

No: 01/BC-SD5-HDQT

Hanoi, 29 January 2026

## CORPORATE GOVERNANCE REPORT

(Year 2025)

To:               - State Securities Commission  
                      - Hanoi Stock Exchange

- Public company name: **Song Da 5 Joint Stock Company**
- Head office: 5th Floor, Tower B, HH4 Building, Song Da My Dinh, Tu Liem, Hanoi City.
- Tel: 04 222 555 86                      Fax: 04 222 555 58
- Charter capital: 259.998.480.000 VND.
- Stock code: SD5
- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors and General Director.

### I. General Meeting of Shareholders

No	Resolution/Decision	Date	Contents
1	01/2025/NQ-SD5-DHDCD	22/04/2025	Resolution of Annual General Meeting of Shareholders

### II. Board of Directors:

#### 1. Information of Members of Board of Directors (BOD):

No	Members of Board of Directors	Position	The date becoming/ceasing to be the member of the Board of Director/Independent Board of Directors	
			Date of appointment	Date of dismissal
1	Mr Le Van Tuan	Chairman	22/4/2025	
2	Mr Nguyen Dac Diep	Member		22/4/2025
3	Mr Vu Duc Quang	Member	22/4/2025	
4	Mr Nguyen Ngoc Dong	Member	22/4/2025	
5	Mr Nguyen Van Ngoc	Member	22/4/2025	
6	Mr Nguyen Manh Toan	Member	22/4/2025	

## 2. Meeting of the Boards of Directors:

No	Member of Board of Director	Position	Date becoming/ceasing to be the member of the Board of Director	Number of Board of Directors meetings attended	Attendance rate	Reason for not attending meeting
1	Mr Le Van Tuan	Chairman of the Board of Directors		9/9	100%	
2	Mr Nguyen Dac Diep	Member of Board of Directors	BOD Dismissal Date 22/4/2025	0/9	0%	
3	Mr Vu Duc Quang	Member of Board of Directors		9/9	100%	
4	Mr Nguyen Ngoc Dong	Member of Board of Directors		9/9	100%	
5	Mr. Nguyen Dai Thụ	Member of Board of Directors	Start date of BOD 22/4/2025	5/9	55%	
6	Mr Nguyen Manh Toan	Member of Board of Directors		9/9	100%	

## 3. Supervision by the Board of Directors over the Board of Executive Directors

In 2025, the members of the Board of Directors (“BOD”) duly performed their roles and responsibilities, providing directions and guidance for the Company’s business and production activities. The BOD closely monitored and supervised the executive management of the Board of Executive Directors, and promptly issued appropriate directions and solutions to ensure the effective implementation of the resolutions of the Annual General Meeting of Shareholders and the resolutions of the Board of Directors.

The Board of Directors supervised the Board of Executive Management through reports of the General Director presented at BOD meetings, matters consulted in writing, and ad-hoc reports (if required), including the following key activities:

- Organizing the implementation of the resolutions of the 2024 Annual General Meeting of Shareholders;
- Successfully organizing the 2025 Annual General Meeting of Shareholders;
- Directing the General Director to report on the 2024 business performance and to implement the business plans for 1<sup>st</sup> Quarter, 2<sup>nd</sup> Quarter, 3<sup>rd</sup> Quarter, and 4<sup>th</sup> Quarter of 2025;



- d) Directing the elaboration and issuance of the Company's internal rules, regulations, and management policies;
- e) Directing bidding activities and the organization and implementation of major projects in which the Company participated and was awarded;
- f) Attending monthly coordination meetings and production meetings of the Project Executive Boards and Construction Management Boards in order to closely monitor the Company's production and business activities, and to provide timely direction, guidance, and strategic solutions appropriate to each stage of operations.
- g) Directing bidding activities in accordance with the orientation and production and business plans approved by the Annual General Meeting of Shareholders, ensuring employment for employees and the achievement of planned profits;
- h) Approving the functions and duties of the Company's departments/Divisions and appointing managerial positions under the authority of the Board of Directors;
- i) Directing the Project Executive Board to coordinate with the Internal Supervisory Board in conducting regular and ad-hoc inspections, reviews, and reports on the Company's production and business activities and projects;
- j) Controlling contracts and approving other matters which, in accordance with applicable laws, the Company's Charter and internal regulations, must be approved by the Board of Directors prior to execution.
- k) Directing the enhancement of internal governance and strengthening online/remote management of production and business activities to ensure efficiency and safety;
- l) Maintaining and improving employees' quality of life, and implementing timely incentive and welfare policies to encourage employees' long-term commitment and contributions to the Company;
- m) Strengthening the collection of receivables and outstanding balances, particularly difficult-to-collect debts;
- n) For matters under the authority of the Board of Directors, the General Director prepares detailed written submissions to seek the Board's direction and approval, and implements them strictly in accordance with such authority;
- o) Supervising the implementation of resolutions and decisions of the Board of Directors;
- p) Performing other duties in accordance with applicable laws.

