

**Appendix V**  
**REPORT ON CORPORATE GOVERNANCE**  
*(Issued together with Circular No. 96/2020/TT-BTC dated November 16<sup>th</sup>, 2020)*  
*of the Minister of Finance*

**VIETNAM INDUSTRIAL CONSTRUCTION  
CORPORATION**

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

No.: 42 /VINAINCON-HĐQT

Hanoi, January 29<sup>th</sup> 2026

**REPORT ON  
CORPORATE GOVERNANCE 2025**

Addressed to: - State Securities Commission.  
- Hanoi Stock Exchange.

- Company name: Vietnam Industrial Construction Corporation.
- Head office address: VINAINCON Building, 5 Lang Ha Street, O Cho Dua Ward, Hanoi City.
- Phone: 024 35142145                      Fax: 024 38560629
- Website: <http://vinaincon.com.vn>
- Charter capital: 550,000,000,000 VND (*in words: Five hundred and fifty billion VND*)
- Stock ticker symbol: VVN
- Corporate governance model: General Shareholders' Meeting, Board of Directors, Supervisory Board, and General Director.
- Regarding the implementation of internal audit functions: Not yet implemented.

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

Information regarding meetings and resolutions/decisions of the General Shareholders' Meeting: The Board of Directors of the Corporation held its 2025 Annual General Meeting of Shareholders on May 30<sup>th</sup>, 2025, as stipulated, with a shareholder attendance rate of 86.80 %. At the meeting, the attending shareholders voted on several issues and unanimously approved Resolution No.01/2025/NQ-DHĐCĐ of the General Meeting of Shareholders of the Corporation.

No.	Resolution/Decision Number	Date	Content
1	01/2025/NQ-DHĐCĐ	May 30 <sup>th</sup> , 2025	Resolution of the Annual General Meeting of Shareholders 2025

## II. Board of Directors

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

No.	Board Member	Position	Date of commencement/cessation of membership on the Board of Directors	
			Appointment date	Dismissal date
1	Mr. Tran Anh Tan	Chairman of the Board	October 8, 2021	
2	Mr. Do Chi Nguyen	Board Member, General Director	June 28, 2019	
3	Mr. Nguyen Truong Son	Board Member	October 8, 2021	
4	Mr. Vuong Kha Hai	Board Member, Deputy General Director	August 28, 2023	
5	Ms. Nguyen Thi Khanh Hang	Board Member	31/05/2024	

### 2. Directors Meetings:

No.	Board Member	Number of Board of Directors meetings attended	Meeting attendance rate	Reasons for not attending the meeting.
1	Mr. Tran Anh Tan	16	100 %	
2	Mr. Do Chi Nguyen	16	100 %	
3	Mr. Nguyen Truong Son	16	100 %	
4	Mr. Vuong Kha Hai	16	100 %	
5	Ms. Nguyen Thi Khanh Hang	16	100 %	

### 3. The Board of Directors' oversight of the General Management Board:



- The Board of Directors directs the successful organization of the Annual General Meeting of Shareholders of the Corporation on May 30, 2025, ensuring compliance with the law and the Corporation's charter.

- In In 2025 , the Board of Directors met 16 times. During the sessions, the Board of Directors approved matters within its authority through voting and written consultation, resulting in the adoption of 80 resolutions. The resolutions and decisions of the Board of Directors closely adhere to the content of the Shareholders' General Meeting resolutions and the actual situation of the Corporation, enabling them to make appropriate and timely decisions in directing and managing production and business operations. These resolutions and decisions are issued in accordance with the authority stipulated by law and the Corporation's charter.

- Review the implementation and application of issued internal regulations and rules, and direct the handling of issues arising in production and business operations in accordance with the actual situation and current legal regulations.

- Fully implement the financial monitoring and reporting duties of the capital representative.

- Managing, supervising, and directing the production and business activities of the Corporation.

4. Activities of the Board of Directors' subcommittees: None.

5. Resolutions/Decisions of the Board of Directors:

No	Resolution/ Decision Number	Date	Content	Approval rate
1	01/NQ-HĐQT	January 6, 2025	Through the recommendation of the Emulation and Commendation Council regarding the awarding of titles for the year 2024 of the Corporation.	80%
2	02/NQ-HĐQT	January 13, 2025	Through the approval of short-term credit limits and loan guarantees for Quang Son Cement Co., Ltd. in 2025.	100%
3	03/NQ-HĐQT	January 13, 2025	Through the authorization of the Chairman of Power Construction No.2 Co.,Ltd, issue the Company's financial management regulations.	100%
4	04/NQ-HĐQT	February 27, 2025	Through the decision to re-appoint personnel for a limited term as the authorized representative of the Corporation at Power Construction No.4 Co.,Ltd and to hold the position of Chairman of the Company.	100%
5	05/NQ-HĐQT	February 27, 2025	Through the decision to re-appoint personnel for a fixed term as the authorized representative of the Corporation at the Chemical Construction and Installation	100%

