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No. 1501/2026/BCQT-SJF

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Hanoi, January 15, 2026.

**REPORT ON THE  
STATUS OF CORPORATE GOVERNANCE (2025)**

**To:** State Securities Commission  
The Stock Exchange.

- Company name: Sao Thai Duong Investment Joint Stock Company
- Head office address: 8th Floor, SIMCO Song Da Building, Van Phuc EIA Sub-area, Van Phuc Ward, Ha Dong, Hanoi
- Phone: (84-24) 3398 2626 Fax: (84-4) 3398 2626 Email: info@stdgroup.vn
- Charter capital : 792,000,000,000 VND
- Stock code: SJF
- Corporate governance model:
- + General Meeting of Shareholders, Board of Directors, Supervisory Board and General Director/Director
- Regarding the performance of the internal audit function:

**I. Activities of the General Meeting of Shareholders**

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

STT	Number of Resolutions/Decisions	Date	Contents
1	No. 01/NQ-ĐHĐĐ	08/09/2025	Through the following contents: - Approved the 2025 Annual General Meeting of Shareholders. - Approve the business results in 2024 and the business plan in 2025. - Approved the 2024 Audited Financial Statements - Approving the authorization of the Board of Directors to decide on a number of contents under the competence of the General Meeting of Shareholders.

			<ul style="list-style-type: none"> <li>- Approve the report of the Board of Directors, Board of Directors, Supervisory Board in 2024</li> <li>- Approving the remuneration report of the Board of Directors and the Supervisory Board.</li> <li>- Approving the selection of auditing units for financial statements in 2025</li> </ul>
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## II. Board of Directors (2025):

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

STT	Member of the Board of Directors	Position ( <i>independent member of the Board of Directors, non-executive member of the Board of Directors</i> )	Start date/no longer a member of the Board of Directors/ Independent Board of Directors	
			Appointment Date	Date of dismissal
1	Mr. Nguyen Tri Thien	Chairman of the Board of Directors	26/04/2016	
2	Mr. Nguyen Xuan Nam	Member of the Board of Directors	26/04/2016	
3	Mr. Dang Van Hoa	Independent Member of the Board of Directors	15/06/2020	
4	Mr. Nguyen Anh Tuan	Member of the Board of Directors	28/06/2024	
5	Mr. Nguyen Cong Khai	Member of the Board of Directors	28/06/2024	



## **2. Board of Directors Meetings:**

<b>Anonymous</b>	<b>Member of the Board of Directors</b>	<b>Number of meetings attended by the Board of Directors</b>	<b>Meeting Attendance Rate</b>	<b>Reasons for not attending the meeting</b>
1	Mr. Nguyen Tri Thien	5/5	100%	
2	Mr. Nguyen Xuan Nam	5/5	100%	
3	Mr. Nguyen Anh Tuan	5/5	100%	
4	Mr. Dang Van Hoa	5/5	100%	
5	Mr. Nguyen Cong Khai	5/5	100%	

## **3. Supervisory activities of the Board of Directors over the Board of Directors:**

In 2025, the Board of Directors will supervise the management and administration of the General Director to ensure compliance with the company's charter and the Resolutions and Decisions of the Board of Directors.

## **4. Resolutions/Decisions of the Board of Directors (2025):**

<b>STT</b>	<b>Number of Resolutions/Decisions</b>	<b>Date</b>	<b>Contents</b>	<b>Pass Rate</b>
1	No. 2803/2025/NQHĐQT-SJF	28/03/2025	Re: Extension of the time to hold the Annual General Meeting of Shareholders in 2025.	100%
2	No. 0605/2025/NQHĐQT-SJF	06/05/2025	Re: Approving the convening of the Annual General Meeting of Shareholders in 2025.	100%
3	No. 2705/2025/NQHĐQT-SJF	27/05/2025	Re: Change of the last registration date and date of the Annual General Meeting of Shareholders in 2025.	100%
4	No. 1209/2025/NQHĐQT-SJF	12/09/2025	Through the selection of auditors	100%
5	No. 3012/2025/NQHĐQT-SJF	30/12/2025	Through the meeting to update the production and business situation in the first 9 months of	100%

			2025 and set out the orientation of the production and business plan in 2026	
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### III. Supervisory Board ( 2025):

