

Phu Tho, day28 month01year 2026

REPORT ON CORPORATE GOVERNANCE  
YEAR 2025

To: Ha Noi Stock Exchange.

- Name of company: SONG HONG ALUMINUM SHALUMI GROUP JOINT STOCK COMPANY.
- Address of headoffice: Hong Ha street, Thanh Mieu ward, Phu Tho province; Viet Nam
- Telephone: 0210 386 2644;
- Charter capital: 206,934,370,000 dong;
- Stock symbol: NSH;
- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors and General Director.
- The implementation of internal audit: Implemented;

I. Activities of the General Meeting of Shareholders:

In 2025, the Company's Board of Directors held the Annual General Meeting of Shareholders on 25/06/2025 to approve the contents of Resolution 01/2025/NQ-DHĐCĐ as follow:

Resolution No.	Date	Content
No. 01/2025/NQ-DHĐCĐ	25/06/2025	<p><b>Article 1.</b> The General Meeting of Shareholders (“GMS”) of Song Hong Aluminum Shalumi Group Joint Stock Company (“Company”) voted to approve the following Resolutions:</p> <p>1. <b>Resolution 01:</b> Approved the Report No. 01/2025/BC-HĐQT dated 03/06/2025 on performance and supervision of the Board of Directors and plan in 2025.</p> <p>2. <b>Resolution 02:</b> Approved the Report No. 02/2025/BC-BKS dated 03/06/2025 on performance of the Board of Supervisors.</p> <p>3. <b>Resolution 03:</b> Approved the Report No. 01/2025/BC-BTGĐ dated 03/06/2025 on performance of the Board of Management.</p> <p>4. <b>Resolution 04:</b> Approved the 2024 Audited Financial Statements according to Document No. 03/2025/ĐHĐCĐ-NSH dated 03/06/2025.</p> <p>5. <b>Resolution 05:</b> Approved the total remuneration in 2024 for the Board of Directors, Board of Supervisors and Secretary of the Board of Directors according to the Document No. 04/2025/ĐHĐCĐ-NSH dated 03/06/2025.</p>

		<p><b>6. Resolution 06:</b> Approved the profit distribution plan and fund allocation according to Document No. 05/2025/ĐHĐCĐ-NSH dated 03/06/2025.</p> <p><b>7. Resolution 07:</b> Approved the proposal on authorizing the Board of Directors to select an auditor service for the 2025 Financial Statements according to Document No. 01/2025/ĐHĐCĐ-NSH dated 03/06/2025.</p> <p><b>Article 2:</b> The General Meeting of Shareholders approved the dismissal and election of additional member of the Company's Board of Supervisors for the remaining term of 2025-2030.</p>
--	--	---

## II. Board of Directors

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

No.	Board of Directors' members	Position	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Ms. Pham Thi Quynh Thu	Chairwoman	Since 01/06/2020	
2	Mr. Nguyen Minh Ke	Vice chairman	Since 01/06/2020	
3	Mr. Le Van Thang	Member	Since 25/5/2017	
4	Ms. Do Thi Thanh Tung	Member	8/2007: member of BOD; 15/11/2013: Deputy General Manager	
5	Mr. Vu Hong Quan	Independent member	Since 01/06/2020	

### 2. Meetings of the Board of Directors;

No.	Board of Directors' members	Position	Number of meetings attended	Attendance rate	Reasons for absence
1	Ms. Pham Thi Quynh Thu	Chairwoman	6/6	100%	
2	Mr. Nguyen Minh Ke	Vice chairman	6/6	100%	
3	Mr. Le Van Thang	Member	6/6	100%	
4	Ms. Do Thi Thanh Tung	Member	6/6	100%	
5	Mr. Vu Hong Quan	Independent member	6/6	100%	

### 3. Supervising the Board of Management by the board of Directors:

The Board of Directors implemented tasks in accordance with regulations of Company's Charter, Internal regulations on corporate governance, Operating regulations of the Board of Directors and other legal regulations.

The Board of Directors directed and supervised the activities of the Board of Management, promptly addressing issues within their authority and facilitating the Board of Management's management activities, including business operation, sales, debt collection, and the organization of the management structure.

The independent member of the Board of Directors fulfilled his duties in accordance with the law and the Company's Charter with caution, dedication, and responsibility. The independent member's opinions on matters of the Board of Directors have always been objective, constructive, and independent, aiming the Company's stability and development. The independent member also provided input on the development of programs and working agendas of the Board of Supervisors.

