

No. 21A/2026/HDQT-VE9

Khanh Hoa, January 28, 2026

**CORPORATE GOVERNANCE REPORT  
YEAR 2025**

To: - **STATE SECURITIES COMMISSION**  
- **HANOI STOCK EXCHANGE**

- Name of listed company : **VNECO 9 INVESTMENT AND CONSTRUCTION JOINT STOCK COMPANY**
- Head Office Address : Ground floor C4 – C5 Cho Dam Apartment, Nha Trang Ward, Khanh Hoa Province.
- Telephone : 02583 525886 – Fax: 02583 522394
- Charter capital : 125,236,130,000 VND
- Stock code : VE9
- Corporate Governance Model : General Meeting of Shareholders, Board of Directors, Directors and having an Audit Committee under the Board of Directors
- Regarding the implementation of the internal audit function: Implemented

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

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

Anonymous	Number of Resolutions/Decisions	Date	Contents
1	30/NQ/VNECO9-AGM	26/04/2025	Annual General Meeting of Shareholders in 2025 (Approving the Company's activities in 2024 and business plan in 2025)
2	69A/NQ/VNECO9-General Meeting of Shareholders	25/07/2025	The 1st Extraordinary General Meeting of Shareholders in 2025 (Resolution approving the amendment of the charter, the resignation of members of the Board of Directors and the election of new members of the Board of Directors, the sale and liquidation of assets, change of the headquarters of the enterprise, the assignment of the Board of Directors to approve the plan for private placement of shares to increase charter capital).

**II. Board of Directors:**

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

### 1.1 Information about members of the Board of Directors (BOD) – (from 01/01/2025 to 25/07/2025):

Anonymous	Member of the Board of Directors	Position	Start date/no longer a member of the Board of Directors/ Independent Board of Directors	
			Appointment Date	Date of dismissal
1	Nguyen Minh Bien	Chairman of the Board of Directors	28/04/2023	25/07/2025
2	Nguyen Thi Ngoc Lan	Board of Directors TV	29/04/2022	25/07/2025
3	Le Quang Liem	Independent Board of Directors TV	29/04/2022	25/07/2025
4	Le Duc Trung	Independent Board of Directors TV	29/04/2022	25/07/2025

### 1.2 Information about members of the Board of Directors (BOD) – (from 25/07/2025 to now):

Anonymous	Member of the Board of Directors	Position	Start date/no longer a member of the Board of Directors/ Independent Board of Directors	
			Appointment Date	Date of dismissal
1	Pham Viet Hung	Chairman of the Board of Directors	25/07/2025	
2	Nguyen Thanh Tu	Independent Board of Directors TV	25/07/2025	
3	Vu Van Hai	Board of Directors TV	25/07/2025	

## 2. Board of Directors Meetings:

### 2.1 Board Meetings – (from 01/01/2025 to 25/07/2025):

Anonymous	Member of the Board of Directors	Number of meetings attended by the Board of Directors	Meeting Attendance Rate	Reasons for not attending the meeting
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1	Nguyen Minh Bien	3/3	100%	
2	Nguyen Thi Ngoc Lan	3/3	100%	
3	Le Quang Liem	3/3	100%	
4	Le Duc Trung	3/3	100%	

In the first 6 months of the year, the Board of Directors had 2 meetings, and in early July, there was a Board of Directors meeting for the Extraordinary General Meeting of Shareholders in 2025.