No	Resolution/ Decision Number	Date	Content	Approval rate
			Company Limited and to hold the position of Chairman of the Company.	
6	06/NQ-HĐQT	March 14, 2025	Through the Plan of Organization and Voting Items at the 2025 Annual General Meeting of Shareholders of An Giang Centrifugal Concrete Joint Stock Company	100%
7	07/NQ-HĐQT	March 14, 2025	Through a policy decision, the Chairman of Power Construction No. 2 Co.,Ltd decided to dissolve Branch 3 of the Company.	100%
8	08/NQ-HĐQT	April 8, 2025	Through the directives given to the representative of VINAINCON's capital stake in the Industrial Investment and Construction Joint Stock Company regarding the organizational plan and voting contents at the Company 's 2025 Annual General Meeting of Shareholders .	100%
9	09/NQ-HĐQT	April 8, 2025	Through the directives given to the representative of VINAINCON's capital stake in Construction Investment Joint Stock Company No.5 regarding the plan for organizing and the voting contents at the Company 's 2025 Annual General Meeting of Shareholders .	100%
10	10/NQ-HĐQT	April 8, 2025	Through the directives given to the representative of VINAINCON's capital stake in Thu Duc Centrifugal Concrete Joint Stock Company regarding the plan for organizing and the voting contents at the Company 's 2025 Annual General Meeting of Shareholders .	100%
11	11/NQ-HĐQT	April 8, 2025	Through the Plan for organizing the 2025 Annual General Meeting of Shareholders of Vietnam Industrial Construction Corporation.	100%
12	12/NQ-HĐQT	April 8, 2025	Through the consolidated financial statements and combined financial statements of the Corporation for the year 2024.	100%
13	13/NQ-HĐQT	April 8, 2025	Through the policy of terminating and appointing a representative for VINAINCON's capital stake in the Construction and Industrial Production Joint Stock Company.	100%
14	14/NQ-HĐQT	April 8, 2025	Through the policy of terminating and appointing a representative for VINAINCON's capital stake in Hong Nam Mechanical Joint Stock Company.	100%
15	15/NQ-HĐQT	April 21, 2025	Through the policy of terminating and appointing a representative for VINAINCON's capital stake in the Investment and Joint Stock Company. Manufacture industrial	100%



No	Resolution/ Decision Number	Date	Content	Approval rate
16	16/NQ-HĐQT	April 21, 2025	of VINAINCON's capital ownership in the Construction and Industrial Production Joint Stock Company.	100%
17	17/NQ-HĐQT	April 21, 2025	VINAINCON 's capital ownership stake in Hong Nam Mechanical Joint Stock Company.	100%
18	18/NQ-HĐQT	April 21, 2025	Through the organizational plan and internal voting at the 2025 Annual General Meeting of Shareholders of the Construction and Industrial Production Joint Stock Company.	100%
19	19/NQ-HĐQT	April 21, 2025	Through the organizational plan and internal voting at the 2025 Annual General Meeting of Shareholders of Chemical Construction and Mechanical Joint Stock Company.	100%
20	20/NQ-HĐQT	April 21, 2025	Through the organizational plan and internal voting at the 2025 Annual General Meeting of Shareholders of Construction Steel Structure Joint Stock Company.	100%
21	21/NQ-HĐQT	April 21, 2025	Through the draft Report on the results of production and business activities in 2024 and the Production and Business Plan for 2025 of the Board of Directors of Vietnam Industrial Construction Corporation.	100%
22	22/NQ-HĐQT	April 21, 2025	Through the Business Production Plan assigned to the Corporation's units in 2025.	100%
23	23/NQ-HĐQT	April 21, 2025	Through the organizational plan and internal voting at the 2025 Annual General Meeting of Shareholders of the Industrial Investment and Production Joint Stock Company.	100%
24	24/NQ-HĐQT	April 21, 2025	Through the settlement of salaries for 2024 and the development of a salary fund plan for 2025.	100%
25	25/NQ-HĐQT	April 21, 2025	of VINAINCON's capital ownership stake in the Industrial Investment and Production Joint Stock Company.	100%
26	26/NQ-HĐQT	April 21, 2025	VINAINCON 's capital ownership stake in the Construction and Industrial Production Joint Stock Company.	100%
27	27/NQ-HĐQT	April 21, 2025	VINAINCON 's equity stake in Hong Nam Mechanical Joint Stock Company.	100%
28	28/NQ-HĐQT	April 21, 2025	VINAINCON 's equity stake in the Industrial Investment and Production Joint Stock Company.	80%
29	29/NQ-HĐQT	April 21, 2025	Through the organizational plan and internal voting at the 2025 Annual General Meeting of Shareholders of TKV Power Corporation - JSC	100%

No	Resolution/ Decision Number	Date	Content	Approval rate
30	30/NQ-HĐQT	May 7, 2025	Through the organizational plan and internal voting at the 2025 Annual General Meeting of Shareholders of the Industrial Design and Construction Consulting Joint Stock Company.	100%
31	31/NQ-HĐQT	May 7, 2025	Through the loan and guarantee plan for 2025 for Power Construction No.4 Co.,Ltd	100%
32	32/NQ-HĐQT	May 14, 2025	Through the following content: <ul style="list-style-type: none"> <li>- Business performance results for 2024 and business plan for 2025 of Chemical Construction and Installation Company Limited .</li> <li>- The Company's 2024 financial statements have been audited by CPA Vietnam Auditing Company Limited .</li> </ul>	100%
33	33/NQ-HĐQT	May 14, 2025	Through the following content: <ul style="list-style-type: none"> <li>- Results of production and business in 2024 and Production and Business Plan for 2025 of Ha Bac Chemical Machinery Co., Ltd.</li> <li>- The Company's 2024 financial statements have been audited by CPA Vietnam Auditing Company Limited.</li> </ul>	100%
34	34/NQ-HĐQT	May 14, 2025	Through the following content: <ul style="list-style-type: none"> <li>- Results of production and business in 2024 and Production and Business Plan for 2025 of Power Construction No.4 Co.,Ltd.</li> <li>- Profit distribution for 2024 .</li> <li>- The Company's 2024 financial statements have been audited by CPA Vietnam Auditing Company Limited.</li> </ul>	100%
35	35/NQ-HĐQT	May 14, 2025	Through the following content: <ul style="list-style-type: none"> <li>- Results of production and business in 2024 and Production and Business Plan for 2025 of Power Construction No.2 Co.,Ltd</li> <li>- Profit distribution for 2024;</li> <li>- The Company's 2024 financial report has been approved. Audited by CPA Vietnam Auditing Company Limited.</li> </ul>	100%
36	36/NQ-HĐQT	May 14, 2025	Through the following content: <ul style="list-style-type: none"> <li>- Results of production and business in 2024 and Production and Business Plan for 2025 of Quang Son Cement Company Limited.</li> <li>- The Company's 2024 financial report has been approved. Audited by CPA Vietnam Auditing Company Limited</li> </ul>	100%