#### **4. Activities of Subcommittees under the Board of Directors (if any)**

The Internal Supervisory Board operating under the Board of Directors, assists the BOD in supervising the Company's operations; identifying risks and proposing remedial solutions; and monitoring the implementation of corrective measures in the Company's business activities. The Unit also reviews and controls documents and records as required by the Board of Directors, including the following:

- a) Organizing regular and ad-hoc meetings as required by work demands;

b) Reviewing and reporting on arising issues and risks in the Company's production and business activities and projects in accordance with the direction of the Board of Directors;

c) Coordinating with the Executive Management to ensure that assigned tasks are carried out in an objective and effective manner;

d) Reporting on arising matters as requested by the Board of Directors.

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

(Refer to attached Appendix I)

**III. Supervisory Board**

**1. Information about members of Supervisory Board**

No	Member of Board of Supervisors	Position	Date becoming to be the member of the Board of Supervisors	Date ceasing to be the member of the Board of Supervisors	Professional qualifications
1	Mr. Pham Quang Tuan	Head of Board of Supervisors	22/4/2025		Bachelor of Economics
2	Mr. Tran Quang Hung	Member of Board of Supervisors	22/4/2025		Bachelor of Construction Engineering Technology
3	Ms. Nguyen Hong Van	Member of Board of Supervisors	22/4/2025		Bachelor of Law, Bachelor of Foreign Languages

**2. Meeting of of Supervisory Board**

No	Member of Board of Supervisors	Position	Number of meetings attended	Meeting attendance rate	Voting ratio	Reason for not attending
1	Mr. Pham Quang Tuan	Head of Board of Supervisors	2	2/2	100%	
2	Ms. Nguyen Hong Van	Member of Board of Supervisors	2	2/2	100%	
3	Mr. Tran Quang Hung	Member of Board of Supervisors	2	2/2	100%	



## **2. Supervision by the Supervisory Board over the Board of Directors, Board of Executive Directors, and Shareholders**

In 2025, the management and executive activities of the Board of Directors, the General Director, and shareholders were carried out in full compliance with their rights and obligations as prescribed by the Law on Enterprises, relevant regulations, and the Company's Charter, specifically as follows:

- a) The Board of Directors directed and coordinated with the Executive Management to successfully organize the 2025 Annual General Meeting of Shareholders;
- b) Attending meetings of the Board of Directors and reviewing matters for which the Board sought members' written opinions, in order to promptly monitor and supervise the Board's activities, ensuring that both the Board of Directors and the Executive Directors operated in compliance with applicable laws and the Company's Charter;
- c) The Board of Directors fully performed its management responsibilities and strictly complied with the Law on Enterprises, the Law on Securities, the Company's Charter, resolutions of the General Meeting of Shareholders, and other relevant legal and internal regulations;
- d) All meetings of the Board of Directors were conducted in accordance with procedures prescribed by law and the Company's Charter;
- e) The resolutions and decisions of the Board of Directors were issued within proper authority and adopted with a high level of consensus among BOD members. Their contents complied with applicable laws, resolutions of the General Meeting of Shareholders, and the Company's Charter, and were specifically implemented by the Executive Directors across all departments and units, with close inspection and supervision. As a result, any difficulties or issues arising during implementation were promptly addressed and resolved;
- f) In 2025, the Supervisory Board did not receive any petitions, requests, or complaints from shareholders or groups of shareholders (meeting the ownership ratio and holding period requirements) relating to the Company's management, administration, or production and business activities.

## **3. Coordination between the Supervisory Board and the Board of Directors, Executive Directors, and Other Managers**

a) In 2025, the Supervisory Board coordinated with the Board of Directors and the General Director to successfully organize the 2025 Annual General Meeting of Shareholders and to implement the production and business plans for Quarter 1, Quarter 2, Quarter 3, and Quarter 4 of 2025.

b) The Supervisory Board participated in all meetings of the Board of Directors, and all documents requesting the Board's opinions were duly sent to the Supervisory Board. At these meetings, the Supervisory Board provided comments and recommendations based on the matters presented, thereby ensuring that the Board of Directors and the General Director performed their functions and duties in compliance with applicable laws, the Company's Charter, and internal regulations.

c) The Supervisory Board regularly attended production coordination meetings of the Executive Management to keep abreast of the Company's production and business situation, promptly reflect the Company's status, and effectively perform its supervisory role.

d) All documents and materials of the Board of Directors and the General Director were fully and duly provided to members of the Supervisory Board in accordance with regulations.

e) In the course of its work, the Supervisory Board was provided by the Company's departments with full and timely access to records, documents, and information relevant to its working agenda.

**4. Other activities of the Supervisory Board: None**

**IV. Board of Executive Directors:**

No.	Board Member	Date of birth	Date of appointment	Dismissal Date	Professional qualifications
1	Mr. Nguyen Ngoc Dong General Director	17/12/1979	01/10/2021		Engineer of Construction Machinery, Master of Business Administration
2	Mr. Nguyen Van Cuong Deputy General Director	11/11/1978	25/5/2024		Engineer of Water Resources
3	Mr. Ta Xuan Cuong Deputy General Director	02/08/1983	29/4/2025		Engineer of Water Resources
4	Mr. Ung Vu Thanh Deputy General Director	26/02/1978	29/4/2025		Energy Economics Engineer, Master of Business Administration (MBA)

**V. Chief Accountant:**

Full name	Date of birth	Professional qualifications	Date of appointment
Nguyen Trong Thuy	03/6/1980	Bachelor of Finance and Accounting, Bachelor of Law, Master of Business Administration.	26/7/2024

**VI. Training on corporate governance:**

Corporate administration training courses attended by members of the Board of Directors, members of the Supervisory Board, the General Director, other managers and the Company Secretary in accordance with regulations on corporate governance.