## 2.2 Board Meetings – (from 25/07/2025 to 31/12/2025):

Anonymous	Member of the Board of Directors	Number of meetings attended by the Board of Directors	Meeting Attendance Rate	Reasons for not attending the meeting
1	Pham Viet Hung	2/2	100%	
2	Nguyen Thanh Tu	2/2	100%	
3	Vu Van Hai	2/2	100%	

## 3. Supervision activities of the Board of Directors over the Board of Directors:

- The Board of Directors regularly monitors the executive activities of the Board of Directors to ensure compliance with and conformity with the contents of the Resolution of the Annual General Meeting of Shareholders in 2024, the Annual General Meeting of Shareholders in 2025, the Extraordinary in 2025 and the Resolutions of the Board of Directors in 2025.
- The Board of Directors regularly holds quarterly meetings and extraordinary meetings with the Board of Directors to check the management of the Board of Directors and the company's business situation. Under the direction and supervision of the Board of Directors, the Board of Directors has properly implemented the orientation of all specific tasks on management, production and investment. The Board of Directors always abides by and strictly implements the Resolution of the General Meeting of Shareholders and the resolutions and decisions of the Board of Directors.

## 4. Activities of subcommittees of the Board of Directors: (none)

## 5. Resolutions/Decisions of the Board of Directors:

TT Number	Number of Resolutions/Decisions	Date	Contents
1	11A/2025/NQ-HDQT	22/01/2025	Regarding the liquidation of projects, transactions and contracts related to Tu Bong mineral water mine, Van Ninh district, Khanh Hoa province
2	31/2025/QD-HDQT	02/06/2025	Dismissal and appointment of the position of Director of the Company, Plan to organize the Extraordinary General Meeting of Shareholders in 2025

TT Number	Number of Resolutions/Decisions	Date	Contents
3	54A/2025/QD-HDQT	02/07/2025	Agree on the contents, agenda, time and venue of the Extraordinary General Meeting of Shareholders in 2025
4	70A/2025/QD-HDQT	25/07/2025	Resolution on the meeting of members of the Board of Directors to elect the Chairman of the Board of Directors and assign work.

### III. Audit Committee

#### 1. Information about members of the Audit Committee

##### 1.1 Information about members of the Audit Committee (from 01/01/2025 to 25/07/2025):

Anonymous	Member of the Audit Committee	Position	Start date as a member of the Audit Committee	Qualifications
1	Le Quang Liem	Chairman of the Audit Committee	28/07/2022 to 25/07/2025	
2	Le Duc Trung	Members	28/07/2022 to present	

##### 1.2 Information about members of the Audit Committee (from 25/07/2025 to 31/12/2025):

Anonymous	Member of the Audit Committee	Position	Start date as a member of the Audit Committee	Qualifications
1	Nguyen Thanh Tu	Chairman of the Audit Committee	25/07/2025 to present	
2	Le Duc Trung	Members	28/07/2022 to present	

#### 2. Audit Committee Meetings

##### 2.1 Meetings of the Audit Committee (from 01/01/2025 to 25/07/2025):

Anonymous	Member of the Audit Committee	Number of	Meeting Attendance Rate	Voting Rate	Reasons for not attending the meeting
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		meetings attended			
1	Le Quang Liem	1/1	100%	100%	
2	Le Duc Trung	1/1	100%	100%	

## 2.2 Meetings of the Audit Committee (from 25/07/2025 to 31/12/2025):

Anonymous	Member of the Audit Committee	Number of meetings attended	Meeting Attendance Rate	Voting Rate	Reasons for not attending the meeting
1	Nguyen Thanh Tu	1/1	100%	100%	
2	Le Duc Trung	1/1	100%	100%	

## 3. Supervisory activities of the Audit Committee over the Board of Directors, the Board of Directors and shareholders.

- The Audit Board attends most of the meetings of the Board of Directors, important meetings of the Company. The Audit Board supervises the governance of the enterprise to ensure compliance with the provisions of law, the company's charter and the company's internal governance regulations. The Audit Board supervises the implementation of the contents approved by the General Meeting of Shareholders at the Annual General Meeting of Shareholders.

The Audit Board inspects and supervises the legality and honesty in the management and administration of business activities, in the recording of accounting books, financial statements, supervising the observance of state policy documents, processes, regulations and internal regulations of the company, supervise the promulgation, amendment and supplementation of the company's regulations; supervise information disclosure activities in a timely and complete manner as prescribed.