No	Resolution/ Decision Number	Date	Content	Approval rate
37	37/NQ-HĐQT	May 14, 2025	Through the following content: - Salary settlement for 2024; - Proposed plan for developing a salary and remuneration scheme in accordance with Circular No. 003/TT-BNV and Decree No. 44/2025/ND-CP	100%
38	38/NQ-HĐQT	May 16, 2025	Through adjustments to the 2025 revenue plan of Vietnam Industrial Construction Corporation.	100%
39	39/NQ-HĐQT	May 26, 2025	Through the organizational plan and internal voting at the 2025 Annual General Meeting of Shareholders of VINAINCON Centrifugal Concrete Joint Stock Company.	100%
40	40/NQ-HĐQT	May 26, 2025	Through the organizational plan and internal voting at the 2025 Annual General Meeting of Shareholders of Vietnam International Human Resources Cooperation and Import-Export Trading Joint Stock Company.	100%
41	41/NQ-HĐQT	June 27, 2025	Through the organizational plan and internal voting at the 2025 Annual General Meeting of Shareholders of VINAINCON Mineral Investment Joint Stock Company.	100%
42	42/NQ-HĐQT	June 27, 2025	Through the organizational plan and internal voting at the 2025 Annual General Meeting of Shareholders of Song Cong Packaging Joint Stock Company.	100%
43	43/NQ-HĐQT	June 27, 2025	Approval of the 2024 salary settlement for Power Construction No.2 Co.,Ltd.	100%
44	44/NQ-HĐQT	June 27, 2025	Approval of the 2024 salary settlement for Power Construction No.4 Co.,Ltd.	100%
45	45/NQ-HĐQT	June 27, 2025	Approval of the 2024 payroll settlement of the Chemical Construction and Installation Company Limited.	100%
46	46/NQ-HĐQT	June 27, 2025	Approval of the 2024 payroll settlement of Ha Bac Mechanical Engineering Co., Ltd.	100%
47	47/NQ-HĐQT	June 27, 2025	Approval of the 2024 payroll settlement for the Construction and Equipment Supply Branch.	100%
48	48/NQ-HĐQT	June 27, 2025	Approval of the 2024 salary settlement for the Southern Branch of Vietnam Industrial Construction Corporation.	100%
49	49/NQ-HĐQT	June 27, 2025	Approval of the 2024 payroll settlement of Quang Son Cement Company Limited.	100%

No	Resolution/ Decision Number	Date	Content	Approval rate
50	50/NQ-HĐQT	June 27, 2025	Through the selection of CPA Vietnam Auditing Company Limited as the auditor for the 2025 financial statements of the parent company and its wholly-owned subsidiaries, the Corporation has been granted the right to audit these statements.	80%
51	51/NQ-HĐQT	June 27, 2025	Through the establishment of a new Investment Project Development Board for the Corporation.	100%
52	52/NQ-HĐQT	June 27, 2025	Through the policy of reappointing Ms. Tran Thi Minh to the position of Deputy General Director of the Corporation for a fixed term,	100%
53	53/NQ-HĐQT	June 27, 2025	Through the General Director of the Corporation appointing the Head of the Planning and Investment Department for a fixed term – Contract management for Mr. Tran Duc Anh	100%
54	54/NQ-HĐQT	June 27, 2025	Through the organizational plan and internal voting procedures at the 2025 Annual General Meeting of Shareholders of Thang Long Industrial Construction and Trading Joint Stock Company.	100%
55	55/NQ-HĐQT	04/7/2025	Through the organizational plan and internal voting procedures at the 2025 Annual General Meeting of Shareholders of Industrial and Civil Engineering Design Consulting Joint Stock Company (IDCo)	100%
56	56/NQ-HĐQT	August 4, 2025	Through the General Director of the Corporation, Mr. Le Hoang Nguyen was reappointed for a fixed term to the position of Head of the Market and Project Management Department of the Corporation.	100%
57	57/NQ-HĐQT	August 8, 2025	By extending the term of office of Mr. Dang Quang Cuong, the General Corporation's Chief Accountant, as the representative of the Corporation's capital stake in Thang Long Industrial Construction and Trading Joint Stock Company until his retirement.	100%
58	58/NQ-HĐQT	August 14, 2025	Through the approval of the short-term credit limit of the parent company of the Corporation at BIDV Bank - Branch 1.	100%
59	59/NQ-HĐQT	August 25, 2025	Through allowing the Chairman of Power Construction No.4 Co.,Ltd to issue the revised financial management regulations of the Company.	100%