**VII. Công ty List of related persons of the public company and transactions of related persons of the company with the Company itself**

1. List of related persons of the Company: *(Appendix II attached)*

2. Transactions between the Company and related persons of the Company; or between the Company and major shareholders, internal persons, and related persons of the internal persons:

- Construction contract No.: 23/2025/TAMR/TCTSD-SĐ5 signed on July 22, 2025 - Package: Construction of the plant, Sông Đà section at the Trị An Hydropower Plant Expansion Project - Project: Trị An Hydropower Plant Expansion between Sông Đà Corporation-JSC and Sông Đà 5 Joint Stock Company.

- Construction contract No.: 54/2025/TQ/TCTSD-SĐ5 signed on November 28, 2025 - Package: Construction for the remediation of downstream reinforcement items of Tuyên Quang Hydropower Plant after the 2025 flood season - Project: Tuyên Quang Hydropower Plant between Song Da Corporation Joint Stock Company and Song Da 5 Joint Stock Company.

3. Transactions between internal person of the Company, affiliated persons of internal person and the Company's subsidiaries in which the Company takes controlling power: No transactions have occurred.

4. Transactions between the Company and other object: No transactions have occurred.

**VIII. Share transactions of internal persons and their affiliated persons**


1. List of internal persons and their affiliated persons *(Appendix III attached to the Report)*

2. Transactions of internal persons and affiliated persons with shares of the Company

**IX. Other significant issues: No occurrence**

**Recipient:** 

- State Securities Commission, Hanoi Stock Exchange
- Members of the Board of Directors and Board
- Of Supervisors of the Company;
- File in Board of Directors.

 **SONG DA 5 JOINT STOCK  
COMPANY  
CHAIRMAN OF THE BOARD OF  
DIRECTORS**



**Le Van Tuan**

SONG DA CORPORATION-JSC  
SONG DA 5 JOINT STOCK COMPANY

APPENDIX I  
Resolutions/Decisions of the Board of Directors in 2025

1. Resolutions of the Board of Directors in 2025:

No.	Reference No.	Date of Issue	Summary of Content	Approval Rate
I	Resolutions			
1	01/2025/NQ-SD5-HĐQT	06/01/2025	On personnel matters of Song Da 5 Joint Stock Company	100%
2	02/2025/NQ-SD5-HĐQT	07/01/2025	On changing the Legal Representative of Song Da 5 Joint Stock Company	100%
3	03/2025/NQ-SD5-HĐQT	16/01/2025	Approving payment of the 13th-month salary for employees working at Song Da 5 Joint Stock Company	100%
4	04/2025/NQ-SD5-HĐQT	16/01/2025	Resolution of the Board of Directors meeting for Quarter I/2025	100%
5	05/2025/NQ-SD5-HĐQT	15/02/2025	Approving office management expenses for the Company's Headquarters in 2025	100%
6	06/2024/NQ-SD5-HĐQT	21/02/2025	Approving cash dividend payment for 2023 and finalizing the list of shareholders to attend the 2025 Annual General Meeting of Shareholders (AGM)	100%
7	06A/2024/NQ-SD5-HĐQT	10/03/2025	Approving the contract content for Package 10HH-DZ500LC: Supply of steel towers and construction/installation of the transmission line from VT428 to Vinh Yen 500kV Substation under the Lao Cai - Vinh Yen 500kV Transmission Line Project	100%
8	07/2025/NQ-SD5-HĐQT	25/03/2025	Approving the adjustment of the financial lease plan at Chailease International Leasing Co.,	100%



			Ltd. for construction equipment at the Nam Phak Hydropower Project	
9	08/2025/NQ-SĐ5-HĐQT	01/04/2025	Approving the content of Appendix No. 02/2025 of the site lending agreement with SJ GROUP Joint Stock Company	100%
10	09/2025/NQ-SĐ5-HĐQT	15/04/2025	Approving the content of Contract Appendix No. 03 of Subcontract No. 356/2022/HĐTP/SD5-CJC dated Dec 30, 2022, with Central Area Electrical Mechanical JSC	100%
11	10/2025/NQ-SĐ5-HĐQT	18/04/2025	Approving documents to be submitted to the 2025 Annual General Meeting of Shareholders	100%
12	11/2025/NQ-SĐ5-HĐQT	18/04/2025	Resolution of the Board of Directors meeting for Quarter II/2025	100%
13	18/2025/NQ-SĐ5-HĐQT	22/04/2025	Resolution on electing the Chairman of the Board of Directors for the 2025-2030 term	100%
14	19/2025/NQ-SĐ5-HĐQT	28/04/2025	Resolution on management personnel matters of Song Da 5 Joint Stock Company	100%
15	20/2025/NQ-SĐ5-HĐQT	26/05/2025	Approving the content of Contract Appendix No. 10 of Subcontract No. 68/2022/HĐTP/SD5-SĐ10 signed on June 24, 2022, with Song Da 10 JSC	100%
16	21/2025/NQ-SĐ5-HĐQT	30/05/2025	Approving the content of Contract Appendix 07 of Subcontract No. 235/2022/HĐTP/SD5-C47 signed on July 24, 2022, for construction of Nam Phak, Nam Pha, and PhouPhong dams - Nam Phak Hydropower Project	100%
17	22/2025/NQ-SĐ5-HĐQT	11/06/2025	Approving the independent audit firm for the 6-month interim financial statements and the financial statements for the 2025 fiscal year	100%
18	22A/2025/NQ-SĐ5-HĐQT	13/06/2025	Resolution on personnel matters of Song Da 5 Joint Stock Company	100%