The General Director was required to report business performance on a quarterly basis, highlighting the advantages, challenges, and obstacles encountered in managing production and business operation.

The Board of Directors required the Board of Management to regularly review financial reports and the management activities of the Board of Management. The selection and signing of audit service contracts must have been conducted in compliance with legal regulations.

Properly implementing the coordination regulations between the Board of Directors, the Board of Supervisors, and the Board of Management, therefore, facilitated the Board of Management's management activities and ensures that the Company's operation comply with laws and regulations.

**4. Activities of the Board of Directors' subcommittee (If any):** None

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

No.	Resolutions/Decision No.	Date	Content	Approval rate
1	No: 28.03/25/NQ-HĐQT	28/03/2025	On the merger and establishment of Anod Workshop 1 - Mechanical	100%
2	No.: 04/2025/NQ-HĐQT	06/05/2025	Plan for Organizing the 2025 Annual General Meeting of Shareholders	100%
3	No.: 03/2025/NQ-HĐQT	25/06/2025	Election of the Chairman of Board of Directors for the 2025–2030 Term	100%
4	No: 30.06/25/NQ-HĐQT	30/06/2025	Regarding selection of audit unit	100%
5	No: 05.09/25/NQ-HĐQT	05/09/2025	Regarding the Orientation for Product Sales	100%
6	No: 09.10/25/NQ-HĐQT	09/10/2025	Regarding the Expansion of Anodized Capacity and the EU Market	100%



### III. Board of Supervisors (Year 2025):

#### 1. Information about the members of Board of Supervisors:

No.	Members of Board of Supervisors	Position	The date becoming/ceasing to be the member of the Board of Supervisors	Qualification
1	Nguyen Thi Thanh Huong	Head	Date becoming to be the Head of the Board of Supervisors: 25/6/2025	Bachelor of Accounting
2	Luu Duc Giang	Member	Date becoming to be the Member of the Board of Supervisors: 2004	Mechanical Engineer
3	Pham Thi Ngoan	Member	Date becoming to be the Member of the Board of Supervisors: 20/6/2024	College of Accounting
4	Nguyen Ngoc Chien		Date ceasing to be the Member of the Board of Supervisors: 25/6/2025	

#### 2. Meetings of Board of Supervisors

No.	Members of Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Nguyen Thi Thanh Huong - Head of the Board of Supervisors	1/2	50%	100%.	Date becoming to be the Member of the Board of Supervisors: 25/6/2025
2	Luu Duc Giang – Member of the Board of Supervisors	2/2	100%	100%	
3	Pham Thi Ngoan – Member of the Board of Supervisors	2/2	100%	100%.	
4	Nguyen Ngoc Chien	1/2	50%	100%	Date ceasing to be the Member of the Board of Supervisors: 25/6/2025

#### 3. Supervising Board of Directors, Board of Management and Shareholders by the Board of Supervisors:

- By implementing rights and duties of the Board of Supervisors as stipulated in the Company's Charter, the Board of Supervisors supervised the Board of Directors, the Board of Management and shareholders in the managing and operating the Company. Timely reflecting and recording the Company's activities to report to the Board of Directors at periodic meetings.
- Through the supervising process, members of the Board of Directors and the Board of Management made significant efforts in managing the Company, developing strategic orientations, and implementing resolutions on key matters of the Company. The resolutions and decisions of the Board of Directors were consistent with their functions and authority as stipulated by legal regulations and the Company's Charter.

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

- Based on cooperation, support, and facilitation, members of the Board of Directors, the Board of Supervisors, and the Board of Management regularly exchanged information and collaborate on matters in accordance with the business plan, the Company's Charter, and Company's Operating regulations.
- In urgent cases, members of the Board of Directors, the Board of Supervisors, and the Board of Management immediately notified the Chairman of the Board of Directors, the Head of the Board of Supervisor, the General Director, or all three to ensure effective resolution.
- The Board of Directors encouraged and facilitated members of the Board of Directors, the Board of Supervisors, the Board of Management, and staff holding management positions to participate in training courses, conferences, seminars, and examination both domestically and internationally to enhance professional expertise and improve governance and management knowledge. Participating in such training courses and seminars must not affect the overall operations of the Company.

**5. Other activities of the Board of Supervisors and Audit Committee (if any):**

- The Board of Directors, the General Director, and other managers provided information and documents regarding the management, operation, and business activities of the Company, facilitating the effectiveness of supervisory activities.
- Production plans presented in Board of Directors meetings were concurrently provided to both the Board of Supervisors and the Board of Directors, allowing the Board of Supervisors to effectively monitor the Company's activities and offer timely feedback on the Company's management and operation.

