonasea Villas & Resort tourist complex, Phu Quoc, An Giang, Vietnam	-	0%	
16	Phu Quoc Royal Investment And Developmnet Joint Stock Company			ERC No: 1702341549; First registration date: 11 November 2025; Place of issue: An Giang Provincial Department of Finance	Sonasea Villas and Resort tourist complex, Phu Quoc, An Giang, Vietnam	-	0%	
V	Nguyen Van Dong			Independent members of the Board of Directors		-	0%	
1	Bui Thi Luu					-	0%	
2	Nguyen Dinh Bang					-	0%	
3	Nguyen Thi Viet Vinh					-	0%	
4	Nguyen Thi Thu Van					-	0%	
5	Nguyen Nhat Minh					-	0%	
6	Nguyen Anh Duc					-	0%	
7	Nguyen Khac Hai					-	0%	

8	Nguyen Thi Van Khanh								0%	
VI	Tran Thi Thuy Linh			Head of the Board of Supervisors					0%	
1	Tran Nhu Thanh								0%	
2	Phung Thi Loc								0%	
3	Nguyen Minh Duc								0%	
4	Nguyen Tam Anh								0%	
5	Tran Thi Thuong Thuong								0%	
6	Tran Thi Anh Thu								0%	
7	Pham Ngoc Tu								0%	
VII	Bui Duc Thuyen			Member of the Board of Supervisors				163,100	0.029%	
1	Tran Thi Minh Hien							-	0%	
2	Bui Thi Ha Phuong							55,125	0.01%	
3	Bui Van Thao							-	0%	
4	Bui Thi Xa							-	0%	

5	Duong Thi Minh							-	0%	
6	Nam Dinh Forest Products Joint Stock Company					ERC No: 0600160460; First registration date: October 04 th , 1999; 12 th change registration date: August 18 th , 2020; Place of issue: Nam Dinh province Department of Planning and Investment	Lot C1, D2 Road, Hoa Xa Industrial Park, Loc Hoa ward, Nam Dinh province, Vietnam	-	0%	
VIII	Nguyen Thu Phuong				Member of the Board of Supervisors			-	0%	
1	Nguyen Thuong Hien							-	0%	
2	Nguyen Thi Sam							-	0%	
3	Nguyen Quang Canh							-	0%	
4	Nguyen Thi Nguyen							-	0%	
5	Nguyen Quang Khang							-	0%	
6	Nguyen Phuong Linh							-	0%	
7	Nguyen Linh An							-	0%	
8	Nguyen Quang Dang							-	0%	
9	Nguyen Thi Hai Hau							-	0%	

12	Cao Thi Ngan						78	0%	
13	Lam Van Ly						-	0%	
14	Nguyen Thanh Nam						-	0%	
15	Vu Van Dien						-	0%	
16	C.E.O Construction Joint Stock Company				ERC No: 0102389667; First registration date: October 11 th , 2007; 14 th change registration date: September 13 th , 2024; Place of issue: Hanoi Department of Planning and Investment	12 th floor, CEO Tower, HH2-1, Pham Hung street, Tu Liem, Hanoi, Vietnam	-	0%	
17	BMC – CEO Investment Joint Stock Company				ERC No: 0104306151; First registration date: 16/12/2009; first change registration date: 29/05/2014; Place of issue: Hanoi Department of Planning and Investment	5 th floor, CEO Tower, HH2-1, Me Tri Ha New Urban, Pham Hung street, Tu Liem ward, Hanoi, Vietnam	-	0%	
18	C.E.O Industrial Park Development Joint Stock Company				ERC No: 0111068927; First registration date: 02/06/2025; Place of issue: Hanoi Department of Finance	5 th floor, CEO Tower, HH2-1, Me Tri Ha New Urban, Pham Hung street, Tu Liem ward, Hanoi, Vietnam	-	0%	
X	Ta Van To				Permanent Deputy General		86,760	0.015%	

15	Doan Thi Vy							0%	
16	Nha Trang Investment and Development Joint Stock Company				ERC No: 4201743588; First registration date: May 29 th , 2017; 04 th change registration date: December 13 th , 2019; Place of issue: Khanh Hoa province Department of Planning and Investment	Lot D12b-Zone 4, Northern Cam Ranh Peninsula Tourist Area, Cam Lam, Khanh Hoa Province, Vietnam	-	0%	
17	C.E.O Construction Joint Stock Company				ERC No: 0102389667; First registration date: October 11 th , 2007; 14 th change registration date: September 13 th , 2024; Place of issue: Hanoi Department of Planning and Investment	12 th floor, CEO Tower, HH2-1, Pham Hung street, Tu Liem, Hanoi, Vietnam	-	0%	
XI	Tran Dao Duc			Deputy General Director			101,841	0.018%	
1	Tran Thi Thu Hanh						-	0%	
2	Tran Dat Anh						-	0%	
3	Tran Dat						-	0%	
4	Tran Thi Minh Hoi						-	0%	
5	Tran Thi Minh Hoa						-	0%	