19	23/2025/NQ-SĐ5-HĐQT	16/06/2025	Approving the remuneration payment plan for the Board of Directors, Supervisory Board, and Company Secretary for 2025	100%
20	24/2024/NQ-SĐ5-HĐQT	16/06/2025	Approving bonuses for company managers for 2024	100%
21	25/2024/NQ-SĐ5-HĐQT	27/06/2025	Approving the financial lease plan at Chailease International Leasing Co., Ltd. for construction equipment at Nam Phak Hydropower Project and Bao Lac A - Thuong Ha Hydropower Project	100%
22	26/2025/NQ-SĐ5-HĐQT	30/06/2025	Approving the content of Contract Appendix No. 08 of Subcontract No. NE/2019/SĐ5-MIE signed on Jan 25, 2019, between Song Da 5 JSC and Machinery and Industrial Equipment Corporation-JSC regarding hydro-mechanical work - Nam Emoun Hydropower Project	100%
23	27/2025/NQ-SĐ5-HĐQT	17/07/2025	Approving the content of the construction contract for the Wastewater Treatment Plant under the High-tech Packaging Paper Mill Project in Ninh Binh	100%
24	28/2025/NQ-SĐ5-HĐQT	22/07/2025	Approving the content of the construction contract for the factory, Song Da's scope of work at Tri An Hydropower Plant Extension Project	100%
25	30/2025/NQ-SĐ5-HĐQT	22/07/2025	Resolution of the Board of Directors meeting for Quarter III/2025	100%
26	31/2025/NQ-SĐ5-HĐQT	23/07/2025	Approving the content of Contract Appendix No. 04 of Subcontract No. 356/2022/HĐTP/SD5-CJC dated Dec 30, 2022, with Central Area Electrical Mechanical JSC	100%
27	32/2025/NQ-SĐ5-HĐQT	30/07/2025	Approving the liquidation of fixed assets in 2025 (inventory period as of Dec 31, 2024)	100%



28	33/2025/NQ-SĐ5-HĐQT	31/07/2025	Approving the establishment of the Tri An Hydropower Plant Extension Project Management Board under Song Da 5 Joint Stock Company	100%
29	34/2025/NQ-SĐ5-HĐQT	08/08/2025	Approving the restructuring/reorganization of the company's functional departments and personnel matters of Song Da 5 Joint Stock Company	100%
30	35/2025/NQ-SĐ5-HĐQT	27/08/2025	Approving short-term credit limits for 2025 at Credit Institutions	100%
31	36/2025/NQ-SĐ5-HĐQT	27/08/2025	Approving and issuing the regulation on organization and operation of the Tri An Hydropower Extension Project Management Board under Song Da 5 JSC	100%
32	37/2025/NQ-SĐ5-HĐQT	22/09/2025	Approving the content of the Geotechnical Survey Contract for Nam Kong 1A Hydropower Project in Laos	100%
33	38/2025/NQ-SĐ5-HĐQT	27/09/2025	Approving the content of Contract Appendix No. 02/GĐT-SĐ5/PL2 of the construction contract for the Wastewater Treatment Plant item under the High-tech Packaging Paper Mill Project in Ninh Binh	100%
34	39/2025/NQ-SĐ5-HĐQT	01/10/2025	On personnel matters of Song Da 5 Joint Stock Company	100%
35	40/2025/NQ-SĐ5-HĐQT	15/10/2025	Approving the content of the Engineering Geological Survey Contract for Nam Kong 1A Hydropower Project in Laos	100%
36	43/2025/NQ-SĐ5-HĐQT	24/10/2025	Resolution of the Board of Directors meeting for Quarter IV/2025	100%
37	45/2025/NQ-SĐ5-HĐQT	03/11/2025	Approving the content of the construction contract for foundation, structural frame, and finishing works of the mixed-use housing project at plot HH2 - New Urban Area Project	100%