**IV. Board of Management:**

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment	Date of dismissal
1	Le Van Thang – General Manager	1973	Master	16/7/2019	
2	Do Thanh Tung – Deputy General Manager	1965	Bachelor	15/11/2013	

**V. Chief Accountant**

No.	Name	Date of birth	Qualification	Date of appointment	Date of dismissal
1	Tran Giang Nam	1978	Bachelor	15/09/2024	

**VI. Training courses on corporate governance:**



When there are training sessions or professional development programs, members of the Board of Directors, members of the Board of Supervisors, the General Director, and other management personnel shall participate in seminars and training sessions on corporate governance and other relevant topics to support the management and operation of the Company.

## 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: (Appendix I attached)
2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons: None
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:

4.1. Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, 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): None

4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, General Director) and other managers as a member of Board of Directors, General Director: None

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

## VIII. Share transactions of internal persons and their affiliated persons (2025)

1. The list of internal persons and their affiliated persons: (Appendix II attached)
2. Transactions of internal persons and affiliated persons with shares of the Company:

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	
2	Nguyen Minh Ke	Vice Chairman of the BOD	1,391,045	6.72%	1,172,145	5.66%	Selling

### Recipients:

- As To (to report)
- Archived: Records department- BOD



Phạm Thị Quỳnh Thu

# APPENDIX I. THE LIST OF AFFILIATED PERSONS OF THE COMPANY

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	NSH 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
1	Pham Thi Quynh Thu		Chairwoman of BOD			01/06/2020: Chairwoman of BOD			Internal person
2	Nguyen Minh Ke		Vice Chairman of BOD			01/06/2020: Vice Chairman of BOD			Internal person
3	Do Thi Thanh Tung		Member of BOD, Deputy General Manager			8/2007: Member of BOD			Internal person
4	Le Van Thang		Member of BOD, General Manager			25/5/2017: Member of BOD			Internal person
5	Vu Hong Quan		Independent member of BOD			01/06/2020: Independent member of BOD			Internal person
6	Nguyen Ngoc Chien		Head of Board of Supervisors (dismissed)			27/06/2020: Member of Board of Supervisors 20/6/2024: Head of Board of Supervisors	25/06/2025	Dismissal of member of BOS	
7	Nguyen Thi Thanh Huong		Head of Board of Supervisors			25/06/2025 Head of Board of Supervisors			Internal person
8	Luu Duc Giang		Member of Board of Supervisors			2004: Member of Board of Supervisors			Internal person
9	Pham Thi Ngoan		Member of Board of Supervisors			20/06/2024: Member of Board of Supervisors			Internal person

12	Tran Giang Nam		Chief Accountant			15/09/2024: Chief Accountant			Internal person
	Nguyen Anh Hao		Authorized person to disclose information			01/08/2025			Internal person
13									



# APPENDIX II: THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS

No.	Name	Securities trading accounts (if any)	Position at the company (if any)	Type of NSH (ID, Citizen identity card, Passport, BRC)	ID card 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
1	Pham Thi Quynh Thu		Chairwoman of BOD	Citizen identity card				B14 Kim Lien - Dong Da - Ha Noi	2,363,352	11.42%	Internal person
1.1	Pham Van Sang			Citizen identity card				An Coc- Hong Minh-Phu Xuyen HN	0	0%	Father
1.2	Luu Thi Dang			Citizen identity card				An Coc- Hong Minh-Phu Xuyen HN	0	0%	Mother
1.3	Pham Nguyet Anh			Citizen identity card				An Coc- Hong Minh-Phu Xuyen HN	0	0%	Sister
1.4	Pham Duc Huy			Citizen identity card				An Coc- Hong Minh-Phu Xuyen HN	0	0%	Brother
1.5	Pham Duc Cuong			Citizen identity card				An Coc- Hong Minh-Phu Xuyen HN	0	0%	Brother
1.6	Vu Quynh Huong			Citizen identity card				B14 Kim Lien - Dong Da - Ha Noi	0	0%	Daughter
1.7	Vu Gia Bao			Passport				B14 Kim Lien - Dong Da - Ha Noi	0	0%	Son
1.8	Thanh Cong import - export manufacturing Joint Stock Company			Business registration certificate				Industrial lot 5, Ngoc Hoi, Thanh Tri ward, Ha Noi	5,091,891	24.60%	Miss Thu is legal representative
2	Nguyen Minh Ke		Deputy chairman of BOD	Citizen identity card				Nhan Chinh - Thanh Xuan - Ha Noi	1,172,145	5.66%	Internal person
2.1	Tran Thi Yen			Citizen identity card				Nhan Chinh - Thanh Xuan - Ha Noi	0	0%	Wife

