

**TỔNG CÔNG TY TƯ VẤN THIẾT KẾ  
GIAO THÔNG VẬN TẢI - CTCP**

**TRANSPORT ENGINEERING  
DESIGN INCORPORATED**

Số: 263 /TEDI-CBTT

No.: 263/TEDI-CBTT

**CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM  
Độc lập - Tự do - Hạnh phúc**

**THE SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness**

Hà Nội, ngày 21 tháng 01 năm 2026

Ha Noi, day 21 month 01 year 2026

**CÔNG BỐ THÔNG TIN/INFORMATION DISCLOSURE**

**V/v: Báo cáo tình hình quản trị năm 2025**

**Sub: Report on Corporate Governance 2025**

Kính gửi / To: - Ủy ban Chứng khoán Nhà nước / *The State Securities Commission*;  
- Sở Giao dịch chứng khoán Hà Nội / *Hanoi Stock Exchange*;  
- TCT TVTK GTVT-CTCP / *Transport Engineering Design Incorporated*.

- Tên giao dịch/*Trading name*: Tổng công ty Tư vấn thiết kế Giao thông vận tải-CTCP / *Transport Engineering Design Incorporated*;
- Mã chứng khoán/*Securites code*: TED;
- Địa chỉ trụ sở chính/*Address of headoffice*: 278 Tôn Đức Thắng, Ô Chợ Dừa, Hà Nội/ 278 *Ton Duc Thang, O Cho Dua, Hanoi*;
- Điện thoại/*Tel*: (84-24).38514431. Fax: (84-24).38514980. Email: *tedi.ctdc@gmail.com*.
- Website: *www.tedi.vn*;
- Người được ủy quyền công bố thông tin/*Persons authorized to disclose information*: Ông Nguyễn Công Tâm/*Mr. Nguyen Cong Tam*;
- Chức vụ tại công ty/*Position in the company*: Trưởng phòng Tổ chức cán bộ - Lao động/*Manager of Human Resource Department*;
- Loại thông tin công bố/*Type of Infomation*:  
☐ 24h; ☐ 72h; ☐ Yêu cầu/*Request*; ☐ Bất thường/*Abnormal*; ☒ Định kỳ/*Periodic*

**Nội dung công bố thông tin / Contents of information disclosure:**

- Báo cáo tình hình quản trị năm 2025 / *Report on Corporate Governance 2025*  
(Chi tiết đính kèm / *Details Attached*)

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thực và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố/*We hereby commit that the information disclosed above is true and take full responsibility to the law for the content of the disclosed information./*

**Nơi nhận/Recipients:**

- Như trên/*As above*;
- Lưu/Archived: VT, Tổ CBTT./

**NGƯỜI ĐƯỢC ỦY QUYỀN CBTT**

**PERSONS AUTHORIZED  
TO DISCLOSE INFORMATION**



Nguyễn Công Tâm



No: 261 /TEDI-HĐQT

Hanoi, January 21 ,2026

**REPORT  
On corporate governance (2025)**

To:                   - State Securities Commission  
                          - Hanoi Stock Exchange

- Company name: Transport Engineering Design Inc.;
- Head office address: 278 Ton Duc Thang, O Cho Dua Ward, Hanoi City;
- Phone: (84-4) 38514431/32/33/34. Fax: (84-4) 38514980;
- Charter capital: 125,000,000,000 VND (*One hundred and twenty-five billion VND*);
- Stock symbol: TED;
- Corporate governance model: General Meeting of Shareholders, Board of Management, Board of Supervisors and General Director;
- Implementation of internal audit function: Implemented.

**I. Performance of General Meeting of Shareholders.**

**1. Annual General Meeting of Shareholders**

2025 Annual General Meeting of Shareholders was held on May 08, 2025. Summary of the Resolution of 2025 General Meeting of Shareholders is as follows:

| No. | Resolution No.           | Resolution Date | Content  |
|-----|--------------------------|-----------------|--|
| 1   | 12-<br>NQ/TEDI-<br>ĐHĐCĐ | 5/15/2024       | <p>Approved:</p> <ol style="list-style-type: none"><li>1. Annual report of the Board of Management;</li><li>2. Annual report of the Board of Supervisors;</li><li>3. Audited separate and consolidated financial statements for 2024;</li><li>4. 2024 profit distribution plan;</li><li>5. Settlement of remuneration of Board of Management and Board of Supervisors members in 2024;</li><li>6. Business plan for 2025;</li><li>7. Profit distribution plan for 2025;</li><li>8. Estimated remuneration for Board of Management and Board of Supervisors members in 2025;</li><li>9. List of 03 candidate companies for auditing financial statements in 2024: AASC, Ernst &amp; Young Vietnam; UHY.</li><li>10. Decision for Investment in Construction of Commercial and Office Complex at No. 10 Trung Kinh</li></ol> <p>Consolidation of Board of Supervisors personnel for Term III (2024-2029):</p> <ol style="list-style-type: none"><li>1. Dismissal of Mr. Vo Tung Hung</li><li>2. Election of Ms. Pham Thi Lan Huong</li></ol> |

**2. Irregular General Meeting of Shareholders: No**

**3. Obtaining shareholders' written opinions: No**



## II. Board of Management Performance

### 1. Information about Board of Management (BOM) members

| No | BOM Member            | Position                            | Date of starting/ending being a BOM member/ independent member |                |
|----|-----------------------|-------------------------------------|--|----------------|
|    |                       |                                     | Appointment date   | Dismissal date |
| 1  | Mr. Pham Huu Son      | Full-time BOM Chairman              | May 15, 2024   |                |
| 2  | Mr. Dao Ngoc Vinh     | BOM Vice Chairman, Director General | May 15, 2024   |                |
| 3  | Ms. Do Thi Phuong Lan | BOM Member, Non-Executive           | June 05, 2022  |                |
| 4  | Mr. Nhu Dinh Hoa      | BOM Independent Member              | May 15, 2024   |                |
| 5  | Mr. Mutsuya MORI      | BOM Member, Non-Executive           | May 15, 2024   |                |

### 2. Board of Management meetings

In 2025, BOM held 04 regular meetings to consider and decide the issues under BOM authority with the participation of representatives of Board of Supervisors. The meetings were conducted in accordance with the order and procedures prescribed in the Law on Enterprises, TEDI Charter and related regulations; all contents were voted with high consensus.

| No | BOM Member            | Number of meetings attended | Meeting attendance rate | Reason for not attending |
|----|-----------------------|-----------------------------|-------------------------|--------------------------|
| 1  | Mr. Pham Huu Son      | 04/04                       | 100%                    |                          |
| 2  | Mr. Dao Ngoc Vinh     | 04/04                       | 100%                    |                          |
| 3  | Mr. Nhu Dinh Hoa      | 04/04                       | 100%                    |                          |
| 4  | Mr. Mutsuya MORI      | 04/04                       | 100%                    |                          |
| 5  | Ms. Do Thi Phuong Lan | 04/04                       | 100%                    |                          |

To consider and resolve the issues under BOM authority arising between two meetings, BOM organized 22 times to collect written opinions from BOM members. The collection of BOM members' opinions and issuance of Resolutions were carried out in accordance with the provisions of Clause 16, Article 35, TEDI Charter.