No	Resolution/ Decision Number	Date	Content	Approval rate
60	60/NQ-HĐQT	September 8, 2025	Approved and decided to reappoint Ms. Tran Thi Minh to the position of Deputy General Director of the Corporation.	80%
61	61/NQ-HĐQT	September 18, 2025	Following the directives of the Board of Directors of the Corporation regarding the operations of the Industrial Construction Joint Stock Company (DESCON)	100%
62	62/NQ-HĐQT	September 18, 2025	Following the directives of the General Corporation's Board of Directors regarding the operations of the Southern Construction and Installation Joint Stock Company.	100%
63	63/NQ-HĐQT	September 18, 2025	Through the distribution of VINAINCON's 2024 profits in accordance with the directives of the Ministry of Industry and Trade in document No. 6449/BCT-KHTC dated August 26, 2025.	100%
64	64/NQ-HĐQT	September 18, 2025	Through the personnel management of Ha Bac Chemical Machinery Co., Ltd.	100%
65	65/NQ-HĐQT	October 23, 2025	Through the Plan and voting items at the 2025 Annual General Meeting of Shareholders of VINAINCON Construction Investment Joint Stock Company	100%
66	66/NQ-HĐQT	October 23, 2025	Through the Plan and voting items at the 2025 Annual General Meeting of Shareholders of VINAINCON Construction Investment Joint Stock Company 6	100%
67	67/NQ-HĐQT	October 23, 2025	Through the issuance of regulations on labor, wages, remuneration, and bonuses for member units of the Corporation.	100%
68	68/NQ-HĐQT	October 23, 2025	Through the Plan for implementing the conclusions of Inspection Report No. 65/KL-TTCP dated March 26, 2025, of the Government Inspectorate.	100%
69	69/NQ-HĐQT	October 23, 2025	Through directives to the VINAINCON Capital Representative Department at VINAINCON Centrifugal Concrete Joint Stock Company.	100%
70	70/NQ-HĐQT	December 4, 2025	Through the issuance of a letter of credit (L/C) by Power Construction No.2 Co.,Ltd at Vietnam Technological and Commercial Bank - Cho Lon Branch - Ho Chi Minh City, based on contract No. 01/2025/ZTTSC-PCC2 signed on October 31, 2025.	60%
71	71/NQ-HĐQT	December 4, 2025	Through the draft plan and restructuring plan of the Corporation as proposed by the Board of Directors in the document dated November 17,	100%

No	Resolution/ Decision Number	Date	Content	Approval rate
			2025, a drafting committee for the Corporation's restructuring plan, chaired by the General Director, will be established to implement it.	
72	72/NQ-HĐQT	December 4, 2025	By refusing to divest its investment in Industrial Production and Investment Joint Stock Company (IMC) as requested by IMC.	100%
73	73/NQ-HĐQT	December 16, 2025	Through the organizational plan and voting procedures at the 2025 Annual General Meeting of Shareholders of Hong Nam Mechanical Joint Stock Company (HOMECO)	100%
74	74/NQ-HĐQT	December 22, 2025	Through the policy of establishing a Social Housing Construction Investment Project combined with commercial and service facilities at 354-356A Vo Nguyen Giap Street, Phuoc Long Ward, Ho Chi Minh City, managed by Power Construction No.2 Co.,Ltd.	100%
75	75/NQ-HĐQT	December 22, 2025	Through the policy of establishing a Social Housing Construction Investment Project combined with commercial and service facilities at 356 A Vo Nguyen Giap Street, Phuoc Long Ward, Ho Chi Minh City, managed by Thu Duc Centrifugal Concrete Joint Stock Company.	100%
76	76/NQ-HĐQT	December 22, 2025	Through the policy of the Construction and Industrial Production Joint Stock Company (CIPC) to invest in a joint venture with Thu Duc Centrifugal Concrete Joint Stock Company and Power Construction No.2 Co.,Ltd to implement social housing projects at 354-356A, Vo Nguyen Giap Street, Phuoc Long Ward, Ho Chi Minh City, as requested by the representative of the General Corporation's capital ownership at CIPC.	100%
77	77/NQ-HĐQT	December 22, 2025	Through the General Work Program for 2026 of the Corporation's Board of Directors.	100%
78	78/NQ-HĐQT	December 22, 2025	Through the reappointment of Mr. Nguyen Manh Tien to the position of Executive Director of Long Gian Clay Mine for a fixed term by the General Director of Vietnam Industrial Construction Corporation.	100%
79	79/NQ-HĐQT	December 22, 2025	Through the General Director of Vietnam Industrial Construction Corporation, a decision is made to issue regulations on the	100%



No	Resolution/ Decision Number	Date	Content	Approval rate
			functions, tasks, and powers of the Corporation's Office and functional departments.	
80	80/NQ-HĐQT	December 30, 2025	Through the approval of credit limits for 2026 for Power Construction No. 2 Co.,Ltd at various banks.	100%

### III. Board of Supervisors

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

No.	Member of Board of Supervisory	Position	Date of commencement/cessation of membership in the Supervisory Board	Professional qualifications
1	Ms. Nguyen Thi Thu Nga	Head of the Supervisory Board	March 25, 2011	Bachelor of Economics
2	Mr. Nguyen Ngoc Cuong	TV License Plate Number	March 25, 2011	Bachelor of Economics
3	Mr. Pham Hung	TV License Plate Number	May 31, 2024	Bachelor of Economics

#### 2. Board of Supervisors Meeting:

No.	Member of Board of Supervisory	Number of meetings attended	Meeting attendance rate	Voting ratio	Reasons for not attending the meeting.
1	Ms. Nguyen Thi Thu Nga	04	100%	100%	
2	Mr. Nguyen Ngoc Cuong	04	100%	100%	
3	Mr. Pham Hung	04	100%	100%	

3. Supervisory activities of the Supervisory Board over the Board of Directors, the Executive Management Board, and shareholders:

The Supervisory Board operates independently, honestly, and diligently within the scope of its assigned duties. The Supervisory Board has held meetings and developed work plans and programs. All members fully participate in the regular meetings of the Supervisory Board.