			in Dong Vinh and Cua Nam wards, Vinh City, Nghe An province	
38	46/2025/NQ-SD5-HĐQT	10/11/2025	Approving the content of Contract Appendix No. 05 of Subcontract No. 356/2022/HĐTP/SD5-CJC dated Dec 30, 2022, with Central Area Electrical Mechanical JSC	100%
39	47/2025/NQ-SD5-HĐQT	24/11/2025	Approving the content of Contract Appendix No. 06 of Subcontract No. 358/2022/HĐTP/SD5-AP signed on Dec 30, 2022, with Anh Phat Trading Construction and Development Investment JSC	100%
40	48/2025/NQ-SD5-HĐQT	27/11/2025	Approving the establishment of: HH2 Building Project Management Board in Nghe An province under Song Da 5 Joint Stock Company	100%
41	48A/2025/NQ-SD5-HĐQT	28/11/2025	Approval of the construction contract content for remediation of downstream reinforcement items at Tuyen Quang Hydropower Plant	100%
42	49/2025/NQ-SD5-HĐQT	02/12/2025	Approval of the investment project for the procurement of assets for the CVC 180m3/h concrete batching plant for the Tuyen Quang hydropower project	100%
43	50/2025/NQ-SD5-HĐQT	10/12/2025	Approving the establishment of the Council for liquidation and sale of fixed assets	100%
44	51/2025/NQ-SD5-HĐQT	18/12/2025	Approving the Salary system, salary scales, and salary allowance regime of Song Da 5 Joint Stock Company	100%
45	52/2025/NQ-SD5-HĐQT	19/12/2025	Approval and issuance of the regulations on the organization and operation of the Executive Board of the HH2 Building Project in Nghe An Province under Song Da 5 Joint Stock Company	100%
46	53/2025/NQ-SD5-HĐQT	26/12/2025	Approval of the investment project for the purchase of public assets: New urban area in	100%



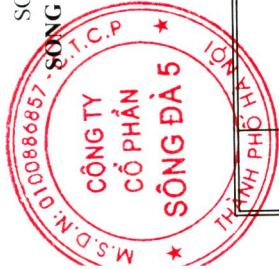
			Dong Vinh Ward and Cua Nam Ward - Nghe An Province	
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## 2. Decisions of the Board of Directors in 2025:

No.	Reference No.	Date of Issue	Summary of Content	Approval Rate
<b>I</b>	<b>Decisions</b>			
1	01/2025/QĐ-SD5-HĐQT	06/01/2025	Dismissing the General Director of Song Da 5 Joint Stock Company	100%
2	02/2025/QĐ-SD5-HĐQT	06/01/2025	Appointing the General Director of Song Da 5 Joint Stock Company	100%
3	03/2025/QĐ-SD5-HĐQT	06/01/2025	Assigning tasks to members of the Board of Directors of Song Da 5 Joint Stock Company	100%
4	04/2025/QĐ-SD5-HĐQT	21/02/2025	Establishing the Organizing Committee for the 2025 Annual General Meeting of Shareholders	100%
5	05/2025/QĐ-SD5-HĐQT	29/04/2025	Appointing the Deputy General Director of Song Da 5 Joint Stock Company	100%
6	06/2025/QĐ-SD5-HĐQT	29/04/2025	Appointing the Deputy General Director of Song Da 5 Joint Stock Company	100%
7	07/2025/QĐ-SD5-HĐQT	22/04/2025	Assigning tasks to members of the Board of Directors of Song Da 5 Joint Stock Company	100%
8	08/2025/QĐ-SD5-HĐQT	31/07/2025	Establishing the Tri An Hydropower Extension Project Management Board	100%
9	09/2025/QĐ-SD5-HĐQT	31/07/2025	Restructuring/reorganizing functional departments of Song Da 5 Joint Stock Company	100%
10	10/2025/QĐ-SD5-HĐQT	08/08/2025	Restructuring/reorganizing functional Departments/Boards under Song Da 5 Joint Stock Company	100%
11	11/2025/QĐ-SD5-HĐQT	08/08/2025	Issuing Regulations on functions and duties of the company's functional departments	100%

12	12/2025/QĐ-SD5-HĐQT	27/08/2025	Issuing the regulation on organization and operation of the Tri An Hydropower Extension Project Management Board	100%
13	13/2025/QĐ-SD5-HĐQT	27/11/2025	Establishing HH2 Building Project Management Board in Nghe An province under Song Da 5 Joint Stock Company	100%
14	14/2025/QĐ-SD5-HĐQT	10/12/2025	Establishing the Council for liquidation and sale of fixed assets	100%
15	15/2025/QĐ-SD5-HĐQT	19/12/2025	Promulgate the regulations on the organization and operation of the Executive Board of the HH2 building project in Nghe An province under Song Da 5 Joint Stock Company	100%





**APPENDIX II**  
**LIST OF RELATED PERSONS OF THE COMPANY**

NO.	FULL NAME	SECURITIES ACCOUNT TRANSACTION NAME (IF APPLICABLE)	POSITION AT THE COMPANY	COMMENCEMENT DATE OF BEING A RELATED PERSON	COMMENCEMENT DATE OF CEASING TO BE A RELATED PERSON	REASON
1	Le Van Tuan		Chairman of BOD	22/04/2025		BOD term 2025-2030
2	Nguyen Ngoc Dong		General Director/ Member of BOD	22/04/2025		BOD term 2025-2030
3	Nguyen Dac Diep		Member of BOD		22/04/2025	Expiration of BOD term 2020-2025
4	Vu Duc Quang		Member of BOD	22/04/2025		BOD term 2025-2030
5	Nguyen Manh Toan		Member of BOD	22/04/2025		BOD term 2025-2030
6	Nguyen Van Ngoc		Member of BOD	22/04/2025		BOD term 2025-2030
7	Nguyen Van Cuong		Deputy General Director	25/05/2024		
8	Ung Vu Thanh		Deputy General Director	29/04/2025		
9	Ta Xuan Cuong		Deputy General Director	29/04/2025		
10	Pham Quang Tuan		Head of Supervisory Board	22/04/2025		Supervisory Board term 2025-2030
11	Nguyen Hong Van		Member of Supervisory Board	22/04/2025		Supervisory Board term 2025-2030
12	Tran Quang Hung		Member of Supervisory Board	22/04/2025		Supervisory Board term 2025-2030
13	Nguyen Trong Thuy		Chief Accountant	26/07/2024		
14	Trinh Trong Hung		Company Secretary/Company Administrator	18/03/2024		