2.2	Nguyen Thi Minh Hong						Nhan Chinh – Thanh Xuan – Ha Noi	0	0%	Daughter
2.3	Nguyen Minh Hai						France	0	0%	Son
2.4	Nguyen Thi Hang Hai						Nhan Chinh – Thanh Xuan – Ha Noi	0	0%	Daughter
2.5	Nguyen Xuan Hung						27 row B, Thuy Phong – Bac Tu Liem - Ha Noi	0	0%	Brother
2.6	Nguyen Manh Hien						Phu Dien - Tu Liem - Ha Noi	0	0%	Brother
3	Do Thi Thanh Tung					Member of BOD, Deputy General Director	Thanh Mieu ward – Viet Tri - Phu Tho	721,634	3.49%	Internal person
3.1	Do Tran Nien						Gia Cam, Viet Tri Phu Tho	0	0%	Father
3.2	Nguyen Thi Can						Gia Cam, Viet Tri Phu Tho	0	0%	Mother
3.3	Hua Viet Dung						93- Lang Ha, Dong Da, Ha Noi	0	0%	Son
3.4	Hua Thao Ngoc						93- Lang Ha, Dong Da, Ha Noi	0	0%	Daughter
3.5	Do Thi Tuan Anh						Zone 12A, Lam Thao town, Lam Thao ward, Phu Tho province	0	0%	Sister
3.6	Do Manh Bong						Thanh Binh apartment, Dich Vong ward, Cau Giay, Ha Noi	0	0%	Brother
3.7	Do Trong Bong						Gia Cam, Viet Tri Phu Tho	0	0%	Brother
3.8	Do Thi Hong Nhung						Lien Bao, Vinh Yen, Vinh Phuc	0	0%	Sister
4	Le Van Thang					Member of BOD, General	Kim Dong, Gia Cam - Viet Tri - Phu Tho	1,805,661	8.72%	Internal person





5.3	Vu Nhat Nam							Group 4 - Hoa Mac - Duy Tien - Ha Nam	0	0%	Son
5.4	Vu Duc Huy							Japan	0	0%	Brother (Lives in Japan)
5.5	Vu Manh Dung						Citizen identity card	Group 4 - Hoa Mac - Duy Tien - Ha Nam	0	0%	Father
5.6	Dao Thi Vui						Citizen identity card	Group 4 - Hoa Mac - Duy Tien - Ha Nam	0	0%	Mother
6	Nguyen Ngoc Chien						Citizen identity card	Ben Got - Viet Tri - Phu Tho	15,400	0.074%	Head of BOS (dismissed)
6.1	Truong Thi Nhan						Citizen identity card	Thuy Lieu - Cam Khe - Phu Tho	0	0%	Mother
6.2	Nguyen Thi Hong Van						Citizen identity card	Zone 10 - Song Thao town - Cam Khe - Phu Tho	0	0%	Wife
6.3	Nguyen Thanh Tung						Citizen identity card	Zone 10 - Song Thao town - Cam Khe - Phu Tho	0	0%	Son
6.4	Nguyen Viet Bach						Citizen identity card	Zone 10 - Song Thao town - Cam Khe - Phu Tho	0	0%	Son
6.5	Nguyen Thi Bich Hau						Citizen identity card	Zone 7 - Song Thao town - Cam Khe - Phu Tho	0	0%	Sister
6.6	Nguyen Thi Yen						Citizen identity card	Zone 4 - Thuy Lieu - Cam Khe - Phu Tho	0	0%	Sister
6.7	Nguyen Van Dung						Citizen identity card	Thuy Lieu - Cam Khe - Phu Tho	0	0%	Brother
6.8	Nguyen Thi Thanh Binh						Citizen identity card	Zone 2 - Thuy Lieu - Cam Khe - Phu Tho	0	0%	Sister