The Audit Board supervises the management of books and documents related to shareholders, ensuring the legitimate interests of shareholders; at the same time, supervise the participation of shareholders in contributing opinions, questions, and requesting information in accordance with regulations.

## 4. Coordination between the Audit Committee for the activities of the Board of Directors, the Board of Directors and other managers

- The coordination between the Audit Board and the Board of Directors and the Board of Directors is carried out regularly, the Audit Board has been created all favorable conditions by the Board of Directors and the Board of Directors to complete its tasks. Departments in the company have actively coordinated and provided sufficient information and documents at the request of the Audit Board.

In addition to inspection and supervision activities, the Audit Board also performs the following tasks:

- + Participate in contributing opinions to the Board of Directors and the Board of Directors in the administration and implementation of the company's business tasks and objectives.

+ Independent analysis and evaluation of the company's business activities; on that basis, timely opinions and recommendations, measures to rectify and overcome violations, limit risks in business activities.

+ Coordinate and direct the internal control department to carry out periodic and irregular inspections and control of professional activities at the company.

+ Participate in supervising and criticizing the company's investment projects.

+ Contribute ideas to build and complete other operational objectives of the company.

5. Other activities of the Audit Committee: (none)

#### IV. Board of Directors

STT	Member of the Board of Directors	Date of birth	Qualifications	Appointment/dismissal date
1	Trinh Viet Quan – Director	17/08/1976	Executive Management	Appointed from 04/07/2023 Dismissal from 02/06/2025
2	Do Thanh Khiet – Director	24/06/1982	Bachelor of Accounting	Appointed from 02/06/2025

#### V. Chief Accountant

STT	Full name	Date of birth	Qualifications	Appointment Date
1	Vien Ngoc Loan	1974	Accounting	Appointed on 29/3/2024

#### VI. Training on corporate governance: (none)

#### VII. List of related persons of the public company and transactions of related persons of the Company with the Company itself:

##### 1. List of related persons of the Company:

TT Number	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID number/Business Registration	Date of issuance of ID card/business registration	Place of issuance of ID card/business registration	Address	Number of shares owned at the end of the period (CP)	Share holding ratio at the end of the period (%)	Notes
1	Nguyen Minh Bien		Chairman of the Board of Directors					0	0	Appointed from 28/04/2023 Dismissed from

TT Number	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID number/Business Registration	Date of issuance of ID card/business registration	Place of issuance of ID card/business registration	Address	Number of shares owned at the end of the period (CP)	Share holding ratio at the end of the period (%)	Notes
										<b>25/07/2025</b>
2	Le Quang Liem		Independent members of the Board of Directors do not participate in the management					0	0	Appointed from 29/04/2022 <b>Dismissed from office from 25/07/2025</b>
3	Le Duc Trung		Independent members of the Board of Directors do not participate in the management					0	0	Appointed from 29/04/2022 <b>Dismissed from office from 25/07/2025</b>
4	Nguyen Thi Ngoc Lan		Member of the Board of Directors					0	0	Appointed from 29/04/2022 <b>Dismissed from office from 25/07/2025</b>
5	Pham Viet Hung		Chairman of the Board of Directors					0	0	Appointed from 25/07/2025
6	Nguyen Thanh Tu		Independent Member					0	0	Appointed from

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			of the Board of Directors/ Head of Internal Audit							25/07/2025
7	Vu Van Hai		Board Members					0	0	Appointed from 25/07/2025
8	Trinh Viet Quan		Company Director					0	0	Appointed from 04/07/2023; Dismissal from 02/06/2025
9	Do Thanh Khiet		Company Director					0	0	Appointed from 02/06/2025
10	Vien Ngoc Loan		Chief Accountant					0	0	Appointed from 29/03/2024
11	Tran Ngoc Anh		Disclosure Person, in charge of Company Governance					0	0	

**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)***

**3. Transactions between internal persons of listed companies, related persons of internal persons and subsidiaries or companies controlled by listed companies: *(None)***