The Supervisory Board closely monitors the compliance of the Board of Directors and the General Management Body of the Corporation with the resolutions of the General Meeting of Shareholders, the Charter, the Enterprise Law, and current legal regulations, specifically:

economic units of the Corporation to report to the 2025 Annual General Meeting of Shareholders.

- Monitoring the implementation of the production and business plan and investment activities in accordance with the Shareholders' General Meeting Resolution. Annual report of the Corporation for 2024.

- Oversee the operational activities of the Chairman/Board of Directors at wholly-owned limited liability companies.

- Results of implementing the resolutions of the 2024 annual general meeting of shareholders of the Corporation and the situation of implementing the 2024 production and business plan for the subsidiaries approved by the Corporation.

- Oversee the accounting and transfer of profits for 2024 to the parent company for companies in which the parent company has invested capital.

- Review the parent company's financial statements and the corporation's consolidated financial statements for 2024 before reporting to the Ministry of Industry and Trade.

- Compile the contents to report to the 2025 Annual General Meeting of Shareholders on the inspection and supervision of the Board of Directors' activities in 2024. and the Board of Directors of the Corporation.

- Coordinate with the Board of Directors to work with the representatives of the Corporation's capital stake in the wholly-owned limited liability companies.

- Coordinate with the Board of Directors, the General Management Board, and the Supervisors of the units to urge the implementation of periodic reports in accordance with Government Decree 87/2015/ND-CP and the Corporation's Financial Supervision Regulations.

- Develop the Supervisory Board's work program for 2025-2026.

- Reviewing financial reports, production and business performance, and payroll matters for the first six months of 2025 at 4 wholly-owned limited liability companies and 2 subsidiary accounting units of the Corporation, as planned.



4. Coordination of activities between the Supervisory Board and the Board of Directors, the Executive Management Board, and other management personnel:

Directors meetings , contributing objective opinions on the meeting agendas as required.

5. Other activities of the Supervisory Board

- Performing professional duties within the functions and powers of the Supervisory Board.

#### IV. Executive Board

TT	Member of Board of Management	Date of birth	Qualifications	Date of appointment/dismissal of Executive Board members
1	Mr. Do Chi Nguyen – General Director	December 8, 1971	Civil Engineer	Appointed on August 15, 2020
2	Ms. Tran Thi Minh – Deputy General Director	July 8, 1974	Master of Construction Economics and Business Administration	Appointed on August 04, 2020
3	Mr. Nguyen The Phuong – Deputy General Director	July 3, 1979	Master of Business Administration	Appointed on April 01, 2023
4	Mr. Vuong Kha Hai – Deputy General Director	July 8, 1971	Master of Management, Construction Economics Engineer.	Appointed on June 01, 2024

#### V. Chief Accountant

Full name	Date of birth	Professional qualifications	Date of appointment/dismissal
Mr. Dang Quang Cuong	April 28, 1965	Master of Business Administration	Updated November 19, 2021

#### VI. Training in corporate governance

The corporate governance training courses attended by members of the Board of Directors, members of the Supervisory Board, the CEO, other management officers, and the General Secretary of the Corporation are in accordance with the regulations on corporate governance: In 2025, I will not participate in any training courses on corporate governance.



VII. List of related parties of a public company year 2025 and transactions of related parties of the Corporation with the Corporation itself.

1. List of related parties of the Corporation

TT	Name of organization/individual	Securities trading account	Position at the Corporation	NSH Certificate Number*, Date of Issue, Place of Issue	Head office address/ Contact address	The starting point is when the person is involved.	The point at which one is no longer involved.	Reason	Relationship with the company
1	Mr. Tran Anh Tan		Chairman of the Board			October 8, 2021			
2	Mr. Do Chi Nguyen		Board of Directors - General Director			June 28, 2019			
3	Mr. Nguyen Truong Son		Independent Board of Directors			October 8, 2021			
4	Mr. Vuong Kha Hai		Board Member, Deputy General Director			August 28, 2023			
5	Ms. Nguyen Thi Khanh Hang		Board of Directors			31/05/2024			
6	Mrs. Tran Thi Minh		Deputy General Manager			August 4, 2020			
7	Mr. Nguyen The Phuong		Deputy General Manager			April 1, 2023			

TT	Name of organization/individual	Securities trading account	Position at the Corporation	NSH Certificate Number*, Date of Issue, Place of Issue	Head office address/ Contact address	The starting point is when the person is involved.	The point at which one is no longer involved.	Reason	Relationship with the company
8	Ms. Nguyen Thi Thu Nga		Head of the Supervisory Board			March 25, 2011			
9	Mr. Nguyen Ngoc Cuong		Supervisory Board Member			March 25, 2011			
10	Mr. Pham Hung		Supervisory Board Member			30/05/2024			
11	Mr. Dang Quang Cuong		Chief Accountant			November 19, 2021			
12	Mr. Le Duc Tho		Authorized Person for Information Disclosure			December 10, 2018			