6	Tran Thi Xuan Huong							-	0%	
7	Tran Dang							-	0%	
8	Tran Dan							-	0%	
9	Tran Thi Thu Huong							-	0%	
10	Phạm Thị Nhu Van							-	0%	
11	Hoang Thong							-	0%	
12	Nguyen Quoc Tuan							-	0%	
13	Do Manh Tan							-	0%	
14	Luong Thi Thanh Binh							-	0%	
15	Nguyen Thi Thanh Ha							-	0%	
16	Nguyen Duc Vinh							-	0%	
17	Nha Trang Investment and Development Joint Stock Company					ERC No: 4201743588; First registration date: May 29 th , 2017; 04 th change registration date: December 13 th , 2019; Place of issue: Khanh Hoa	Lot D12b-Zone 4, Northern Cam Ranh Peninsula Tourist Area, Cam	-	0%	

				province Department of Planning and Investment	Lam , Khanh Hoa Province, Vietnam			
18	C.E.O Travel Joint Stock Company			ERC No: 0700525669; First registration date: March 16 th , 2011; 07 th change registration date: July 0rd th , 2023; Place of issue: Hanoi Department of Planning and Investment	5 th floor, CEO Tower, HH2-1, Me Tri Ha New Urban, Pham Hung street, Tu Liem, Hanoi, Vietnam	-	0%	
19	C.E.O Design Consultancy One Member Limited Liability Company			ERC No: 0108267344; First registration date: May 10 th , 2018; 3 rd change registration date: December 14 th , 2022; Place of issue: Hanoi Department of Planning and Investment	3 rd floor, CEO Tower, HH2-1, Me Tri Ha New Urban, Pham Hung street, Tu Liem ward, Hanoi, Vietnam	-	0%	
20	C.E.O Hospitality Limited Liability Company			ERC No: 1702070874; First registration date: November 26 th , 2016; 6 th change registration date: July 06 th , 2023; Place of issue: Kien Giang province Department of Planning and Investment	Sonasea Villas and Resort tourist complex, Phu Quoc, An Giang, Vietnam	-	0%	
XII	Do Phuong Anh			Deputy General Director		128,716	0.023%	
1	Do Trac Ky					-	0%	

2	Dao Thi Tan						0%	
3	Doan Van Thanh						0%	
4	Doan Van Binh		Chairman of the Board of Directors			107,236,713	18.9%	
5	Doan Duc Anh					-	0%	
6	Doan Bao Linh					-	0%	
7	Doan Bao Anh					-	0%	
8	Do Tu Anh					-	0%	
9	Le Trung Hieu					-	0%	
10	C.E.O Hospitality Limited Liability Company			ERC No: 1702070874; First registration date: November 26 th , 2016; 6 th change registration date: July 06 th , 2023; Place of issue: Kien Giang province Department of Planning and Investment	Sonasea Villas and Resort tourist complex, Phu Quoc, An Giang, Vietnam	-	0%	
XIII	Do Thi Thom		Deputy General Director			5	0%	
1	Do Ngoc Kinh					-	0%	

2	Dang Thi Tinh							-	0%	
3	Doan Van Quang							-	0%	
4	Doan Tien Trung							-	0%	
5	Doan Minh Trang							-	0%	
6	Doan Minh Phuong							-	0%	
7	Doan Dang Ha Nam							-	0%	
8	Doan Dang Phu Quoc							-	0%	
9	Do Thi Nu							-	0%	
10	Do Van Duong							-	0%	
11	Do Van Tien							-	0%	
12	Do Van Yen							791	0%	
13	Tang Van Vy							-	0%	
14	Dong Kim Hien							78	0%	
15	Nguyen Thi Hang							-	0%	
16	Ngo Thi Huong							-	0%	