### 3. BOM monitoring activities over Executive Board

BOM regularly monitored the activities of Executive Board and other managerial departments to ensure TEDI operations safe and complying with the law, and following BOM Resolutions; regularly and fully updated with the reports from General Director. Specific contents are as follows:

- About business activities:
  - + Approval on the detailed business plan for 2025 after the issuance of Resolution of General Shareholders' Meeting.
  - + Writing instruction to the Capital Representatives to implement BOM Resolutions and Decisions and Inquiries by the state management agencies.
  - + Approval on the capital construction plan for 2025
  - + Approval on internal audit plan for 2026
- About corporate governance:
  - + Date of 2024 dividend payment;



- + Selection of AASC to be auditing firm for Financial Statements of 2025 audit
- + Issuance and amendment of internal governance regulations and rules: Regulations on Salary and Bonuses (First revision)
- + Official documents on appointment of TEDI Capital Representatives at subsidiary companies and change the authorized capital ratio to the Capital Representatives;
- + Nomination of personnel to join Board of Management and Board of Supervisors at some of subsidiary companies;
- + Appointment of Vice General Director in charge of railway sector
- + Plan for restructuring 03 subsidiaries: TEDI-WECCO, TEDI-GIC, TEDCO4
- + Consolidation of TEDI's Investment Division personnel
- + Sending Corporate Managers and Executives on business trips abroad.

#### **4. Activities of the units under Board of Management:**

##### **4.1. Activities of BOM Assistant Group:**

- BOM Assistant Group (5 members):
  - + Nguyen Cong Tam, Head - GM of Human Resource Dept.
  - + Tran Thi Thu Huong, Member - Financial Expert
  - + Vo Hoang Ha, Member - Legal Expert
  - + Chu Minh Hoi, Member - English Interpreter
  - + Truong Tieu Giang, Member - DGM of Administration Dept.
- Functions and duties: Prepare meeting documents and fully participate in BOM meetings, perform the role of assisting BOM, ensure that BOM meetings are held in accordance with the correct format and that BOM Resolutions and Decisions are issued in accordance with the Law and TEDI Charter.

##### **4.2. Activities of Internal Audit Committee:**

- Internal Audit Committee (04 members):
  - + Tran Thi Thu Huong: Head
  - + Nguyen Thi Minh Huong: Internal Auditor
  - + Le Thi Thuy Hoa: Internal Auditor
  - + Vu Huy Thong: Internal Auditor
- Functions and duties: Perform internal auditing according to the annual plan approved by BOM.

#### **5. Resolutions/Decisions by Board of Management:**

- Resolutions:

| No. | Resolution Number  | Date      | Content   | Consensus Ratio |
|-----|--|-----------|---|-----------------|
| 1   | 05 NQ-NK3/<br>TEDI-HĐQT<br>(Regular Meeting in 1st Quarter 2025) | 07/3/2025 | Approval on the following:<br>- Business activities of 2024<br>- Settlement of salary and bonus fund for 2024;<br>- Appointment of Mr. Doan Van Thang to be Vice General Director<br>- Amendment of Salary and Bonus Regulation | 100%            |



| No. | Resolution Number   | Date      | Content   | Consensus Ratio |
|-----|---|-----------|---|-----------------|
|     |   |           | <ul style="list-style-type: none"> <li>- 10 Trung Kinh Project: Application procedures, selection of FS consultant, selection of DD consultant.</li> <li>- Distribution plan of 2024 profit</li> <li>- Settlement of 2024 remuneration for BOM members and BOS members</li> <li>- Distribution plan of 2025 profit</li> <li>- Estimation of 2025 remuneration for BOM members and BOS members</li> <li>- 2025 Annual General Meeting of Shareholders schedule</li> <li>- Capital Representation activities</li> <li>- List of candidate auditing firms proposed by BOS for submission to General Meeting of Shareholders</li> </ul> |                 |
| 2   | 05.01 NQ-NK3<br>(by written opinions)                           | 14/4/2025 | Contents of Proposal Letter of BOM to General Meeting of Shareholders on 10 Trung Kinh Project  | 100%            |
| 3   | 05.02 NQ-NK3<br>(by written opinions)                           | 23/4/2025 | - Supplementing schedule and agenda of 2025 Annual General Meeting of Shareholders  | 100%            |
| 4   | 05.03 NQ-NK3<br>(by written opinions)                           | 22/5/2025 | Agreement on contract conclusion for Hoa Binh – Moc Chau expressway project   | 100%            |
| 5   | 05.04 NQ-NK3<br>(by written opinions)5                          | 29/5/2025 | Agreement on bank loan limit for 2025.  | 100%            |
| 6   | 05.0 NQ-NK3<br>(by written opinions)                            | 05/6/2025 | Agreement on contract conclusion for Package 03-TV, Component Project No. 2: Construction of Thuong Cat bridge and approached roads under Thuong Cat bridge and approach roads construction project   | 100%            |
| 7   | 06 NQ-NK3/<br>TEDI-HĐQT<br>(Regular meeting in Quarter II/2025) | 13/6/2025 | <p>1. Governance issues:</p> <ul style="list-style-type: none"> <li>- 2024 dividend payment date: September 1, 2025</li> <li>- Selecting auditing company for 2025: AASC</li> <li>- Distribution of 2024 bonus fund for BOM and BOS</li> <li>- Authorizing GD to distribute bonus fund for Executive Board, Sale-based bonus fund and welfare and bonus fund</li> <li>- Strengthening Investment Division personnel</li> <li>- Key tasks of Quarter III/2025</li> <li>- Plan for restructuring 3 subsidiaries</li> <li>- Cooperation rules among Party Committee, BOM and GD</li> </ul> <p>2. Operation issues:</p>                 | 100%            |



| No. | Resolution Number  | Date       | Content   | Consensus Ratio |
|-----|--|------------|---|-----------------|
|     |  |            | <ul style="list-style-type: none"> <li>- Business results of Quarter I/2025</li> <li>- Business target of the first 6 months of 2025</li> <li>- Key tasks of the remaining 6 months of 2025</li> <li>- Agreement on contract conclusion for HCMC- Long Thanh expressway expansion (Package for CS - Shop Drawing Design)</li> </ul> |                 |
| 8   | 06.01 NQ-NK3<br>(by written opinions)                            | 26/6/2025  | - Ranking of subsidiaries in 2025   | 100%            |
| 9   | 06.02 NQ-NK3<br>(by written opinions)                            | 27/6/2025  | - Approving consulting services contract "Component Project No. 2: Construction of Ring Road No. 3 (section within Dong Anh district) Project for Construction of Ring Road No. 3 (section within Dong Anh district)  | 100%            |
| 10  | 03.03 NQ-NK3<br>(by written opinions)                            | 14/7/2025  | Implementation of Resolution No. 13a NQ/TEDI-ĐHĐCĐ on Construction Project for Commercial, Office and Condominium Complex at 10 Trung Kinh  | 100%            |
| 11  | 06.04 NQ-NK3<br>(by written opinions)                            | 14/7/2025  | - Approving economic contract with Insiders on consulting services for TEDI capital divestment from TEDCO4  | 100%            |
| 12  | 06.05 NQ-NK3<br>(by written opinions)                            | 25/7/2025  | - Approving project management model and implementation model for 10 Trung Kinh project   | 100%            |
| 13  | 06.06 NQ-NK3<br>(by written opinions)                            | 25/8/2025  | - Approving policy to appoint 02 vice general directors at HECO   | 100%            |
| 14  | 06.07 NQ-NK3<br>(by written opinions)                            | 03/9/2025  | - Accepting resignation request of Mr. Nguyen Xuan Thuy from position BOS member of HECO  | 100%            |
| 15  | 06.08 NQ-NK3<br>(by written opinions)                            | 08/9/2025  | - Approving policy for TEDI-PORT organizational and personnel restructuring   | 100%            |
| 16  | 06.09 NQ-NK3<br>(by written opinions)                            | 09/9/2025  | - Approving 03 engineering services contracts in Ca Mau   | 100%            |
| 17  | 07 NQ-NK3/<br>TEDI-HĐQT<br>(Regular meeting in Quarter III/2025) | 18/9/2025  | Approving following reports: <ul style="list-style-type: none"> <li>- No. 3109 on corporate governance</li> <li>- No. 3110 on production and business operation</li> <li>- No. 3111 on TEDCO4 restructuring</li> </ul>  | 100%            |
| 18  | 07.01 NQ-NK3<br>(by written opinions)                            | 10/10/2025 | - Approving to authorize the capital representative at HECO voting for approval on 03 consulting services contracts with total contract amount of 362.618 bill VND  | 100%            |
| 19  | 07.02 NQ-NK3   | 04/11/2025 | - Approving engineering services contracts under decision making authority of the BOM   | 100%            |
| 20  | 07.03 NQ-NK3   | 18/11/2025 | - Procurement of transport vehicles   | 100%            |