**4. Transactions between the company and other entities: *(None)***



4.1. Transactions between companies operated by members of the Board of Directors, members of the Control Board, Director (General Director) who 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 the report)

4.2. Transactions between companies that are managed by related persons of members of the Board of Directors, members of the Control Board, Director (General Director) who are members of the Board of Directors or Director (General Director)

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)

## **VIII. Trading of shares of insiders and related persons of insiders:**

### **1. List of internal persons and related persons of internal persons**

TT Number	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID number/ Business Registration	Date of issuance of ID card/business registration	Place of issuance of ID card/business registration	Address	Number of shares owned at the end of the period (CP)	Shareholding ratio at the end of the period (%)	Notes
<b>1</b>	<b>Nguyen Minh Bien</b>		<b>Chairman of the Board of Directors</b>					<b>0</b>	<b>0</b>	<b>Appointed from 28/04/2023 Dismissed from 25/07/2025</b>
1.1	Nguyen Khac Phi							0	0	Father
1.2	Nguyen Thi Nga							0	0	Mother
1.3	Nguyen Chi Linh							713.200	5,93%	Brother
1.4	Nguyen Khac Anh							0	0	Siblings
1.5	Nghiem Thi Lan							0	0	Wife
1.6	Nguyen Khac Minh							0	0	Children
1.7	Nguyen Khac Quang							0	0	Children
1.8	Phan Thi Hai Yen							0	0	Sister-in-law
<b>2</b>	<b>Le Quang Liem</b>		<b>Independent members of the Board of</b>					<b>0</b>	<b>0</b>	<b>Appointed from 29/04/2022 Dismissed</b>

TT Number	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID number/ Business Registration	Date of issuance of ID card/business registration	Place of issuance of ID card/business registration	Address	Number of shares owned at the end of the period (CP)	Shareholding ratio at the end of the period (%)	Notes
			Directors do not participate in the management							from office from 25/07/2025
2.1	Le Quang Triem							0	0	Dad
2.2	Tran Thi Kim Chi							0	0	Mother
2.3	Le Kim Ngan							0	0	Sister
2.4	Le Quang Thi							0	0	Younger brother
2.5	Nguyen Thi Hong Lam							0	0	Wife
3	Le Duc Trung		Independent members of the Board of Directors do not participate in the					0	0	Appointed from 29/04/2022 Dismissed from office from 25/07/2025

<b>TT Number</b>	<b>Name of organization/individual</b>	<b>Securities trading account (if any)</b>	<b>Position at the Company (if any)</b>	<b>ID number/ Business Registrati on</b>	<b>Date of issuance of ID card/busin ess registratio n</b>	<b>Place of issuance of ID card/busin ess registratio n</b>	<b>Address</b>	<b>Number of shares owned at the end of the period (CP)</b>	<b>Shareholdi ng ratio at the end of the period (%)</b>	<b>Notes</b>
			<b>managemen t</b>							
3.1	Le Duc Tranh							0	0	Dad
3.2	Bui Thi Mien							0	0	Mother
3.3	Le Thi Tu							0	0	Sister
3.4	Le Thi Phu Khanh							0	0	Sister
3.5	Lam Thi Ngoc Trang							0	0	Wife
3.6	Le Ngoc Thanh Truc							0	0	Children (children who do not have CCCD)
3.7	Le Ngoc Thao Trinh							0	0	Children (children who do not have CCCD)
3.8	Pham Thi Ngoc							0	0	Mother-in- law

TT Number	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID number/ Business Registration	Date of issuance of ID card/business registration	Place of issuance of ID card/business registration	Address	Number of shares owned at the end of the period (CP)	Shareholding ratio at the end of the period (%)	Notes
3.9	Bui Phong Nguyen							0	0	Brother-in-law
3.10	Nguyen Van Phat							0	0	Brother-in-law
<b>4</b>	<b>Nguyen Thi Ngoc Lan</b>		<b>Member of the Board of Directors</b>					<b>0</b>	<b>0</b>	<b>Appointed from 29/04/2022 Dismissed from office from 25/07/2025</b>
4.1	Tran Thi Chau							0	0	Mother
4.2	Nguyen Manh Chuong							0	0	Brother
4.3	Nguyen Hong Quang							0	0	Younger brother
4.4	Ngo Hai Yen							0	0	Sister-in-law
4.5	Dinh Thi Ngoc Quyen							0	0	Sister-in-law