#### 1. Information about members of the Supervisory Board (Supervisory Board):

STT	Member of the Supervisory Board	Position	Date of start/no longer being a member of the Board of Directors	Qualifications
1	Ms. Nguyen Thi Minh	Head of the Supervisory Board	26/04/2016	Bachelor of Economics
2	Ms. Nguyen Thi Mai Huong	Member of the Supervisory Board	15/06/2020	Bachelor of Finance and Accounting
3	Ms. Do Nhu Ngoc	Member of the Supervisory Board	15/06/2020	Bachelor of Accounting

#### 2. Meeting of the Supervisory Board

STT	Member of the Supervisory Board / Audit Committee	Number of meetings attended	Meeting Attendance Rate	Voting Rate	Reasons for not attending the meeting
1	Ms. Nguyen Thi Minh	2/2	100%	100%	
2	Ms. Nguyen Thi Mai Huong	2/2	100%	100%	
3	Ms. Do Nhu Ngoc	2/2	100%	100%	

#### 3. Supervisory activities of the Supervisory Board of Directors, the Board of Directors and shareholders:

- Pursuant to the company's Charter of operation and Governance Regulations, the Supervisory Board has supervised the activities of the Board of Directors, the Board of Directors and shareholders in the administration of production and business, appraisal of financial statements, evaluation of the management and administration of the Board of Directors and the Board of General Directors in the implementation of production and business according to the resolution of the General Director. Shareholders' Council.



**4. Coordination between the Supervisory Board for the activities of the Board of Directors, the Board of Directors and other managers:**

- Members of the Supervisory Board have fully participated in the meetings of the Supervisory Board and the Board of Directors. On the basis of the contents of the meeting, the Supervisory Board has made comments under its jurisdiction, close to the Company's operational situation.
- Implement control over management, administration, financial situation, compliance with the regimes of the State and regulations of the General Meeting of Shareholders of the Company.

**IV. Board of Directors**

STT	Member of the Board of Directors	Date of birth	Qualifications	Date of appointment/dismissal of members of the Board of Directors
1	Nguyen Xuan Nam	27/05/1958	IT Engineer	26/04/2016
2	Nguyen Anh Tuan	06/07/1985	Architect	28/06/2024
3	Masayuki Takeuchi	21/10/1949	PhD	26/04/2016

**V. Chief Accountant**

Full name	Date of birth	Professional qualifications	Appointment/Dismissal Date
Bui Thi Ngoc Huyen	21/11/1976	Bachelor's degree	Appointment: 21/12/2022

**VI. Training on corporate governance :**

Training courses on corporate governance that members of the Board of Directors, members of the Supervisory Board, Executive Director (General Director), other managers and the Company Secretary have participated in in accordance with the regulations on corporate governance: none

**VII. List of related persons of public companies (2025) and transactions of related persons of the company with the Company itself**

**1. List of related persons of the company**

STT	Name of organization/individual	Securities trading account (if any)	Position at the company (if any)	NSH* number, date of issue, place of issuance of NSH	Head Office Address/ Contact Address	When to start as a stakeholder	The time when he is no longer the relevant person	Reason	Relationship with the company
1	Nguyen Tri Thien		Chairman of the Board of Directors			26/04/2016			
2	Mr. Dang Van Hoa		Board of Directors TV			15/06/2020			
4	Nguyen Xuan Nam		TV Board of Directors - Deputy General Director			26/04/2016			
5	Masayuki Takeuchi		Deputy General Director			26/04/2016			
6	Nguyen Thi Minh		Head of the Civil Engineering Department			26/04/2016			
7	Nguyen Thi Mai Huong		TV BKS			15/06/2020			
8	Do Nhu Ngoc		TV BKS			15/06/2020			
9	Nguyen Viet Ha		Person in charge of the Company's QT			28/02/2020			
10	FISC Finance-Investment and Services Joint Stock Company		Mr. Nguyen Xuan Nam is the Director			26/04/2016			
12	Nguyen Anh Tuan		TV Board of Directors – General Director			Appointment: General Director: 16/04/2024 Board of Directors TV: 28/06/2024			



13	Nguyen Cong Khai		Board of Directors TV			Appointment: TV Board of Directors 28/06/2024			
14	Bui Thi Ngoc Huyen		Chief Accountant – Disclosure Authorized Person			21/12/2022			
15	BWG Mai Chau Joint Stock Company		Subsidiaries						