| No. | Resolution Number  | Date       | Content   | Consensus Ratio |
|-----|--|------------|---|-----------------|
| 21  | 07.04 NQ-NK3   | 17/11/2025 | - Answer of capital representative at TEDI-GIC to written opinion request   | 100%            |
| 22  | 07.05 NQ-NK3   | 24/11/2025 | Increase of TEDI share proportion at TEDCO4   | 100%            |
| 23  | 07.06 NQ-NK3   | 27/11/2025 | Acquisition of LAS-XD 69 lab from TEDI-GIC  | 100%            |
| 24  | 08 NQ-NK3/<br>TEDI-HĐQT<br>(Regular meeting for Quarter IV/2025) | 12/12/2025 | Approving following contents:<br><ul style="list-style-type: none"> <li>- BOM report for 2025.</li> <li>- Corporate governance: company ranking and evaluation on task accomplishment level of Executive Board; internal audit plan for 2026; capital representation; key tasks in Quarter QI/2026.</li> <li>- Policy for formulation of development strategy for 2026-2035, vision to 2050.</li> <li>- Business operation: business results of 9 months, estimated results of 2025, after-tax profit distribution plan for 2025, 10 typical events of 2025; business plan for 2026; target programs in 2026; transaction of TEDI with subsidiaries in 2026.</li> <li>- Restructuring plan for TEDCO4 (organization and personnel, production and business in 2026-2030)</li> </ul> | 100%            |
| 25  | 08.01 NQ-NK3   | 23/12/2025 | After-tax profit distribution plan for 2025 and plan for 2026   | 100%            |

- Decisions:

| No. | Decision Number | Date       | Content   | Consensus Ratio |
|-----|-----------------|------------|---|-----------------|
| 1   | 41/QĐ-TEDI      | 04/3/2025  | Dismissal of Mr. Do Thanh Lap from position at TEDCO4                         | 100%            |
| 2   | 42/QĐ-TEDI      | 04/3/2025  | Appointment of Mr. Nguyen Manh Ha to be Capital Representative at TEDCO4      | 100%            |
| 3   | 43/QĐ-TEDI      | 04/3/2025  | Dismissal of Mr. Dao Ngoc Vinh from position Capital Representative at RECO   | 100%            |
| 4   | 44/QĐ-TEDI      | 04/3/2025  | Appointment of Mr. Tran Quoc Bao to be Capital Representative at RECO         | 100%            |
| 5   | 52/QĐ-TEDI      | 10/03/2025 | Issuance of Regulation for Salary and Bonus (1st revision)                    | 100%            |
| 6   | 59/QĐ-TEDI      | 15/3/2025  | Appointment of Mr. Doan Van Thang to be Vice General Director from 01/04/2025 | 100%            |
| 7   | 66/QĐ-TEDI      | 20/3/2025  | Sending GD for business trip to China   | 100%            |
| 8   | 156/QĐ-TEDI     | 08/5/2025  | Approving business plan of 2025   | 100%            |
| 9   | 189/QĐ-TEDI     | 30/5/2025  | Annual leaves of GD   | 100%            |
| 10  | 193/QĐ-TEDI     | 13/6/2025  | Payment from 2024 bonus fund for BOM and BOS                                  | 100%            |
| 11  | 194/QĐ-TEDI     | 13/6/2025  | Strengthening personnel of TEDI investment division                           | 100%            |
| 12  | 199/QĐ-TEDI     | 21/6/2025  | Sending a mission to business trip in Lao                                     | 100%            |



| No. | Decision Number | Date       | Content   | Consensus Ratio |
|-----|-----------------|------------|---|-----------------|
| 13  | 342/QĐ-TEDI     | 11/9/2025  | Awarding TEDI traditional flag to international consulting division on occasion of 30-year establishment date (01/9/1995-01/9/2025) | 100%            |
| 14  | 453/QĐ-TEDI     | 03/12/2025 | Change in the number of shares authorized for representation due to increase of TECCO2 charter capital amount to 20 bill VND        | 100%            |

### III. Board of Supervisors

#### 1. Information about Board of Supervisors (BOS) members

| No | BOS Member         | Position | Date of starting/ending being a BOS member | Professional qualifications |
|----|--------------------|----------|--|-----------------------------|
| 1  | Vo Tung Hung       | Head     | 5/15/2024<br>08/5/2025                     | Master of Finance           |
| 2  | Pham Thi Lan Huong | Head     | 08/5/2025                                  | Bachelor of Laws            |
| 3  | Phan Le Binh       | Member   | 5/15/2024                                  | Dr.                         |
| 4  | Ngo Nam Ha         | Member   | 19/04/2019                                 | Bachelor of Finance         |

#### 2. Board of Supervisors meetings

| TT | BOS Member         | Number of meetings attended | Meeting attendance ratio | Reason for not attending |
|----|--------------------|-----------------------------|--------------------------|--------------------------|
| 1  | Vo Tung Hung       | 01/01                       | 100%                     | Dismissed on 08/5/2025   |
| 2  | Pham Thi Lan Huong | 02/02                       | 100%                     | Appointed on 08/5/2025   |
| 3  | Phan Le Binh       | 03/03                       | 100%                     |                          |
| 4  | Ngo Nam Ha         | 03/03                       | 100%                     |                          |

In 2025, Board of Supervisors held 03 meetings:

- Regular meeting in the first 6 months of 2025:
  - + Reviewing BOS activities in 2024;
  - + Verifying 2024 separate and consolidated financial statements;
  - + Discussing and approving on the list of independent auditing firms to audit 2025 financial statements for submission to General Meeting of Shareholders at 2025 Annual Meeting.
- Meeting on 08/5/2025 for implementing the BOM Resolution on election of additional BOS member for Term III (2024-2029):
  - + Electing Head of the Board of Supervisors: Ms. Pham Thi Lan Huong
  - + Assigning tasks to members of Board of Supervisors.
- Regular meeting for the last 6 months of 2024:
  - + Review of the Board of Supervisors' activities in 2025.
  - + Verifying financial statements of Parent Company and 2025 semiannual financial statements
  - + Giving comments on Regulation of Salary and Bonuses (2nd revision).

#### 3. Supervising activities by Board of Supervisors:

In 2025, Board of Supervisors performed its duties according to the functions and tasks prescribed in TEDI Charter on Organization and Operation to supervise the activities of Board of Management and General Director and Deputy General Directors in implementing the



Resolutions by General Meeting of Shareholders and Board of Management. In addition, there are other specific activities as follows:

- Participate in the 2025 Annual General Meeting of Shareholders and the 2025 Employee Conference.
- Participate in 04 regular meetings of the Board of Management in 2025.
- Supervise the operations and compliance with the law and the Charter by Board of Management and Executive Board, the management and realization of production and business and profit norms for 2025 and the preparation for implementation of Trung Kinh building project provided in the Resolution of the General Meeting of Shareholders.
- Other tasks as decided by the General Meeting of Shareholders and as prescribed by the Charter and the Regulations on BOS operation.

***Supervision results on BOM performance***

- *Performance* : Board of Management held 04 regular meetings and 20 times collecting written opinions of BOM members in compliance with the provisions of TEDI Charter for execution of the issues required in the Resolution of General Meeting of Shareholders.
- *Opinions of Board of Supervisors*: TEDI Board of Management performed its responsibilities and obligations as prescribed by law.