17	C.E.O Hospitality Limited Liability Company			ERC No: 1702070874; First registration date: November 26 th , 2016; 6 th change registration date: July 06 th , 2023; Place of issue: Kien Giang province Department of Planning and Investment	Sonasea Villas and Resort tourist complex, Phu Quoc, An Giang, Vietnam	-	0%	
18	C.E.O Travel Development Joint Stock Company			ERC No: 0700525669; First registration date: 16/03/2011; 7 th change registration date: 03/07/2023; Place of issue: Hanoi Department of Planning and Investment	5 th floor, CEO Tower, HH2-1, Pham Hung street, Tu Liem, Hanoi, Vietnam	-	0%	
19	Van Don Tourism Development And Investment Joint Stock Company			ERC No: 5701879860; First registration date: July 05 th , 2017; 05 th change registration date: August 20 th , 2024; Place of issue: Quang Ninh province Department of Planning and Investment	Bai Tu Long Eco-tourism Area, Ha Long Commune, Van Don, Quang Ninh Province, Vietnam	-	0%	
20	C.E.O Industrial Park Development Joint Stock Company			ERC No: 0111068927; First registration date: 02/06/2025; Place of issue: Hanoi Department of Finance	5 th floor, CEO Tower, HH2-1, Me Tri Ha New Urban, Pham Hung street, Tu Liem ward, Hanoi, Vietnam	-	0%	
XIV	Thai Thi Tuoi			Chief accountant		13,077	0.002%	
1	Thai Van Canh					-	0%	

2	Duong Thi Tham						-	0%	
3	Nguyen Van Dao						-	0%	
4	Dang Thi Hien						-	0%	
5	Nguyen Van Thao						-	0%	
6	Nguyen Thai Huyen Anh						-	0%	
7	Nguyen Nhat Minh						-	0%	
8	Thai Thi Nhu Hoa						2,200	0.001%	
9	Vu The Hung						-	0%	
10	Thai Phuong Que						-	0%	
XV	Ngo Thi Nguyet Anh				Company Secretary, Person Authorized to disclose information		315	0%	
1	Ngo Xuan Lung						-	0%	
2	Truong Thi Hien						-	0%	
3	Nguyen Viet Nham						-	0%	

4	Nguyen Thi Vinh								0%	
5	Nguyen Anh Khang								0%	
6	Nguyen Tu Anh								0%	
7	Nguyen Yen Chi								0%	
8	Ngo Thi Thu								0%	
9	Ngo Van Trung								0%	
10	Ngo Thi Kim Dung								0%	
11	Nguyen Thi Thanh Huong								0%	
12	Nguyen Thanh Tam								0%	
13	Hoang Dinh Nhan								0%	
14	C.E.O Travel Joint Stock Company					ERC No: 0700525669; First registration date: March 16 th , 2011; 07 th change registration date: July 0rd th , 2023; Place of issue: Hanoi Department of Planning and Investment	5 th floor, CEO Tower, HH2-1, Me Tri Ha New Urban, Pham Hung street, Tu Liem, Hanoi, Vietnam	-	0%	
15	Construction Joint Stock Company					ERC No: 0102389667; First registration date: October 11 th , 2007; 14 th change registration date: September 13 th , 2024;	12 th floor, CEO Tower, HH2-1, Pham Hung street,	-	0%	

				Place of issue: Hanoi Department of Planning and Investment	Tu Liem, Hanoi, Vietnam			
16	Van Don Tourism Development And Investment Joint Stock Company			ERC No: 5701879860; First registration date: July 05 th , 2017; 05 th change registration date: August 20 th , 2024; Place of issue: Quang Ninh province Department of Planning and Investment	Bai Tu Long Eco- tourism Area, Van Don , Quang Ninh Province, Vietnam	-	0%	
17	Phu Quoc Housing and Urban Development Joint Stock Company			ERC No: 0305271533; First registration date: October 11 th , 2007; 04 th change registration date: Januray 19 th , 2022; Place of issue: Kien Giang province Department of Planning and Investment	Sonasea Villas and Resort tourist complex, Phu Quoc, An Giang, Vietnam	-	0%	

APPENDIX 05

TRANSACTIONS BY INSIDERS AND RELATED PERSONS IN THE COMPANY'S SHARES

No.	Person conducting the transaction	Position in the Company / Relationship with insider	Number of shares held at the beginning of the period		Number of shares held at the end of the period		Reason for increase/decrease (purchase, sale, transfer, bonus,...)
			<i>Number of shares</i>	<i>Ratio</i>	<i>Number of shares</i>	<i>Ratio</i>	
1	Ta Van To	Deputy General Director	135.486	0,025%	86.760	0,01%	Sale
2	Tran Thi Thuy Linh	Head of the Supervisory Board	267.009	0,05%	0	0%	Sale
3	Thai Thi Tuoi	Chief Accountant	157.550	0,029%	0	0%	Sale