## APPENDIX NO. 03: LIST OF INSIDERS AND PERSONS RELATED TO INSIDERS



No.	Stock Symbol	Full Name	Position at the company	Relationships with Insiders	Remark
<b>1</b>	<b>SD5</b>	<b>Le Van Tuan</b>	<b>Chairman of BOD</b>		
1.01	SD5	Le Van Thuy	No	Father	deceased
1.02	SD5	Le Thi Mien	No	Mother	deceased
1.03	SD5	Nguyen Ba Hiep	No	Father in law	deceased
1.04	SD5	Le Thi Sau	No	Mother in law	
1.05	SD5	Nguyen Thi Hoan	No	Wife	
1.06	SD5	Le Thi Ngoc Quyen	No	Biological child	
1.07	SD5	Le Bang Linh	No	Biological child	
1.08	SD5	Le Thi Nha Khanh	No	Biological child	small
1.09	SD5	Le Thi Mien	No	Older sister	
1.10	SD5	Le Viet Ky	No	Older brother	
1.11	SD5	Le Van Tuy	No	Older brother	
1.12	SD5	Le Van Phu	No	Older brother	
1.13	SD5	Le Thi Hue	No	Older sister	
1.14	SD5	Le Van Tuyen	No	Younger brother	
1.15	SD5	Nghiem Xuan Dac	No	Brother in law	
1.16	SD5	Le Van Ghi	No	Brother in law	deceased
1.17	SD5	Nguyen Thi Chung	No	Older sister in law	
1.18	SD5	Khuat Thi Lien	No	Older sister in law	
1.19	SD5	Nhu Thi Thu Ha	No	Older sister in law	
1.20	SD5	Vu Thi Nguyet	No	Younger sister in law	
<b>2</b>	<b>SD5</b>	<b>Nguyen Ngoc Dong</b>	<b>General Director/ Member of BOD</b>		
2.01	SD5	Nguyen Ngoc Mai	No	Father	
2.02	SD5	Nguyen Thi Tan	No	Mother	deceased
2.03	SD5	Nguyen Xuan Hung	No	Father in law	deceased
2.04	SD5	Hoang Thi Thanh	No	Mother in law	
2.05	SD5	Nguyen Lam Hong	No	Wife	
2.06	SD5	Nguyen Ngoc Hai Dang	No	Biological child	small
2.07	SD5	Nguyen Ngoc Hai Ninh	No	Biological child	small
2.08	SD5	Nguyen Ngoc Phuong	No	Older brother	
2.09	SD5	Nguyen Thi Yen	No	Older sister	
2.10	SD5	Nguyen Thi Von	No	Younger sister	
2.11	SD5	Nguyen Thi Thuy	No	Younger sister	
2.12	SD5	Doan Thi Duyen	No	Older sister in law	
2.13	SD5	Nguyen Duc Trung	No	brother-in-law	
2.14	SD5	Nguyen Dai Thang	No	Younger brother in law	
2.15	SD5	Nguyen Cung Tho	No	Younger brother in law	
<b>3</b>	<b>SD5</b>	<b>Vu Duc Quang</b>	<b>Member of BOD</b>		
3.01	SD5	Vu Duc Thinh	No	Father	deceased
3.02	SD5	Nguyen Thi Hoan	No	Mother	deceased
3.03	SD5	Vu Thi Toan	No	Older sister	deceased
3.04	SD5	Vu Thi Quy	No	Older sister	
3.05	SD5	Vu Thi Nho	No	Older sister	deceased