***Supervision results on Executive Board performance***

- *Performance*: Board of Supervisors evaluated the performance of Executive Management Board based on the results of production and business as well as the compliance with legal regulations and TEDI Charter in regular operations.
- *Opinions of Board of Supervisors*: 2025 production and business results have achieved 120% of the planned target for the year. Executive Board properly implemented the resolutions and decisions of General Meeting of Shareholders and Board of Management.

***4. Coordination between Board of Supervisors and Board of Management, Executive Board and other managers:***

- Regularly attended Board of Management meetings and obtained written opinions from BOM members.
- Board of Supervisors sent representatives to attend the 2025 Employee Conference, Review Meeting for 2025 and “TEDI Innovation Award 2025” meeting in order to grasp information on production and business management by the Executive Management Board and other managers.
- Board of Supervisors received support and cooperation from Board of Management and Executive Board in the process of performing its tasks.

**IV. Executive Board**

| No | Executive Board Member | Position | Date of birth | Professional qualifications             | Date of appointment/dismissal |
|----|------------------------|----------|---------------|---|-------------------------------|
| 1  | Mr. Đào Ngọc Vinh      | GD       | 20/01/1976    | Master of Bridge and Tunnel Engineering | 01/6/2024                     |
| 2  | Mr. Do Minh Dung       | DGD      | 24/5/1968     | Master of Bridge and Tunnel Engineering | 20/4/2019                     |



| No | Executive Board Member | Position | Date of birth | Professional qualifications             | Date of appointment/dismissal |
|----|------------------------|----------|---------------|---|-------------------------------|
| 3  | Mr. Nguyen Manh Ha     | DGD      | 03/4/1976     | Master of Road Engineering              | 20/4/2019                     |
| 4  | Mr. Tran Quoc Bao      | DGD      | 17/9/1976     | Master of Bridge and Tunnel Engineering | 15/8/2023                     |
| 5  | Mr. Doan Van Thang     | DGD      | 10/8/1980     | Master of Engineering                   | 01/04/2025                    |

Personnel change of Executive Board: Mr. Doan Van Thang has been appointed from 01/04/2025. Other members of Executive Board have been reappointed from 14/6/2024.

#### V. Chief Accountant

| No. | Full name             | Date of birth | Professional qualifications                                 | Date of appointment/dismissal |
|-----|-----------------------|---------------|---|-------------------------------|
| 1   | Ms. Tang Thi Thu Hien | 07/8/1976     | Bachelor of Accounting<br>Master of Business Administration | 01/10/2022                    |

#### VI. Training on corporate governance:

Corporate governance training courses attended by BOM and BOS members, General Director, other managers and Company Secretary in accordance with corporate governance regulations: "Improvement of secretarial work at public company".

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

##### 1. List of related persons of TEDI: Appendix 1

##### 2. Transactions between TEDI and related persons of TEDI; or between TEDI and major shareholders, insiders, and related persons of insiders:

| T | Name of organization/ Individual | Relationship with the Company | No., date of issue, place of issue | Address                       | Time of transactions with the Company | Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue) | Content, quantity, total value of transaction | Note |
|---|----------------------------------|-------------------------------|------------------------------------|-------------------------------|---------------------------------------|---|---|------|
| 1 | RECO                             | Cty con                       | 0100108141<br>28/12/2006           | 278 TĐT, Ô Chợ Dừa, HN        | 2025                                  | NQ 04a/ TEDI-HDQT<br>13/12/2024   | 4.481   |      |
| 2 | HECO                             | -nt-                          | 0100108078<br>28/12/2006           | -nt-                          | -nt-                                  | -nt-  | 7.834   |      |
| 3 | PORT                             | -nt-                          | 0103015170<br>25/12/2006           | -nt-                          | -nt-                                  | -nt-  | 22.743  |      |
| 4 | GIC                              | -nt-                          | 0100108952<br>17/02/2006           | -nt-                          | -nt-                                  | -nt-  | 10.478  |      |
| 5 | BRITEC                           | -nt-                          | 0100107959<br>21/12/2006           | -nt-                          | -nt-                                  | -nt-  | 5.568   |      |
| 6 | WECCO                            | -nt-                          | 0100109353<br>21/02/2006           | 29 Khương Hạ, Khương Đình, HN | -nt-                                  | -nt-  | 2.014   |      |



| T<br>T | Name of organization/<br>Individual | Relationship with the Company | No., date of issue, place of issue | Address                           | Time of transactions with the Company | Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue) | Content, quantity, total value of transaction | Note |
|--------|-------------------------------------|-------------------------------|------------------------------------|-----------------------------------|---------------------------------------|---|---|------|
| 7      | TECCO2                              | -nt-                          | 0100108310<br>26/12/2005           | 28 Vĩnh Hồ, Đồng Đa, HN           | -nt-                                  | -nt-  | 1.281   |      |
| 8      | TEDCO4                              | -nt-                          | 2900325375<br>01/01/2006           | 2 Lê Ninh, Vĩnh Hưng, Nghệ An     | -nt-                                  | -nt-  | 711   |      |
| 9      | TECCO5                              | -nt-                          | 2103000843<br>03/01/2006           | 229 Trường Trinh, An Khê, Đà Nẵng | -nt-                                  | -nt-  | 4.879   |      |
| 10     | APECO                               | -nt-                          | 0100112363<br>14/10/1992           | P301 D10 Giảng Võ, HN             | -nt-                                  | -nt-  | 5.335   |      |

**3. Transactions between the insiders of company, related persons of insiders and subsidiary companies, companies controlled by the company: no**

**4. Transactions between TEDI and others**

**4.1. Transactions between TEDI and companies in which BOM and BOS members, General Director have been and are founding members or BOM members, General Director within the past three (03) years (at the time of reporting): Same as VII.2**

All internal transactions of TEDI have been eliminated in consolidated financial statements in compliance with the accounting regime and standards.

**4.2. Transactions between TEDI and the companies in which related persons of BOM and BOS members, and General Director are members of Board of Management, Director (General Director): Non**

**4.3. Other transactions of TEDI (if any) that may bring material or immaterial benefits to members of Board of Management, Board of Supervisors, and the General Director: Non**

## **VIII. Share transactions of the insiders and related persons of the insiders.**

**1. List of the insiders and related persons of the insiders:**

*Details in Appendix 2*

**2. Transactions of the insiders and related persons on TEDI shares: no**

## **IX. Other issues to be noted: no**

**Recipients:**

- As above;
- BOM - BOS;
- General Director;
- TEDI Website;
- File./.