6.9	Nguyen Van Minh								Nam Cuong - Lao Cai - Lao Cai	0	0%	Brother
7	Nguyen Thi thanh Huong								Hy Cuong - Viet Tri - Phu Tho	0	0%	Internal person
7.1	Le Thi Lan Phuong								Hy Cuong - Viet Tri - Phu Tho	0	0%	Mother
7.2	Nguyen Thi Hau								Hy Cuong - Viet Tri - Phu Tho	0	0%	Sister
7.3	Tran Van Quan								Kim xa, Vinh Tuong, Vinh Phuc	0	0%	Brother-in-law
8	Luu Duc Giang								Group 5 - Zone Binh Hai - Trung Vuong ward - Viet Tri city - Phu Tho	127,478	0.61%	Internal person
8.1	Luu Dinh Mai								Group 5 - Zone Binh Hai - Trung Vuong ward - Viet Tri city - Phu Tho	0	0%	Father
8.2	Bui Thi Chuong								Group 5 - Zone Binh Hai - Trung Vuong ward - Viet Tri city - Phu Tho	0	0%	Mother
8.3	Dang Thi Phuong Thuy								Group 5 - Zone Binh Hai - Trung Vuong ward - Viet Tri city - Phu Tho	0	0%	Wife
8.4	Luu Thu Huong								Group 5 - Zone Binh Hai - Trung Vuong ward - Viet Tri city - Phu Tho	0	0%	Daughter
8.5	Luu Minh Duc								Group 5 - Zone Binh Hai - Trung Vuong ward - Viet Tri city - Phu Tho	0	0%	Son (young)
8.6	Luu Thi Thanh Hai								Group 23 - Zone 5 - Thanh Mieu ward - Viet Tri - Phu Tho	0	0%	Sister

9	Pham Thi Ngoan	Member of BOS	Citizen identity card			Bac Son – Tam Nong – Phu Tho	0	0%	Internal person
9.1	Pham Van Luc		Citizen identity card			Bac Son – Tam Nong – Phu Tho	0	0%	Father
9.2	Cao Thi Yen		Citizen identity card			Bac Son – Tam Nong – Phu Tho	0	0%	Mother
9.3	Nguyen Van Duong		Citizen identity card			Bac Son – Tam Nong – Phu Tho	0	0%	Husband
9.4	Nguyen Ngoc Vu		None			Bac Son – Tam Nong – Phu Tho	0	0%	Son (young)
9.5	Nguyen Ngoc Cham		None			Bac Son – Tam Nong – Phu Tho	0	0%	Daughter (young)
9.6	Pham Van Nhung		Citizen identity card			Bac Son – Tam Nong – Phu Tho	0	0%	Brother
9.7	Pham Thi Quyen		Citizen identity card			Bac Son – Tam Nong – Phu Tho	0	0%	Sister
10	Tran Giang Nam	Chief Accountant	Citizen identity card			An Dao, Phu Ninh, Phu Tho	2,126	0.01%	Internal person
10.1	Dang Thi Diem Huong		Citizen identity card			An Dao, Phu Ninh, Phu Tho	0	0%	Wife
10.2	Tran Nam Khanh					An Dao, Phu Ninh, Phu Tho	0	0%	Son (young)
10.3	Tran Van Chien		Citizen identity card			An Dao, Phu Ninh, Phu Tho	0	0%	Father
10.4	Duong Thi Hoa		Citizen identity card			An Dao, Phu Ninh, Phu Tho	0	0%	Mother



10.5	Tran Thi Kim Binh						Thị Trấn Cam Khe, Cam Khe, Phu Tho	0	0%	Sister
10.6	Tran Thi Nga						An Dao, Phu Ninh, Phu Tho	0	0%	Sister
10.7	Tran Bach Tuyet						Phong Chau, Phu Ninh, Phu Tho	0	0%	Sister
10.8	Tran Thi Tam						An Dao, Phu Ninh, Phu Tho	0	0%	Sister
10.9	Tran Thi Minh						An Dao, Phu Ninh, Phu Tho	0	0%	Sister
11	Nguyen Anh Hao						Tan Phu, Viet Tri, Phu Tho	0	0%	Internal person
11.01	Do Thi Luong							0	0%	Mother
11.02	Vu Thi Phuong Thuy						Tan Phu, Viet Tri, Phu Tho	0	0%	Wife
11.03	Nguyen Minh Khoi						Tan Phu, Viet Tri, Phu Tho	0	0%	Son (young)
11.04	Nguyen Duy Phong						Tan Phu, Viet Tri, Phu Tho	0	0%	Son (young)
12	Union of Song Hong Aluminum Shalumi Group Joint Stock Company						Hong Ha street, Ben Got ward, Viet Tri city, Phu Tho province	0	0%	Political and social organization of Public company