2. Transactions between the Corporation and its related parties; or between the Corporation and major shareholders, insiders, or related parties of insiders:



Full name	Job title	2025
<b>Salaries and remuneration for the Board of Directors.</b>		
Mr. Tran Anh Tan	Chairman of the Board	902,012,000
Mr. Nguyen Truong Son	Board Member	419,504,000
Mr. Do Chi Nguyen	Board Member	96,000,000
Mr. Vuong Kha Hai	Board Member	48,000,000
Ms. Nguyen Thi Khanh Hang	Board Member	48,000,000
		290,508,000
<b>General Director's Salary</b>		
Mr. Do Chi Nguyen	General Director	1,273,469,000
Mr. Nguyen The Phuong	Deputy General Manager	411,750,000
Mrs. Tran Thi Minh	Deputy General Manager	276,570,000
Mr. Vuong Kha Hai	Deputy General Manager	312,681,000
		272,468,000
<b>Chief Accountant Salary</b>		
Mr. Dang Quang Cuong	Chief Accountant	278,844,000
<b>Remuneration of the Supervisory Board</b>		
Ms. Nguyen Thi Thu Nga	Head of the Supervisory Board	278,844,000
Mr. Nguyen Ngoc Cuong	Member	308,784,000
Mr. Pham Hung	Member	260,784,000
		24,000,000
		24,000,000

3. Transactions between insiders of the Corporation, related parties of insiders, and subsidiaries or companies controlled by the Corporation : None.

Stakeholders	Relationship	2025
<b>Accounts receivable from customers</b>		
Vinaincon Centrifugal Concrete Joint Stock Company	Affiliated company	9,692,046,920
Vinaincon Consulting, Design and Construction Joint Stock Company	Affiliated company	7,905,118,415
		1,786,928,505
<b>Pay the seller in advance.</b>		
Vinaincon Centrifugal Concrete Joint Stock Company	Affiliated company	18,619,862,974
		5,392,518,890
Construction Steel Structure Joint Stock Company	Affiliated company	8,485,617,811
Vinaincon Consulting, Design and Construction Joint Stock Company		
<b>Other receivables</b>		
Vinaincon Centrifugal Concrete Joint Stock Company	Affiliated company	4,973,364,362
		498,250,586
Industrial Investment and Construction Joint Stock Company	Affiliated company	432,000,000
Construction Steel Structure Joint Stock Company	Affiliated company	1,248,000,000
Quang Son Limestone Mining Joint Stock Company	Affiliated company	575,000,000
Vinaincon Mechanical Construction Joint Stock Company	Affiliated company	466,097,346
Hong Nam Mechanical Joint Stock Company	Affiliated company	187,914,830
Vinaincon Consulting, Design and Construction Joint Stock Company	Affiliated company	1,566,101,600



<b>Payment to the seller</b>			
Industrial Investment and Construction Joint Stock Company	Affiliated company		<b>73,516,974,866</b>
Quang Son Limestone Mining Joint Stock Company	Affiliated company		1,994,809,361
Song Cong Packaging Joint Stock Company	Affiliated company		32,984,426,415
Vinaincon Consulting, Design and Construction Joint Stock Company	Affiliated company		16,910,714,304
Central Vietnam Power Construction Joint Stock Company No. 4	Affiliated company		16,180,278,574
Song Hong Power Construction Joint Stock Company No. 4	Affiliated company		2,605,046,758
Dong Anh Power Construction Joint Stock Company No. 4	Affiliated company		2,566,576,562
Electrical Construction and Trading Joint Stock Company No. 4	Affiliated company	But	142,811,550
Bich Viet Mechanical Joint Stock Company	Affiliated company		132,311,342
<b>Buyers pay in advance.</b>			<b>4,219,313,259</b>
Song Cong Packaging Joint Stock Company	Affiliated company		15,622,349
Vinaincon Consulting, Design and Construction Joint Stock Company	Affiliated company		4,203,690,910
<b>Other payments required.</b>			<b>1,500,000,000</b>
Bich Viet Mechanical Joint Stock Company	Affiliated company		1,500,000,000

4. Transactions between the Corporation and other parties.

#### Transactions with other stakeholders

Stakeholders	Transaction characteristics	2025
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<b>Sell</b>		<b>20,678,751,261</b>
Song Cong Packaging Joint Stock Company	Sell	20,678,751,261
<b>Purchase</b>		<b>112,198,370,055</b>
Song Cong Packaging Joint Stock Company	Purchase	15,658,068,800
Electrical Construction and Trading Joint Stock Company	Purchase	86,316,406,648
No. 4		
Song Hong Power Construction Joint Stock Company No. 4	Construction	9,118,413,597
Central Vietnam Power Construction Joint Stock Company No. 4	Construction	383,258,788
Vinaincon Consulting, Design and Construction Joint Stock Company	Purchase	722.222.222

4.1. Transactions between the Corporation and companies where members of the Board of Directors, members of the Supervisory Board, the General Director and other managers have been founding members or members of the Board of Directors, Directors (General Director) in charge during the past three (03) years (calculated at the time of report preparation): None.

4.2. Transactions between the Corporation and companies where related parties of Board of Directors members, Supervisory Board members, General Director, and other managers are members of the Board of Directors or Directors (General Director): None.