**For BOARD OF MANAGEMENT**

**CHAIRMAN**



**Pham Huu Son**



**LIST OF RELATED PERSONS OF TEDI**  
*(Attached to 2025 Corporate Governance Report)*

| No. | Name of organization/<br>individual  | Securities trading<br>account | Position in<br>the company<br>(if any)  | NSH<br>certificate<br>number<br>, date<br>of issue,<br>place of<br>issue | Head<br>office<br>address<br>/<br>Contact<br>address | Starting point of<br>being related<br>person   | Ending point<br>of<br>being<br>related<br>person | Reason | Relationship<br>with<br>the compa<br>ny |
|-----|--|-------------------------------|---|--|--|--|--|--------|---|
| I.  | <b>Board of Management</b>   |                               |   |  |  |  |  |        |   |
| 1.  | Pham Huu Son   |                               | BOM<br>Chairman   |  |  |  |  |        |   |
|     | <i>Related persons:</i><br>- Pham Thi Hien<br>- Pham Minh Hang<br>- Pham Huu Tri<br>- Hoang Thuy Trang<br>- Dao Thi Xuan<br>- Dao Thi Thu<br>- Dao Thi Thuy<br>- Pham Thi Yen<br>- Hoang Thuy Trang<br>- Pierre Boivil<br>- APECO<br>- BRITEC  |                               | No<br>Expert<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>Subsidiary<br>Subsidiary              |  |  | Wife<br>Daughter<br>Son<br>Daughter in law<br>Older sister<br>Older sister<br>Older sister<br>Younger sister<br>Daughter in law<br>Son in law<br>BOM Chairman<br>BOM Chairman                            |  |        |   |
| 2.  | Dao Ngoc Vinh  |                               | BOM Vice<br>Chairman,<br>General<br>Director,<br>Legal Rep.                                     |  |  |  |  |        |   |
|     | <i>Related persons:</i><br>- Dao Huy Hang<br>- Pham Thi Chien<br>- Mr. Duc Thu Dinh<br>- D. Ngoc Mai Phuong<br>- Dao Ngoc Duc<br>- Nguyen Duc Lam<br>- Tran Thi Xuan<br>- Dao Ngoc Truong<br>- Ng. Hong Thanh<br>- TEDI-PORT<br>- TEDI-WECCO   |                               | No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>Subsidiary<br>Subsidiary                        |  |  | Father<br>Mother<br>Wife<br>Daughter<br>Son<br>Father in law<br>Mother-in-law<br>Older brother<br>Sister-in-law<br>BOM Chairman<br>BOM Chairman  | Deceased   |        |   |
| 3.  | Do Thi Phuong Lan  |                               | BOM<br>Member   |  |  |  |  |        |   |
|     | <i>Related persons:</i><br>- Do Ngoc Binh<br>- Pham Thi Tuan<br>- Do Thi Thuy<br>- Do Hoang Phuong<br>- Nguyen Quoc Vinh<br>- Nguyen Tram Anh<br>- Nguyen The Minh<br>- Mr. Xuan Thieu<br>- Phan Thi Lua<br>- Trinh Minh Hai<br>- Pham Thi Thu Ha<br>- Red Invest Mgmt. JSC<br>- RIF<br>- VLCC Co., Ltd.<br>- Refico |                               | No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>Major shareholder<br>No<br>No |  |  | Father<br>Mother<br>Younger sister<br>Younger brother<br>Husband<br>Daughter<br>Son<br>Father-in-law<br>Mother-in-law<br>Brother-in-law<br>Sister in law<br>CEO<br>Executive<br>BOM Member<br>BOM Member |  |        |   |



| No.        | Name of organization/<br>individual  | Securities trading<br>account                  | Position in<br>the<br>company<br>(if any)  | NSH<br>certificat<br>e<br>number<br>*, date<br>of issue,<br>place of<br>issue | Head<br>office<br>address<br>/<br>Contact<br>address | Starting point of<br>being related<br>person  | Endin<br>g point<br>of<br>being<br>related<br>person | Reason | Relatio<br>nship<br>with<br>the<br>compa<br>ny |
|------------|--|--|--|---|--|---|--|--------|--|
|            | - FECON Invest<br>- VN Fisheries Corp.   |  | No<br>No   |   |  | BOM Member<br>BOM Member  |  |        |  |
| 4.         | Mutsuya MORI   |  | BOM<br>Member  |   |  |   |  |        |  |
|            | <i>Related persons:</i><br>- Mori Naomi<br>- Mori Koichi<br>- Mori Naomi<br>- Shibayama Yuichi<br>- Shibayama Mitsue<br>- OCG  |  | No<br>No<br>No<br>No<br>No<br>Major Shareholder  |   |  | Wife<br>Father<br>Mother<br>Father-in-law<br>Mother-in-law<br>Vice President  |  |        |  |
| 5.         | Nhu Dinh Hoa   |  | BOM<br>Member  |   |  |   |  |        |  |
|            | <i>Related persons:</i><br>- Nhu Dinh Quat<br>- Vu Thi Can<br>- Ng. Phu Thuong<br>- Ta Le Hang<br>- Nguyen Thuc Anh<br>- Nhu Thuc Huyen<br>- Nhu Lan Phuong<br>- Nhu Dinh Thanh<br>- Nguyen Thi Thu<br>- Nhu Thi Chuc<br>- Le Hong Truong<br>- Nhu Thi Mai<br>- Dang Tien Thai<br>- Nhu Thi Ha<br>- Vu Khac Bac<br>- Bao Viet Securities JSC | 001C101<br>918<br><br>001C171113<br>001C000000 | No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No         |   |  | Father<br>Mother<br>Father in law<br>Mother-in-law<br>Wife<br>Son<br>Son<br>Older brother<br>Sister-in-law<br>Older sister<br>Brother-in-law<br>Older sister<br>Brother-in-law<br>Older sister<br>Brother-in-law<br>CEO |  |        |  |
| <b>II.</b> | <b>Board of Supervisors</b>  |  |  |   |  |   |  |        |  |
| 1.         | Pham Thi Lan Huong   |  | BOS Head   |   |  |   |  |        |  |
|            | <i>Related persons:</i><br>- Dung Thi Thu Lan  |  | No   |   |  | Mother  |  |        |  |
| 2.         | Ngo Nam Ha   |  | BOS<br>Member  |   |  |   |  |        |  |
|            | <i>Related persons:</i><br>- Ngo Trong Hue<br>- Pham Thi Hoat<br>- Trinh T. Thu Trang<br>- Ngo Viet Hoang<br>- Ngo Hoang Linh<br>- Ngo Hoang Minh<br>- Ngo Thi Quynh Mai<br>- Nguyen Van Trong<br>- BRITEC<br>- TEDI-WECCO<br>- TEDI-PORT<br>- TEDCO4  |  | No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>Subsidiary<br>Subsidiary<br>Subsidiary<br>Subsidiary |   |  | Father<br>Mother<br>Wife<br>Son<br>Daughter<br>Son<br>Older sister<br>Brother-in-law<br>BOS Head<br>BOS Head<br>BOS Head<br>BOS Head  | Deceased   |        |  |
| 3.         | Phan Le Binh   |  | BOS<br>Member  |   |  |   |  |        |  |
|            | <i>Related person:</i><br>- Phan Ngoc Chau<br>- Le Thi Hue   |  | No<br>No   |   |  | Father<br>Mother  | Deceased   |        |  |