<b>TT Number</b>	<b>Name of organization/individual</b>	<b>Securities trading account (if any)</b>	<b>Position at the Company (if any)</b>	<b>ID number/ Business Registrati on</b>	<b>Date of issuance of ID card/busin ess registratio n</b>	<b>Place of issuance of ID card/busin ess registratio n</b>	<b>Address</b>	<b>Number of shares owned at the end of the period (CP)</b>	<b>Sharehold ing ratio at the end of the period (%)</b>	<b>Notes</b>
<b>5</b>	<b>Pham Viet Hung</b>		<b>Chairman of the Board of Directors</b>					<b>0</b>	<b>0</b>	<b>Appointed from 25/07/2025</b>
5.1	Pham Viet Nuon							0	0	Dad
5.2	Vu Thi Minh							0	0	Mother
5.3	Nguyen Thi Lan Phuong							0	0	Wife
5.4	Pham Anh Vu							0	0	Children
5.5	Do Thi Quyet							0	0	Mother-in- law
5.6	Pham Thi Hong Thai							0	0	Siblings
5.7	Pham Thanh Nam							0	0	Siblings
5.8	Nguyen Xuan Huy							0	0	Brother-in- law
5.9	Bui Thi Hang							0	0	Sister-in-law
<b>6</b>	<b>Nguyen Thanh Tu</b>		<b>Independent Member of the Board of Directors/He</b>					<b>0</b>	<b>0</b>	<b>Appointed from 25/07/2025</b>

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			ad of Internal Audit							
6.1	Nguyen Binh Nguyen							0	0	Biological father
6.2	Nguyen Thi Lan							0	0	Mother
6.3	Pham Nhat Minh							0	0	Children
6.4	Pham Gia Thang							0	0	Children
6.5	Nguyen Binh Lam							0	0	Younger brother
<b>7</b>	<b>Vu Van Hai</b>		<b>Board Members</b>					0	0	<b>Appointed from 25/07/2025</b>
7.1	Dao Thuy Ha							0	0	Wife
7.2	Vu Duc Ngu							0	0	Father
7.3	Nguyen Thi Nhung							0	0	Mother
7.4	Dao Viet Huong							0	0	Father-in- law
7.5	Luu Thi Khoa							0	0	Mother-in- law

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7.6	Vu Gia Han							0	0	Children
7.7	Vu Duc Gia Hung							0	0	Children
7.8	Vu Hai Vinh							0	0	Brother
7.9	Vu Thi Hong							0	0	Sister
7.10	Vu Thi Hong Ha							0	0	Sister
7.11	Vu Hai Anh							0	0	Younger brother
7.12	Hoang Thi Ngoc Mai							0	0	Sister-in-law
7.13	Nguyen Xuan Dinh							0	0	Brother-in-law
7.14	Alan Ki Kong							0	0	Brother-in-law
7.15	Ngo Thi Mai Loan							0	0	Sister-in-law
8	Trinh Viet Quan		Company Director					0	0	Appointed from 04/07/2023; Spider immunity from 02/06/2025