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



# VIII. Stock transactions by insiders and related parties of insiders

## 1. List of insiders and related parties of insiders

TT	Full name	Securities trading account	Position at the Corporation	ID/Passport number, date of issue, place of issue	Contact address	Number of shares held at the end of the period	Ending stock ownership ratio	Note
1	Tran Anh Tan		Chairman of the Board			Do not have		
1.1	Vu Thi Duyen Thuy					Do not have		Wife
1.2	Tran Anh Minh					Do not have		Boy
1.3	Tran Thuy Anh					Do not have		Daughter
1.4	Vu Thi Hong Nhat					Do not have		Mother
1.5	Tran Hong Anh					Do not have		Older sister
1.6	Tran Hai Yen					Do not have		Older sister

TT	Full name	Securities trading account	Position at the Corporation	ID/Passport number, date of issue, place of issue	Contact address	Number of shares held at the end of the period	Ending stock ownership ratio	Note
1.7	Tran Phuong Anh					Do not have		Younger sister
1.8	Vu Van Tuy					Do not have		Father-in-law
1.9	Tran Thi Nga					Do not have		Mother-in-law
1.10	Vu Ngoc Dung					Do not have		Brother-in-law
1.11	Hoang Van Nam					Do not have		Brother-in-law
2	Do Chi Nguyen		Board Member, General Director			Do not have		
2.1	Nguyen Thi Lu					Do not have		Mother



TT	Full name	Securities trading account	Position at the Corporation	ID/Passport number, date of issue, place of issue	Contact address	Number of shares held at the end of the period	Ending stock ownership ratio	Note
2.2	Nguyen Thu Huyen					Do not have		Wife
2.3	Do Huyen Anh					Do not have		Daughter
2.4	Do Chi Anh Duc					Do not have		Boy

TT	Full name	Securities trading account	Position at the Corporation	ID/Passport number, date of issue, place of issue	Contact address	Number of shares held at the end of the period	Ending stock ownership ratio	Note
2.5	Do Chi Phuong					Do not have		Younger brother
3	Nguyen Truong Son		Board Member			Do not have		
3.1	Phan Thi Hong Hai					Do not have		Wife
3.2	Nguyen Tuan Linh					Do not have		Boy
3.3	Ho Hai Yen					Do not have		Daughter-in-law
3.4	Nguyen Phan Thu Trang					Do not have		Daughter



TT	Full name	Securities trading account	Position at the Corporation	ID/Passport number, date of issue, place of issue	Contact address	Number of shares held at the end of the period	Ending stock ownership ratio	Note
3.5	Nguyen Hai Trung					Do not have		Younger brother
3.6	Lam Xuan Ha					Do not have		sister-in-law
3.7	Nguyen Thi Tuyet					Do not have		Older sister
3.8	Tran Minh Huy					Do not have		Brother-in-law
4	Wang Kehai		Board Member			10,000	0,018	
4.1	Nguyen Thi Tam					Do not have		Mother
4.2	Le Ngoc Thu					Do not have		Wife
4.3	Vuong Hai Anh					Do not have		Daughter

TT	Full name	Securities trading account	Position at the Corporation	ID/Passport number, date of issue, place of issue	Contact address	Number of shares held at the end of the period	Ending stock ownership ratio	Note
4.4	Wang Huiying					Do not have		Daughter
4.5	Vuong Thi Thanh Ha					Do not have		Older sister
4.6	Wang Keshan					Do not have		Older brother
4.7	Vuong Thi Thanh Van					Do not have		Younger sister
5	Mrs. Tran Thi Minh		Deputy General Manager			118,800	0.21%	
5.1	Tran Anh Tuan					Do not have		biological father
5.2	Trinh Thi Luu					Do not have		Mother
5.3	Nguyen Danh Quan					Do not have		Husband
5.4	Nguyen Danh Vuong					Do not have		Boy



TT	Full name	Securities trading account	Position at the Corporation	ID/Passport number, date of issue, place of issue	Contact address	Number of shares held at the end of the period	Ending stock ownership ratio	Note
5.5	Nguyen Phuong Nguyen					Do not have		Daughter
5.6	Tran Van Anh					Do not have		Older brother
5.7	Tran Dang Thong					Do not have		Younger brother
6	Nguyen The Phuong		Deputy General Manager			2,500	0.0045%	
6.1	Pham Thi Thai					Do not have		Mother
6.2	Vu Thi Linh					Do not have		Wife
6.3	Nguyen Vu Huyen Trang					Do not have		Daughter
6.4	Nguyen Vu Phuong Trang					Do not have		Daughter

1/10/2023  
10/10/2023  
10/10/2023

TT	Full name	Securities trading account	Position at the Corporation	ID/Passport number, date of issue, place of issue	Contact address	Number of shares held at the end of the period	Ending stock ownership ratio	Note
6.5	Nguyen Vu The An					Do not have		Boy
6.6	Nguyen Thi Binh					Do not have		Older sister
6.7	Nguyen Thi Nga					Do not have		Younger sister
6.8	Nguyen Hung Cuong					Do not have		Younger brother
7	Nguyen Thi Thu Nga	011C110838 at HSC; 0001238383 at VNDIRECT	Head of the Supervisory Board			34,200	0.06%	
7.1	Nguyen Thi Su	011C139838-HSC				Do not have		Mother



TT	Full name	Securities trading account	Position at the Corporation	ID/Passport number, date of issue, place of issue	Contact address	Number of shares held at the end of the period	Ending stock ownership ratio	Note
7.2	Nguyen Thi Lu					Do not have		Mother-in-law
7.3	Le Ngoc Quang	011C112774 at HSC				Do not have		Husband
7.4	Le Ngoc Thu Thao					Do not have		Daughter
7.5	Le Ngoc Thu Huong					Do not have		Daughter
7.6	Le Huyen Ngoc					Do not have		sister-in-law
7.7	Le Huyen Nga					Do not have		sister-in-law
7.8	Le Thanh Hang	1255981 - SSI				Do not have		sister-in-law