| No.         | Name of organization/<br>individual   | Securities trading<br>account | Position in<br>the<br>company<br>(if any)                                      | NSH<br>certificate<br>number<br>, date<br>of issue,<br>place of<br>issue | Head<br>office<br>address<br>/<br>Contact<br>address | Starting point of<br>being related<br>person  | Ending point<br>of<br>being<br>related<br>person | Reason | Relationship<br>with<br>the<br>company |
|-------------|---|-------------------------------|--|--|--|---|--|--------|--|
|             | - Pham Linh Chi<br>- Phan Thien Bach Anh<br>- Phan Ngoc Hoa<br>- Tran Ngoc Ba<br>- Pham Huu Loi<br>- Ng. Tran Bao Oanh  | 8138191<br>TV                 | No<br>No<br>No<br>No<br>No   |  |  | Wife<br>Daughter<br>Older sister<br>Brother-in-law<br>Father in law<br>Mother-in-law  | Deceased<br>Deceased                             |        |  |
| <b>III.</b> | <b>Insiders</b>   |                               |  |  |  |   |  |        |  |
| 1.          | Do Minh Dung  |                               | D. General<br>Director   |  |  |   |  |        |  |
|             | <i>Related persons:</i><br>- Do Xuan Tiep<br>- Do Thi Kim Lien<br>- Tran T Lan Huong<br>- Do Tran Minh Long<br>- Do Tran Minh Tri<br>- Do Lien Huong<br>- Do Thanh Van<br>- Chu Duc Hoai<br>- Nguyen Duc Hanh<br>- HECO             |                               | No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>Subsidiary               |  |  | Father<br>Mother<br>Wife<br>Son<br>Son<br>Younger sister<br>Younger sister<br>Brother-in-law<br>Brother-in-law<br>BOM Chairman                  |  |        |  |
| 2.          | Nguyen Manh Ha  |                               | D. General<br>Director   |  |  |   |  |        |  |
|             | <i>Related persons:</i><br>- Nguyen Van Nam<br>- Pham Thi Lang<br>- Ms. Tuyen Nhung<br>- Nguyen Duc Manh<br>- Nguyen Tra My<br>- Nguyen Nam Hai<br>- Ms. Hai Yen<br>- Ms. Thi Ha Giang<br>- Nguyen Van Long<br>- TECCO2<br>- TECCO4 |                               | No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>Subsidiary<br>Subsidiary |  |  | Father<br>Mother<br>Wife<br>Son<br>Daughter<br>Older brother<br>Older sister<br>Sister-in-law<br>Brother-in-law<br>BOM Chairman<br>BOM Chairman |  |        |  |
| 3.          | Tran Quoc Bao   |                               | Deputy<br>General<br>Director  |  |  |   |  |        |  |
|             | <i>Related persons:</i><br>- Tran Trong Canh<br>- Hoang T. Thu Dung<br>- Le Ha Linh<br>- Tran Linh Chi<br>- Tran Linh Anh<br>- Tran Quoc Long<br>- Hoang Nam Phuong<br>- RECO   |                               | No<br>No<br>No<br>No<br>No<br>No<br>No<br>Subsidiary                           |  |  | Father<br>Mother<br>Wife<br>Daughter<br>Daughter<br>Younger brother<br>Sister-in-law<br>BOM Chairman  |  |        |  |
| 4.          | Doan Van Thang  |                               |  |  |  |   |  |        |  |
|             | <i>Related persons:</i><br>- Doan Van Dang<br>- Doan Thi Thinh<br>- Nguyen Tien Hao<br>- Trinh Thi My<br>- Nguyen Minh Huyen<br>- Doan Minh Trang   |                               | No<br>No<br>No<br>No<br>No<br>No   |  |  | Father<br>Mother<br>Father-in-law<br>Mother-in-law<br>Wife<br>Daughter  |  |        |  |



| No. | Name of organization/<br>individual   | Securities trading<br>account | Position in<br>the<br>company<br>(if any)   | NSH<br>certificat<br>e<br>number<br>, date<br>of issue,<br>place of<br>issue | Head<br>office<br>address<br>/<br>Contact<br>address | Starting point of<br>being related<br>person  | Endin<br>g point<br>of<br>being<br>related<br>person | Reason | Relatio<br>nship<br>with<br>the<br>compa<br>ny |
|-----|---|-------------------------------|---|--|--|---|--|--------|--|
|     | - Doan Ba Thanh<br>- Doan Thi Thiep<br>- Truong Van Thang<br>- Doan Quang Thap<br>- Tran Thi Hien   |                               | No<br>No<br>No<br>No<br>No  |  |  | Son<br>Younger sister<br>Brother-in-law<br>Younger brother<br>Sister-in-law   |  |        |  |
| 5.  | Tang Thi Thu Hien   |                               | Chief<br>Accountant   |  |  |   |  |        |  |
|     | <i>Related persons:</i><br>- Tang Van Thin<br>- Bui Thi Bao Ngoc<br>- Bui Quoc Bao<br>- Tang Xuan Truong<br>- Tang T. Thu Huong<br>- APECO<br>- RECO<br>- TECCO5  |                               | No<br>No<br>No<br>No<br>No<br>Subsidiary<br>Subsidiary<br>Subsidiary  |  |  | Father<br>Daughter<br>Son<br>Older brother<br>Older sister<br>BOS Head<br>BOS Head<br>BOS Head  |  |        |  |
| 6.  | Nguyen Cong Tam   |                               | Informatio<br>n<br>Announcer,<br>Company<br>Secretary,<br>Person in<br>charge of<br>corporate<br>governance |  |  |   |  |        |  |
|     | <i>Related persons:</i><br>- Nguyen Cong Lan<br>- Ba Thi Mai Hien<br>- Le Thi Hau<br>- Dinh Le Hai Ha<br>- Nguyen Hai Ha Chi<br>- Nguyen Cong Duy<br>- Ng. T. Hung Thanh<br>- Nguyen Cong Tri<br>- Nguyen Cong Tai<br>- Nguyen Thanh Hai<br>- Ms. Thi Huong Tra<br>- Cu Viet Phuong<br>- TECCO5<br>- TEDI Union |                               | No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>Subsidiary<br>Trade Union     |  |  | Father<br>Mother<br>Mother-in-law<br>Wife<br>Daughter<br>Son<br>Older sister<br>Younger brother<br>Younger brother<br>Brother in law<br>Sister in law<br>Sister in law<br>BOM Chairman<br>Chairperson |  |        |  |
| 7.  | Tran Thi Thu Huong  |                               | Head of<br>Internal<br>Audit<br>Committee   |  |  |   |  |        |  |
|     | - Mr. Minh Thang<br>- Mr. Minh Tung<br>- Mr. Minh Hung<br>- Tran Thanh Ha<br>- Tran Hong Duong<br>- Nguyen Thi Cuc<br>- Duong T. Kim Thuy   |                               | No<br>DGM<br>No<br>No<br>No<br>No<br>No   |  |  | Husband<br>Son<br>Son<br>Older brother<br>Younger brother<br>Sister-in-law<br>Sister-in-law   |  |        |  |
| 7.  | Ms. Thi Minh Huong  |                               | Internal<br>Auditor   |  |  |   |  |        |  |
|     | Vu Thi Xuan<br>Pham Ngoc Quyet  |                               | No<br>No  |  |  | Mother<br>Father-in-law   |  |        |  |