3.06	SD5	Vu Duc Hung	No	Older brother	
3.07	SD5	Vu Duc Cuong	No	Older brother	
3.08	SD5	Vu Thi Lan	No	Older sister	
3.09	SD5	Tran Thi Huong	No	Wife	
3.10	SD5	Vu Duc Tung	No	Son	
3.11	SD5	Tran Van Khien	No	Father in law	deceased
3.12	SD5	Nguyen Thi Teo	No	Mother in law	deceased
3.13	SD5	Pham Ngoc Liem	No	Brother in law	deceased
3.14	SD5	Nguyen Xuan Thinh	No	Brother in law	
3.15	SD5	Nguyen Thi Ngoc Mai	No	Older sister in law	
3.16	SD5	Nguyen Thi Thanh Mai	No	Older sister in law	
3.17	SD5	Lai Manh Hung	No	Brother in law	
3.18	SD5	Nguyen Thi Thu Thao	No	Daughter in law	
<b>4</b>	SD5	<b>Nguyen Van Ngoc</b>	<b>Member of BOD (since 22/04/2025)</b>		
4.1	SD5	Nguyen Van Si	No	Father	deceased
4.2	SD5	Hoang Thi Vien	No	Mother	
4.3	SD5	Duong Van Tan	No	Father in law	deceased
4.4	SD5	Nguyen Thi Hong	No	Mother in law	
4.5	SD5	Duong Thi Thu Hien	No	Wife	
4.6	SD5	Nguyen Quang Huy	No	Son	small
4.7	SD5	Nguyen Son Tung	No	Son	small
4.8	SD5	Nguyen Thi Phu	No	Older sister	
4.9	SD5	Nguyen Van Cuong	P.TGD	Older brother	
4.10	SD5	Nguyen Van Hoe	No	Brother in law	
4.11	SD5	Nguyen Thi Hong Nhung	Deputy Head of Admin & HR Department	Older sister in law	
<b>5</b>	SD5	<b>Nguyen Manh Toan</b>	<b>Member of BOD</b>		
5.01	SD5	Nguyen Huu Tuan	No	Father	deceased
5.02	SD5	Nguyen Thi Xuyen	No	Mother	deceased
5.03	SD5	Nguyen Thi Don	No	Wife	
5.04	SD5	Nguyen Minh Thang	No	Son	
5.05	SD5	Nguyen Minh Duc Hai	No	Son	
5.06	SD5	Nguyen Minh Tien	No	Older brother	
5.07	SD5	Nguyen Minh Thanh	No	Younger brother	
5.08	SD5	Nguyen Minh Thanh	No	Younger brother	
5.09	SD5	Nguyen Thu Huong	No	Younger sister	
5.10	SD5	Nguyen Van Huu	No	Father in law	deceased
5.11	SD5	Nguyen Thi Nhun	No	Mother in law	deceased
5.12	SD5	Nguyen Thi Quynh Nhu	No	Older sister in law	
5.13	SD5	Nguyen Thi Nga	No	Younger sister in law	
5.14	SD5	Cat Thi Loan Phuong	No	Younger sister in law	
5.15	SD5	Nguyen Van Dong	No	Younger brother in law	
<b>6</b>	SD5	<b>Nguyen Van Cuong</b>	<b>Deputy General Director</b>		
6.01	SD5	Nguyen Thi Hong Nhung	Deputy Head of Admin & HR Department	Wife	
6.02	SD5	Nguyen Phuc Minh	No	Son	small
6.03	SD5	Nguyen Thien Truong	No	Son	small
6.04	SD5	Nguyen Van Si	No	Father	deceased
6.05	SD5	Hoang Thi Vien	No	Mother	
6.06	SD5	Nguyen Thi Phu	No	Older sister	
6.07	SD5	Nguyen Van Hoe	No	Brother in law	
6.08	SD5	Nguyen Van Ngoc	Member of BOD	Younger brother	

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6.09	SD5	Duong Thu Hien	No	Younger sister in law	
6.10	SD5	Nguyen Van Nhieu	No	Father in law	
6.11	SD5	Pham Thi Kim Hoa	No	Mother in law	
7	SD5	<b>Ung Vu Thanh</b>	<b>Deputy General Director(since</b>		
7.01	SD5	Ung Duy Pho	No	Father	deceased
7.02	SD5	Ta Thi Ngoai	No	Mother	
7.03	SD5	Vu Duy Ky	No	Father in law	
7.04	SD5	Vu Thi Xanh	No	Mother in law	
7.05	SD5	Vu Thi Thuy Duong	No	Wife	
7.06	SD5	Ung Vu Chi Bang	No	Son	
7.07	SD5	Ung Vu Ha Chi	No	Daughter	small
7.08	SD5	Ung Duy Hai	No	Younger brother	
7.09	SD5	Le Thuy Nga	No	Younger sister in law	
7.10	SD5	Ung Thuy Hang	No	Younger sister	
7.11	SD5	Nguyen Hoai Nam	No	Younger brother in law	
8	SD5	<b>Ta Xuan Cuong</b>	<b>Deputy General Director(since</b>		
8.01	SD5	Ta Xuan Truong	No	Father	
8.02	SD5	Tran Thi Thuong	No	Mother	
8.03	SD5	Hoang Ba Tang	No	Father in law	deceased
8.04	SD5	Nguyen Thi Sao	No	Mother in law	
8.05	SD5	Hoang Thi Dao	No	Wife	
8.06	SD5	Ta Gia Hung	No	Son	small
8.07	SD5	Ta Khanh An	No	Daughter	small
8.08	SD5	Ta Xuan Duong	No	Younger brother	
8.09	SD5	Hoang Thi Bach Tuyet	No	Younger sister in law	
9	SD5	<b>Pham Quang Tuan</b>	<b>Head of Supervisory Board</b>	<b>BKS</b>	
9.01	SD5	Dau Thi Van	No	Wife	
9.02	SD5	Pham Binh Nguyen	No	Son	
9.03	SD5	Pham Quynh Trang	No	Daughter (small)	
9.04	SD5	Pham Quynh Anh	No	Daughter (small)	
9.05	SD5	Pham Van Chuyen	No	Father	
9.06	SD5	Tran Thi Huong	No	Mother	
9.07	SD5	Dau Khac Thanh	No	Father in law	
9.08	SD5	Tran Thi Loan	No	Mother in law	
9.09	SD5	Pham Thi Oanh	No	Older sister	
9.10	SD5	Tran Van Dan	No	Older sister	
9.11	SD5	Pham Van Dinh	No	Brother in law	
9.12	SD5	Tran Thi Dung	No	Older sister in law	
9.13	SD5	Pham Thi Cuc	No	Older sister	
9.14	SD5	Duong Viet Thuy	No	Brother in law	
9.15	SD5	Pham Quang Vinh	No	Younger brother	
9.16	SD5	Nguyen Thi Minh Huong	No	Younger sister in law	
10	SD5	<b>Nguyen Hong Van</b>	<b>Member of Supervisory Board</b>	<b>BKS</b>	
10.01	SD5	Nguyen Huu Ngoc	No	Father	
10.02	SD5	Hà Ngọc Dung	No	Mother	
10.03	SD5	Phan Cong Khoa	No	Husband	
10.04	SD5	Phan Khanh An	No	Daughter	
10.05	SD5	Nguyen Viet Phuong	No	Older brother	
10.06	SD5	Phan Cong Thieu	No	Father in law	deceased
10.07	SD5	Tang Thi Thuc	No	Mother in law	deceased
11	SD5	<b>Tran Quang Hung</b>	<b>Member of Supervisory Board</b>	<b>BKS</b>	
11.1	SD5	Tran Thi Thanh	No	Mother	