TT Number	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID number/ Business Registration	Date of issuance of ID card/business registration	Place of issuance of ID card/business registration	Address	Number of shares owned at the end of the period (CP)	Shareholding ratio at the end of the period (%)	Notes
8.1	Trinh Minh Chieu							0	0	Father
8.2	Ngo Thi Nga							0	0	Mother
8.3	Trinh Huong Lan							0	0	Sister
8.4	Trinh Kieu Ngan							0	0	Sister
8.5	Luu Thi Thu Huong							0	0	Wife
8.6	Trinh Viet Anh							0	0	Biological children
8.7	Trinh Viet Dung							0	0	Biological children
8.8	Luu Vinh Cuong							0	0	Father-in-law
8.9	Dang Thi Ha							0	0	Mother-in-law
8.10	Dinh Doan Hung							0	0	Brother-in-law
<b>9</b>	<b>Do Thanh Khiet</b>		<b>Company Director</b>					<b>0</b>	<b>0</b>	<b>Appointed from 02/06/2025</b>
9.1	Do Ngoc Lan							0	0	Father

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9.2	Le Thi Mui							0	0	Mother
9.3	Lu Xuan Truong							0	0	Father-in-law
9.4	Lo Thi Hong Van							0	0	Mother-in-law
9.5	Lu Thi Chinh							0	0	Wife
9.6	Do Thanh Thao							0	0	Daughters born in 2024
9.7	Do Thi Nhan							0	0	Sister
9.8	Nguyen Ngoc Du							0	0	Brother-in-law
9.9	Do Xuan Thanh							0	0	Younger brother
9.10	Nguyen Thuy Hang							0	0	Sister-in-law
10	Vien Ngoc Loan		Chief Accountant					0	0	Appointed from 29/03/2024

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10.1	Vien Van Danh							0	0	Father
10.2	Pearl of Fortune							0	0	Brother
10.3	Pearl Dragon							0	0	Siblings
10.4	Duong Van Tien							0	0	Biological children
10.5	Duong Ngoc Thao My							0	0	Biological children
<b>11</b>	<b>Tran Ngoc Anh</b>		Disclosure Person, Company Secretary, in charge of Company Governance					<b>0</b>	<b>0</b>	
11.1	Tran Ngoc Thong							0	0	Dad
11.2	Phan Thi Dung							0	0	Mother
11.3	Tran Thi Hoai Anh							0	0	Brother
11.4	Tran Thi Nhu Anh							0	0	Brother

<b>TT Number</b>	<b>Name of organization/individual</b>	<b>Securities trading account (if any)</b>	<b>Position at the Company (if any)</b>	<b>ID number/ Business Registrati on</b>	<b>Date of issuance of ID card/busin ess registratio n</b>	<b>Place of issuance of ID card/busin ess registratio n</b>	<b>Address</b>	<b>Number of shares owned at the end of the period (CP)</b>	<b>Sharehold ing ratio at the end of the period (%)</b>	<b>Notes</b>
11.5	Nguyen Thi Cam Thuyen							0	0	Wife
11.6	Tran Khanh Nhu							0	0	Children
11.7	Tran Khanh Ngan							0	0	Children (children who do not have CCCD)
11.8	Tran Anh Khoi							0	0	Children (children who do not have CCCD)
11.9	Tran Anh Trien							0	0	Children (children who do not have CCCD)
11.10	Nguyen Van Ngoan							0	0	Father-in- law

<b>TT Number</b>	<b>Name of organization/individual</b>	<b>Securities trading account (if any)</b>	<b>Position at the Company (if any)</b>	<b>ID number/ Business Registrati on</b>	<b>Date of issuance of ID card/busin ess registratio n</b>	<b>Place of issuance of ID card/busin ess registratio n</b>	<b>Address</b>	<b>Number of shares owned at the end of the period (CP)</b>	<b>Shareholdi ng ratio at the end of the period (%)</b>	<b>Notes</b>
11.11	Doan Thi My Trang							0	0	Mother-in-law

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

**IX. Other matters to note (none)**

***Recipients:***

- The State Securities Commission;
- Hanoi Stock Exchange;
- Members of the Board of Directors of the Company;
- Board of Directors of the Company;
- Keeping the Secretary; Vp Company.

**T/M. BOARD OF DIRECTORS**

**CHAIRMAN**

**T/M. HỘI ĐỒNG QUẢN TRỊ  
CHỦ TỊCH HĐQT**



**PHẠM VIỆT HÙNG**