| No.        | Name of organization/<br>individual   | Securities trading<br>account | Position in<br>the<br>company<br>(if any)                      | NSH<br>certificat<br>e<br>number<br>*, date<br>of issue,<br>place of<br>issue | Head<br>office<br>address<br>/<br>Contact<br>address | Starting point of<br>being related<br>person   | Endin<br>g point<br>of<br>being<br>related<br>person | Reason            | Relatio<br>nship<br>with<br>the<br>compa<br>ny |
|------------|---|-------------------------------|--|---|--|--|--|-------------------|--|
|            | Mai Thi Ngoan<br>Pham Ngoc Hoang<br>Pham Ngoc Quang<br>Pham Ng. Ngoc Mai<br>Nguyen Thi Thu<br>Ms. Thi Thuy Hang<br>Nguyen Tien Ngoc<br>Phan The Hung<br>Tran Xuan Tai<br>Luu Thi Xuan Tinh          |                               | No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No       |   |  | Mother-in-law<br>Husband<br>Son<br>Daughter<br>Older sister<br>Older sister<br>Younger brother<br>Brother-in-law<br>Brother in law<br>Sister in law      |  |                   |  |
| 8.         | Le Thi Thuy Hoa   |                               | Internal<br>Auditor  |   |  |  |  |                   |  |
|            | Nguyen Thi Hoe<br>Bui Trong M. Long<br>Bui Duc Quang<br>Le Thi Hoai Luu<br>Bui Cao Son<br>Le Thi Hien<br>Le Ba Ngan<br>Le Thi Thu Hanh<br>Nguyen Ba San   |                               | No<br>No<br>No<br>No<br>No<br>No<br>No<br>Engineer<br>No       |   |  | Mother<br>Son<br>Son<br>Sister<br>Brother in law<br>Sister<br>Brother in law<br>Younger brother<br>Brother in law  |  |                   |  |
| 9.         | Vu Huy Thong  |                               | Internal<br>Auditor  |   |  |  |  |                   |  |
|            | Vu Van Truoc<br>Doan Thi Mai<br>Nguyen Quang Hung<br>Thai Thi Thanh Long<br>Ms. Thanh Huong<br>Vu Ng. Thao Nguyen<br>Vu Ng. Thao My<br>Vu Ngoc Diep<br>Le Thi Linh<br>Vu Kim Chi<br>Hoang Minh Giap |                               | No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No |   |  | Father<br>Mother<br>Father-in-law<br>Mother-in-law<br>Wife<br>Daughter<br>Daughter<br>Older brother<br>Sister-in-law<br>Younger sister<br>Brother-in-law |  |                   |  |
| <b>IV.</b> | <b>Subsidiary companies</b>   |                               |  |   |  |  |  |                   |  |
| 1          | RECO  |                               |  |   | HN   | 2006   |  | Privatized        | Privatized                                     |
| 2          | HECO  |                               |  |   | HN   | 2006   |  | Privatized        | Privatized                                     |
| 3          | TEDI-PORT   |                               |  |   | HN   | 2006   |  | Privatized        | Privatized                                     |
| 4          | TEDI-WECCO  |                               |  |   | HN   | 2005   |  | Privatized        | Privatized                                     |
| 5          | TEDI-GIC  |                               |  |   | HN   | 2005   |  | Privatized        | Privatized                                     |
| 6          | BRITEC  |                               |  |   | HN   | 2006   |  | Privatized        | Privatized                                     |
| 7          | TECCO 2   |                               |  |   | HN   | 2005   |  | Privatized        | Privatized                                     |
| 8          | TEDCO 4   |                               |  |   | NA   | 2005   |  | Privatized        | Privatized                                     |
| 9          | TECCO 5   |                               |  |   | DN   | 2005   |  | Privatized        | Privatized                                     |
| 10         | APECO   |                               |  |   | HN   | 2017   |  | Privatized<br>M&A | Privatized<br>M&A                              |
| <b>V.</b>  | <b>Social and political<br/>organizations</b>   |                               |  |   |  |  |  |                   |  |
| 1          | TEDI Party Committee  |                               | Party  |   |  |  |  |                   |  |
| 2          | TEDI Trade Union  |                               | Trade<br>Union   |   |  |  |  |                   |  |
| 3          | TEDI Youth Union  |                               | Youth<br>Union   |   |  |  |  |                   |  |



| No.        | Name of organization/<br>individual                          | Securities trading<br>account | Position in<br>the<br>company<br>(if any) | NSH<br>certificat<br>e<br>number<br>*, date<br>of issue,<br>place of<br>issue | Head<br>office<br>address<br>/<br>Contact<br>address | Starting point of<br>being related<br>person | Endin<br>g point<br>of<br>being<br>related<br>person | Reason         | Relatio<br>nship<br>with<br>the<br>compa<br>ny |
|------------|--|-------------------------------|---|---|--|--|--|----------------|--|
| <b>VI.</b> | <b>Entity shareholder<br/>&gt;10% of charter<br/>capital</b> |                               |   |   |  |  |  |                |  |
| 1          | Oriental Consultant<br>Global                                |                               | 34.99%                                    |   |  | 2014   |  | Privati<br>zed | Strateg<br>ic<br>Shareh<br>older               |
| 2          | Red One Infrastructure<br>Investment Fund                    |                               | 30.112%                                   |   |  | 2022   |  |                | Buyin<br>g                                     |



*(Attached to 2025 Governance Report)*

| No. | Name of organization/<br>individual   | Securities<br>trading<br>account | Position<br>in the<br>company<br>(if any)  | ID card<br>number,<br>date &<br>place of<br>issue | Contact<br>address | Number<br>of shares<br>owned at<br>the end of<br>the period                               | Shareholdin<br>g ratio at the<br>end of<br>period                                       | Note   |
|-----|---|----------------------------------|--|---|--------------------|---|---|--|
| I.  | Board of Management   |                                  |  |   |                    |   |   |  |
| 1.  | Pham Huu Son  |                                  | BOM<br>Chairman  |   |                    | 1,062,350   | 8.499%  |  |
|     | Related persons:<br>- Pham Thi Hien<br>- Pham Minh Hang<br>- Pham Huu Tri<br>- Hoang Thuy Trang<br>- Dao Thi Xuan<br>- Dao Thi Thu<br>- Dao Thi Thuy<br>- Pham Thi Yen<br>- Hoang Thuy Trang<br>- Pierre Boivil<br>- APECO<br>- BRITEC  |                                  | No<br>Expert<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>Subsidiary<br>Subsidiary                     |   |                    | -<br>205,300<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>-                            | -<br>1.642%<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>-                           | BOM Chairman<br>BOM Chairman   |
| 2.  | Dao Ngoc Vinh   |                                  | BOM<br>Vice<br>Chairman,<br>General<br>Director  |   |                    | 125,000   | 1,000%  |  |
|     | Related persons:<br>- Dao Huy Hang<br>- Pham Thi Chien<br>- Mr. Duc Thu Dinh<br>- Dao Ngoc Mai Phuong<br>- Dao Ngoc Duc<br>- Nguyen Duc Lam<br>- Tran Thi Xuan<br>- Dao Ngoc Truong<br>- Mr. Hong Thanh<br>- TEDI-PORT<br>- TEDI-WECCO  |                                  | No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>Subsidiary<br>Subsidiary                               |   |                    | -<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>-                                  | -<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>-                                | BOM Chairman<br>BOM Chairman   |
| 3.  | Do Thi Phuong Lan   |                                  | BOM<br>Member  |   |                    | -   | -   |  |
|     | Related persons:<br>- Do Ngoc Binh<br>- Pham Thi Tuan<br>- Do Thi Thuy<br>- Do Hoang Phuong<br>- Nguyen Quoc Vinh<br>- Nguyen Tram Anh<br>- Nguyen Duc Minh<br>- Mr. Xuan Thieu<br>- Phan Thi Lua<br>- Trinh Minh Hai<br>- Pham Thi Thu Ha<br>- Red Invest Mgmt. JSC<br>- RIF<br>- VLCC Co., Ltd.<br>- Refico<br>- FECON Invest |                                  | No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>Major S.<br>holder<br>No<br>No<br>No |   |                    | -<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>3,764,050<br>-<br>-<br>-<br>- | -<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>30,112%<br>-<br>-<br>-<br>- | CEO<br>CEO<br>BOM Chairman<br>BOM Member<br>BOM Member<br>BOM Member |