*Note/Note: NSH Certificate number\*: ID card/Passport number (for individuals) or Business Registration Certificate number, Operation License or equivalent legal documents (for organizations)/NSH).*

**2. Transactions between the company and related persons of the company; or between the company and major shareholders, internal persons, related persons of internal persons: none**

*Note: NSH Certificate number\*: ID number/ Passport (for individuals) or number of Business Registration Certificate, Operation License or equivalent legal documents (for organizations)/NSH No.*

**3. Transactions between internal persons of the company, related persons of internal persons and subsidiaries or companies under the control of the company: None**

ST T	Transaction Executor	Relationship with Insiders	Positions at CTNY	ID card/passport number, date of issue, place of issue	Address	Name of subsidiary, company controlled by CTNY	When to trade	Content, quantity, total transaction value/	Notes
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**4. Transactions between the company and other entities**

4.1. Transactions between companies and companies in which members of the Board of Directors, members of the Control Board, Director (General Director) and other managers have been founding members or members of the Board of Directors, Director (General Director) in the past three (03) years (counting at the time of making reports): None

4.2. Transactions between companies that are operated by related persons of members of the Board of Directors, members of the Control Board, Director (General Director) and other managers who are members of the Board of Directors or Director (General Director). *None*

STT	Name of organization/individual	Relationship with the company	NSH number*, date of issue, place of issue	Head Office Address/Contact Address	When to transact with the company	Number of Resolutions/Decisions of the General Meeting of Shareholders/Board of Directors... Approval (if any, specifying the date of promulgation)	Contents, quantity, total value of transactions	Notes
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4.3. Other transactions of the company (if any) may bring material or non-material benefits to members of the Board of Directors, members of the Supervisory Board, Director (General Director) and other managers. *None*

### VIII. Trading of shares of insiders and related persons of insiders (2025)

#### 1. List of internal and related persons of the company's internal persons

STT	Name	Securities trading account (if any)	Position at the company (if any)	ID card number/passport, date of issue, place of issue	Contacts	Number of shares owned at the end of the period	Shareholding ratio at the end of the period	Notes
1	Nguyen Tri Thien		Chairman of the Board of Directors			3.871.100	4,89%	
1.1	Nguyen Thi Kha					0	0%	Mother
1.2	Do Thi Giau					0	0%	Wife
1.3	Bui Thi Thu Thuy					0	0%	Sister
1.4	Bui Tri Thong					0	0%	Brother
1.5	Bui Tri Thuan					0	0%	Brother
1.6	Do Ha					0	0%	Father-in-law
1.7	Doan Thi Anh					0	0%	Mother-in-



								la w
2	Dang Culture		Member of the Board of Directors			0	0%	
2.1	Dang Quoc Viet					0	0%	D ad
2.2	Nguyen Thi Tam					0	0%	M ot he r
2.3	Phan Thi Oanh					0	0%	W ife
2.4	Dang Phan Duc Khanh					0	0%	So ns
2.5	Dang Phan Kha Nhu					0	0%	D au gh ter
2.6	Dang Phan Duc Cuong					0	0%	So ns
2.7	Dang Thi Sam					0	0%	Si ste r
2.8	Phan Xuan Lam					0	0%	Fa th er- in- la w
2.9	Vo Thi Lien					0	0%	M ot he r- in- la w
2.10	Hoang Xuan Phuc					0	0%	Br ot he r- in- la w
3	Nguyen Cong Khai		Board of Directors TV			59.100	0.075%	
3.1	Nguyen Thi Lan					0	0%	M ot he r
3.2	Nguyen Cong Doan					0	0%	Br ot he r

3.3	Do Thi Phuong Anh							Wife
3.4	Nguyen Thuan Phong							Sons
3.5	Nguyen Thanh Mai							Daughter
4	Nguyen Xuan Nam		MEMBER OF THE BOARD OF DIRECTORS/VICE GENERAL DIRECTOR			1.510.000	1,91%	
4.1	Nguyen Xuan Binh					0	0%	Father
4.2	Nguyen Thi Loan					0	0%	Wife
4.3	Nguyen Xuan Linh					0	0%	Sons
4.4	Nguyen Thu Quynh					0	0%	Daughter
4.5	Bui Hong Diem					0	0%	Daughter - in-law
5	Masayuki Takeuchi		Deputy General Director			0	0%	
5.1	Taeko Takeuchi					0	0%	Wife
5.2	Tomohiro Takeuchi					0	0%	Children
6	Nguyen Thi Minh		Head of the Supervisory Board			120.000	0,15%	
6.1	Tran Viet Cuong					0	0%	Sons
6.2	Tran Quang Huy					0	0%	Sons