11.3	SD5	Tran Thanh Mai	No	Daughter	small
11.4	SD5	Tran Van Hiep	No	Older brother	
11.5	SD5	Dang Thi Kim	No	Older sister in law	
11.6	SD5	Tran Thi Chanh	No	Younger sister	
11.7	SD5	Nhu Van Luyen	No	Younger brother in law	
11.8	SD5	Dang Van Loi	No	Father in law	
11.9	SD5	Tran Thi Minh Sen	No	Mother in law	
<b>12</b>	SD5	<b>Nguyen Trong Thuy</b>	<b>Chief Accountant</b>		
12.01	SD5	Duong Thi Chinh	No	Wife	
12.02	SD5	Nguyen Trong Truong Son	No	Son	
12.03	SD5	Nguyen Thu Giang	No	Daughter	
12.04	SD5	Nguyen Trong Dam	No	Father	
12.05	SD5	Ngo Thi Hoi	No	Mother	
12.06	SD5	Nguyen Thi Thuy Hien	No	Younger sister	
12.07	SD5	Pham Quang Vinh	No	Younger brother in law	
12.08	SD5	Duong Van Thanh	No	Father in law	
12.09	SD5	Pham Thi Sen	No	Mother in law	
<b>13</b>	SD5	<b>Trinh Trong Hung</b>	<b>Company Secretary</b>		
13.01	SD5	Trinh Trong Hoa	No	Father	deceased
13.02	SD5	Truong Thi Cai	No	Mother	
13.03	SD5	Nguyen Kha Chuan	No	Father in law	
13.04	SD5	Trinh Thi Nhan	No	Mother in law	
13.05	SD5	Nguyen Thi Huong	No	Wife	
13.06	SD5	Trinh Trong Le Duy	No	Son	
13.07	SD5	Trinh Ngoc Diep	No	Daughter	small
13.08	SD5	Trinh Trong Minh Huy	No	Son	small
13.09	SD5	Trinh Thi Sen	No	Older sister	
13.10	SD5	Nguyen Van Tien	No	Brother in law	
13.11	SD5	Trinh Thi Cuc	No	Older sister	
13.12	SD5	Trinh Thi Hue	No	Older sister	
13.13	SD5	Nguyen Van Quyet	No	Brother in law	
13.14	SD5	Trinh Thi Hang	No	Older sister	
13.15	SD5	Trinh Thi Hang	No	Older sister	
13.16	SD5	Dang Dinh Nguyen	No	Brother in law	
13.17	SD5	Trinh Thi Hoa	No	Older sister	
13.18	SD5	Dinh Quang Hao	No	Brother in law	
<b>14</b>	SD5	<b>Nguyen Dac Diep</b>	<b>Member of BOD</b>		<b>no longer an insider from 22/4/2025</b>
14.1	SD5	Nguyen Thi No	No	Mother	
14.2	SD5	Chu Thi Kim Ngan	No	Wife	
14.3	SD5	Nguyen Dang Duong	No	Son	
14.4	SD5	Nguyen Ngoc Diep	No	Daughter	small
14.5	SD5	Nguyen Thi Hai Yen	No	Older sister	
14.6	SD5	Nguyen Dac Dao	No	Younger brother	
14.7	SD5	Nguyen Dac Tam	No	Younger brother	
14.8	SD5	Chu Van Ba	No	Father in law	
14.9	SD5	Cao Thi Vinh	No	Mother in law	
14.10	SD5	Dang Thai Hung	No	Brother in law	
14.11	SD5	Truong Thi Hue	No	Younger sister in law	
14.12	SD5	Pham Thi Bich	No	Younger sister in law	