| No.         | Name of organization/<br>individual   | Securities<br>trading<br>account | Position<br>in the<br>company<br>(if any)                                      | ID card<br>number,<br>date &<br>place of<br>issue | Contact<br>address | Number<br>of shares<br>owned at<br>the end of<br>the period | Shareholdin<br>g ratio at the<br>end of<br>period | Note                         |
|-------------|---|----------------------------------|--|---|--------------------|---|---|------------------------------|
|             | - Phan Thien Bach Anh<br>- Phan Ngoc Hoa<br>- Tran Ngoc Ba<br>- Pham Huu Loi<br>- Nguyen Tran Bao Oanh  |                                  | No<br>No<br>No<br>No<br>No   |   |                    | -<br>-<br>-<br>-<br>-                                       | -<br>-<br>-<br>-<br>-                             |                              |
| <b>III.</b> | <b>Insiders</b>   |                                  |  |   |                    |   |   |                              |
| 1.          | Do Minh Dung  |                                  | D.<br>General<br>Director  |   |                    | 166,940   | 1,366%  |                              |
|             | <i>Related persons:</i><br>- Do Xuan Tiep<br>- Do Thi Kim Lien<br>- Tran T Lan Huong<br>- Do Tran Minh Long<br>- Do Tran Minh Tri<br>- Do Lien Huong<br>- Do Thanh Van<br>- Chu Duc Hoai<br>- Nguyen Duc Hanh<br>- HECO             |                                  | No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>Subsidiary               |   |                    | -<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>-              | -<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>-    | BOM Chairman                 |
| 2.          | Nguyen Manh Ha  |                                  | D.<br>General<br>Director  |   |                    | 0   | 0%  |                              |
|             | <i>Related persons:</i><br>- Nguyen Van Nam<br>- Pham Thi Lang<br>- Ms. Tuyet Nhung<br>- Nguyen Duc Manh<br>- Nguyen Tra My<br>- Nguyen Nam Hai<br>- Ms. Hai Yen<br>- Ms. Thi Ha Giang<br>- Nguyen Van Long<br>- TECCO2<br>- TECCO4 |                                  | No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>Subsidiary<br>Subsidiary |   |                    | -<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>-              | -<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>-    | BOM Chairman<br>BOM Chairman |
| 3.          | Tran Quoc Bao   |                                  | D.<br>General<br>Director  |   |                    | 27,800  | 0.222%  |                              |
|             | <i>Related persons:</i><br>- Tran Trong Canh<br>- Hoang T. Thu Dung<br>- Le Ha Linh<br>- Tran Linh Chi<br>- Tran Linh Anh<br>- Tran Quoc Long<br>- Hoang Nam Phuong<br>- RECO   |                                  | No<br>No<br>No<br>No<br>No<br>No<br>No<br>Subsidiary                           |   |                    | -<br>-<br>-<br>-<br>-<br>-<br>-<br>-                        | -<br>-<br>-<br>-<br>-<br>-<br>-<br>-              | Subsidiary                   |
| 4.          | Doan Van Thang  |                                  |  |   |                    | 36,000  | 0.288%  |                              |
|             | <i>Related persons:</i><br>- Doan Van Dang<br>- Doan Thi Thinh<br>- Nguyen Tien Hao<br>- Trinh Thi My<br>- Nguyen Minh Huyen<br>- Doan Minh Trang<br>- Doan Ba Thanh<br>- Doan Thi Thiep  |                                  | No<br>No<br>No<br>No<br>No<br>No<br>No<br>No                                   |   |                    | -<br>-<br>-<br>-<br>-<br>-<br>-<br>-                        | -<br>-<br>-<br>-<br>-<br>-<br>-<br>-              |                              |



| No. | Name of organization/<br>individual   | Securities<br>trading<br>account | Position<br>in the<br>company<br>(if any)   | ID card<br>number,<br>date &<br>place of<br>issue | Contact<br>address | Number<br>of shares<br>owned at<br>the end of<br>the period        | Shareholdin<br>g ratio at the<br>end of<br>period                  | Note                             |
|-----|---|----------------------------------|---|---|--------------------|--|--|----------------------------------|
|     | - Truong Van Thang<br>- Doan Quang Thap<br>- Tran Thi Hien  |                                  | No<br>No<br>No  |   |                    |  |  |                                  |
| 5.  | Tang Thi Thu Hien   |                                  | Chief<br>Accountant   |   |                    | 36,000   | 0.288%   |                                  |
|     | <i>Related persons:</i><br>- Tang Van Thin<br>- Bui Thi Bao Ngoc<br>- Bui Quoc Bao<br>- Tang Xuan Truong<br>- Tang Thi Thu Huong<br>- APECO<br>- RECO<br>- TECCO5   |                                  | No<br>No<br>No<br>No<br>No<br>Subsidiary<br>Subsidiary<br>Subsidiary                                    |   |                    | -<br>-<br>-<br>-<br>-<br>-<br>-<br>-                               | -<br>-<br>-<br>-<br>-<br>-<br>-<br>-                               | BOS Head<br>BOS Head<br>BOS Head |
| 6.  | Nguyen Cong Tam   |                                  | Company<br>Secretary,<br>Information<br>Announcer,<br>Person in<br>charge of<br>corporate<br>governance |   |                    | 90,000   | 0.720%   |                                  |
|     | <i>Related persons:</i><br>- Nguyen Cong Lan<br>- Ba Thi Mai Hien<br>- Le Thi Hau<br>- Dinh Le Hai Ha<br>- Nguyen Hai Ha Chi<br>- Nguyen Cong Duy<br>- Ng. T. Hung Thanh<br>- Nguyen Cong Tri<br>- Nguyen Cong Tai<br>- Nguyen Thanh Hai<br>- Ms. Thi Huong Tra<br>- Cu Viet Phuong<br>- TECCO5<br>- TEDI Trade Union |                                  | No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>Subsidiary<br>Trade Union       |   |                    | -<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>35,000 | -<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>0.280% | BOM Chairman<br>Chairperson      |
| 7.  | Tran Thi Thu Huong  |                                  | Head of<br>Internal<br>Audit<br>Committee   |   |                    | -  | -  |                                  |
|     | <i>Related persons:</i><br>- Mr. Minh Thang<br>- Mr. Minh Tung<br>- Mr. Minh Hung<br>- Tran Thanh Ha<br>- Tran Hong Duong<br>- Nguyen Thi Cuc<br>- Duong T. Kim Thuy  |                                  | No<br>DGM<br>No<br>No<br>No<br>No<br>No   |   |                    | -<br>59,000<br>-<br>-<br>-<br>-<br>-                               | -<br>0.472%<br>-<br>-<br>-<br>-<br>-                               |                                  |
| 8.  | Ms. Thi Minh Huong  |                                  | Internal<br>Auditor   |   |                    | -  | -  |                                  |
|     | Vu Thi Xuan<br>Pham Ngoc Quyet<br>Mai Thi Ngoan<br>Pham Ngoc Hoang<br>Pham Ngoc Quang   |                                  | No<br>No<br>No<br>No<br>No  |   |                    | -<br>-<br>-<br>-<br>-  | -<br>-<br>-<br>-<br>-  |                                  |



| No. | Name of organization/<br>individual   | Securities<br>trading<br>account | Position<br>in the<br>company<br>(if any)                      | ID card<br>number,<br>date &<br>place of<br>issue | Contact<br>address | Number<br>of shares<br>owned at<br>the end of<br>the period | Shareholdin<br>g ratio at the<br>end of<br>period   | Note |
|-----|---|----------------------------------|--|---|--------------------|---|---|------|
|     | Pham Ng. Ngoc Mai<br>Nguyen Thi Thu<br>Ms. Thuy Hang<br>Nguyen Tien Ngoc<br>Phan The Hung<br>Tran Xuan Tai<br>Luu Thi Xuan Tinh   |                                  | No<br>No<br>No<br>No<br>No<br>No<br>No                         |   |                    | -<br>-<br>-<br>-<br>-<br>-<br>-                             | -<br>-<br>-<br>-<br>-<br>-<br>-                     |      |
| 9.  | Le Thi Thuy Hoa   |                                  | Internal<br>Auditor  |   |                    | -   | -   |      |
|     | Nguyen Thi Hoe<br>Bui Trong Minh Long<br>Bui Duc Quang<br>Le Thi Hoai Luu<br>Bui Cao Son<br>Le Thi Hien<br>Le Ba Ngan<br>Le Thi Thu Hanh<br>Nguyen Ba San   |                                  | No<br>No<br>No<br>No<br>No<br>No<br>No<br>Engineer<br>No       |   |                    | -<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>-                   | -<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>-           |      |
| 10. | Vu Huy Thong  |                                  | Internal<br>Auditor  |   |                    | -   | -   |      |
|     | Vu Van Truoc<br>Doan Thi Mai<br>Nguyen Quang Hung<br>Thai Thi Thanh Long<br>Ms. Thanh Huong<br>Vu Ng. Thao Nguyen<br>Vu Ng. Thao My<br>Vu Ngoc Diep<br>Le Thi Linh<br>Vu Kim Chi<br>Hoang Minh Giap |                                  | No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No<br>No |   |                    | -<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>-         | -<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>-<br>- |      |