6.3	Nguyen Xuan Chinh					0	0%	Br ot he r
6.4	Nguyen Xuan Hung					0	0%	Y ou ng er br ot he r
6.5	Nguyen Quoc Manh					0	0%	Y ou ng er br ot he r
6.6	Nguyen Thi Thoa					0	0%	Si ste r
6.7	Nguyen Thi Loan					0	0%	Si ste r
6.8	Nguyen Thi Huong					0	0%	Si ste r
6.9	Ngo Thi Thu Ha					0	0%	D au gh ter - in- la w
6.10	Le Thi Hong Sang					0	0%	D au gh ter - in- la w
6.11	Nguyen Thi Thuy					0	0%	Si ste r- in- la w
6.12	Bui Thi A Khanh					0	0%	Si ste r- in-

								la w
7	Nguyen Thi Mai Huong		TV BKS			0	0%	
7.1	Nguyen Van Thuong					0	0%	D ad
7.2	Trinh Thi Hanh					0	0%	M ot he r
7.3	Pham Thu Phuong					0	0%	D au gh ter
7.4	Nguyen Thi Lien					0	0%	Si ste r
7.5	Nguyen Thi Trang					0	0%	Si ste r
7.6	Trinh Ngoc Nghia					0	0%	Br ot he r- in- la w
7.7	Hoang Dinh Hao					10500	0,01%	Br ot he r- in- la w
8	Do Nhu Ngoc		TV BKS			0	0%	
8.1	Do Nhu Ha					0	0%	D ad
8.2	Bui Thi Ngoan					0	0%	M ot he r
8.3	Do Thanh Nguyen					0	0%	Br ot he r
8.4	Ha Van Duy					0	0%	H us ba nd



8.5	Ha Do Bang Tam					0	0%	Children
8.6	Dang Thi Dung					0	0%	Sister-in-law
9	Nguyen Viet Ha		The person in charge of the company's QT			0	0%	
9.1	Nguyen Van Hieu					0	0%	Dad
9.2	Le Thi Oanh					0	0%	Mother
9.2	Nguyen Viet Doan					0	0%	Younger brother
9.4	Hoang Hang Hanh					0	0%	Wife
9.5	Hoang Duc More					0	0%	Father-in-law
9.6	Ung Thi Minh Hang					0	0%	Mother-in-law
10	Nguyen Anh Tuan		MEMBER OF THE BOARD OF DIRECTORS			0	0%	
10.1	Nguyen Van Tue					0	0%	Dad
10.2	Tran Thi Thuong					0	0%	Mother

10.3	Nguyen Anh Tu					0	0%	Br ot he r
10.4	Pham Thi Lan Anh					0	0%	W ife
10.5	Nguyen Thao Nguyen					0	0%	D a u gh ter
10.6	Nguyen Nhat Minh					0	0%	So ns
11	Bui Thi Ngoc Huyen		Chief Accountant – Disclosure Authorized Person			0	0%	
11.1	Vu Thanh Vinh					0	0	H u s b a n d
11.2	Vu Thanh Quang					0	0	So ns
11.3	Vu Ngoc Huyen Anh					0	0	D a u gh ter
11.4	Bui Van Nang					0	0	D a d
11.5	Tran Thi Van					0	0	M o t h e r
11.6	Vu Thanh Luyen					0	0	Fa t h e r- in- la w
11.7	Vu Thi Thanh					0	0	M o t h e r- in- la w

**2. Transactions of insiders and related persons on the company's shares: None**

Anonymous	Transaction Executor		Number of shares owned	Number of shares owned	Reasons for increase and
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		Relationship with Insiders	at the beginning of the period		at the end of the period		decrease (buying, selling, converting, bonus...)
			Number of shares	Rate	Number of shares	Rate	

**IX. Other matters to note: None**

***Recipient:***

- As sent;
- Save: VT

**CHAIRMAN OF THE BOARD OF  
DIRECTORS**



**NGUYEN TRI THIEN**