TT	Full name	Securities trading account	Position at the Corporation	ID/Passport number, date of issue, place of issue	Contact address	Number of shares held at the end of the period	Ending stock ownership ratio	Note
8	Mr. Nguyen Ngoc Cuong		Supervisory Board Member			17,000	0.03%	
8.1	Nguyen Thi Ngoc Lan					Do not have		Wife
8.2	Nguyen Anh Tu					Do not have		Boy
8.3	Nguyen Nhat Minh					Do not have		Boy
8.4	Nguyen Ngoc Vinh					Do not have		Older brother
8.5	Nguyen Ngoc Quang					Do not have		Older brother



TT	Full name	Securities trading account	Position at the Corporation	ID/Passport number, date of issue, place of issue	Contact address	Number of shares held at the end of the period	Ending stock ownership ratio	Note
8.6	Nguyen Thi Thanh Hang					Do not have		Younger sister
8.7	Nguyen Huu Lang					Do not have		Father-in-law
8.8	Nguyen Thi Bich					Do not have		Mother-in-law
8.0	Nguyen Thi Thuy					Do not have		sister-in-law
8.10	Nguyen Thanh Ha					Do not have		sister-in-law
9	Pham Hung		TV Supervisory Board			Do not have		
9.1	Pham Xuan Quynh					Do not have		biological father
9.2	Hoang Thi Duong					Do not have		Mother

TT	Full name	Securities trading account	Position at the Corporation	ID/Passport number, date of issue, place of issue	Contact address	Number of shares held at the end of the period	Ending stock ownership ratio	Note
9.3	Dao Thi Hong Thuy					Do not have		Wife
9.4	Pham Quoc Dung					Do not have		Boy
9.5	Pham Kim Ngan					Do not have		Daughter
9.6	Pham Thi Dau					Do not have		Sister
9.7	Pham Quoc Viet					Do not have		Younger brother
10	Dang Quang Cuong		Chief Accountant			Do not have		

TT	Full name	Securities trading account	Position at the Corporation	ID/Passport number, date of issue, place of issue	Contact address	Number of shares held at the end of the period	Ending stock ownership ratio	Note
10.1	Ho Thi Hoe					Do not have		Wife
10.2	Dang Thi Anh Tho					Do not have		Daughter
10.3	Dang Quang Kiet					Do not have		Boy
10.4	Dang Quoc Hung					Do not have		Older brother
10.5	Dang Thi Oanh					Do not have		Older sister
10.6	Dang Quang Thuong					Do not have		Younger brother
11	Le Duc Tho		Authorized person for information disclosure			Do not have		
11.1	Nguyen Thi Mai Lan					Do not have		Mother



TT	Full name	Securities trading account	Position at the Corporation	ID/Passport number, date of issue, place of issue	Contact address	Number of shares held at the end of the period	Ending stock ownership ratio	Note
11.2	Le Xuan Phong					Do not have		Older brother
11.3	Le Quang Ninh					Do not have		Younger brother
11.4	Tran Thi Lan Huong					Do not have		Wife
11.5	Le Tran Khanh Linh					Do not have		Daughter
11.6	Le Huong Giang					Do not have		Daughter
12	Nguyen Thi Khanh Hang		Board of Directors			Do not have		
12.1	Khong Doan Minh					Do not have		Husband

TT	Full name	Securities trading account	Position at the Corporation	ID/Passport number, date of issue, place of issue	Contact address	Number of shares held at the end of the period	Ending stock ownership ratio	Note
12.2	Khong Minh Ngoc					Do not have		Daughter
12.3	Khong Minh Tien					Do not have		Boy
12.4	Pham Thi Phac					Do not have		Mother
12.5	Nguyen Ngoc Ha					Do not have		Older brother
12.6	Nguyen Phuong Thao					Do not have		Sister-in-law
12.7	Nguyen Quoc Hung					Do not have		Older brother

TT	Full name	Securities trading account	Position at the Corporation	ID/Passport number, date of issue, place of issue	Contact address	Number of shares held at the end of the period	Ending stock ownership ratio	Note
12.8	Luong Thu Khuong					Do not have		Sister-in-law
12.9	Khong Doan Tho					Do not have		Father-in-law
12.10	Pham Thi Nga					Do not have		Mother-in-law
12.11	Khong Thi Kim Oanh					Do not have		Sister-in-law
12.12	Le Minh Quang					Do not have		husband's brother-in-law
12.13	Khong Doan Tuan					Do not have		sister-in-law



TT	Full name	Securities trading account	Position at the Corporation	ID/Passport number, date of issue, place of issue	Contact address	Number of shares held at the end of the period	Ending stock ownership ratio	Note
12.14	Le Thi Khanh					Do not have		sister-in-law

2. Transactions by insiders and related parties involving the Corporation's shares: None

**IX. Other points to note**

Charter of Organization and Operation of the Corporation was approved at the 2023 Annual General Meeting of Shareholders in accordance with current law to ensure better compliance with legal regulations.

***Recipient:***

- As above;
- Board of Directors of the Corporation;
- General Director of the Corporation;
- Board of Supervisors of the Corporation;
- Saved: Documents.

**BOARD OF DIRECTORS****CHAIRMAN****Tran Anh Tan**