

ANNUAL REPORT 2025

To: - The State Securities Commission
- Hanoi Stock Exchange

I. GENERAL INFORMATION

1. General Overview

- Transaction Name: LICOGI 13 JOINT STOCK COMPANY
- Enterprise Registration Certificate No.: 0100106426
- Charter Capital: 950,845,690,000 VND
- Owner's Invested Capital: 950,845,690,000 VND
- Head Office Address: LICOGI 13 Building, Khuat Duy Tien Street, Thanh Xuan District, Hanoi City
- Telephone: 024-3854 4623
- Fax: 024-3855 107
- Website: www.licogi13.com.vn
- Email: Tonghop@licogi13.com.vn
- Stock Code (if any): LIG
- Listing Date: 2010
- Exchange: Hanoi Stock Exchange (HNX)
- Establishment and Development History: establish and development history trường àn development history:
 - + Established: In 1960, formerly known as Mechanized Construction Site 57.
 - + 1980: Mechanized Construction Enterprise No. 13.
 - + 1989: Mechanized and Construction Enterprise No. 13 under the Union of Mechanized Construction Enterprises.
 - + 1996: Mechanized and Construction Company No. 13 under the Infrastructure Development and Construction Corporation (LICOGI).
 - + 2005: Transformed ownership from a State-owned Enterprise to a Joint Stock Company under Decision No. 2088/QD-BXD dated December 29, 2004, by the Minister of Construction.
- Other Events:
 - + February 25, 2008: LICOGI 13 Joint Stock Company became a Public Company with a charter capital of 60,000,000,000 VND.

- + March 30, 2010: Hanoi Stock Exchange (HNX) issued Decision No. 179/QD-SGDHN approving the listing of 6,000,000 shares of LICOGI 13 on the HNX floor.
- + April 22, 2010: First trading day of shares under stock code LIG on HNX.
- + June 25, 2010: Registered additional securities at the Vietnam Securities Depository (VSD); total registered shares: 89,999,896 shares.
- + August 25, 2010: Registered additional securities at VSD; total registered shares: 12,000,000 shares.
- + November 05, 2015: Registered additional securities at VSD; total registered shares: 17,568,100 shares.
- + August 29, 2016: Registered additional securities at VSD; total registered shares: 43,598,032 shares.
- + December 04, 2020: Registered additional securities at VSD; total registered shares: 64,898,032 shares.
- + July 07, 2022: Registered additional securities at VSD; total registered shares: 95,084,569 shares.
- + September 22, 2023: Registered Bonds (code LIG12101) at the Vietnam Securities Depository and Clearing Corporation (VSDC); total registered bonds: 750,000 bonds.
- + September 30, 2024: Completed the redemption/payment of 750,000 bonds.

2. Business Lines and Areas of Operation

- Business Lines: Mechanized construction: leveling, foundations, and technical infrastructure for civil, industrial, public, irrigation, and transportation projects in urban and industrial zones; Real estate investment and business; Production of construction materials; Investment in the energy sector: Wind power, solar power, and hydropower; Production, transmission, and distribution of electricity; Industrial production; Labor export; Wholesale of solid, liquid, and gaseous fuels and related products... and other business lines.

Business lines: Mechanized construction

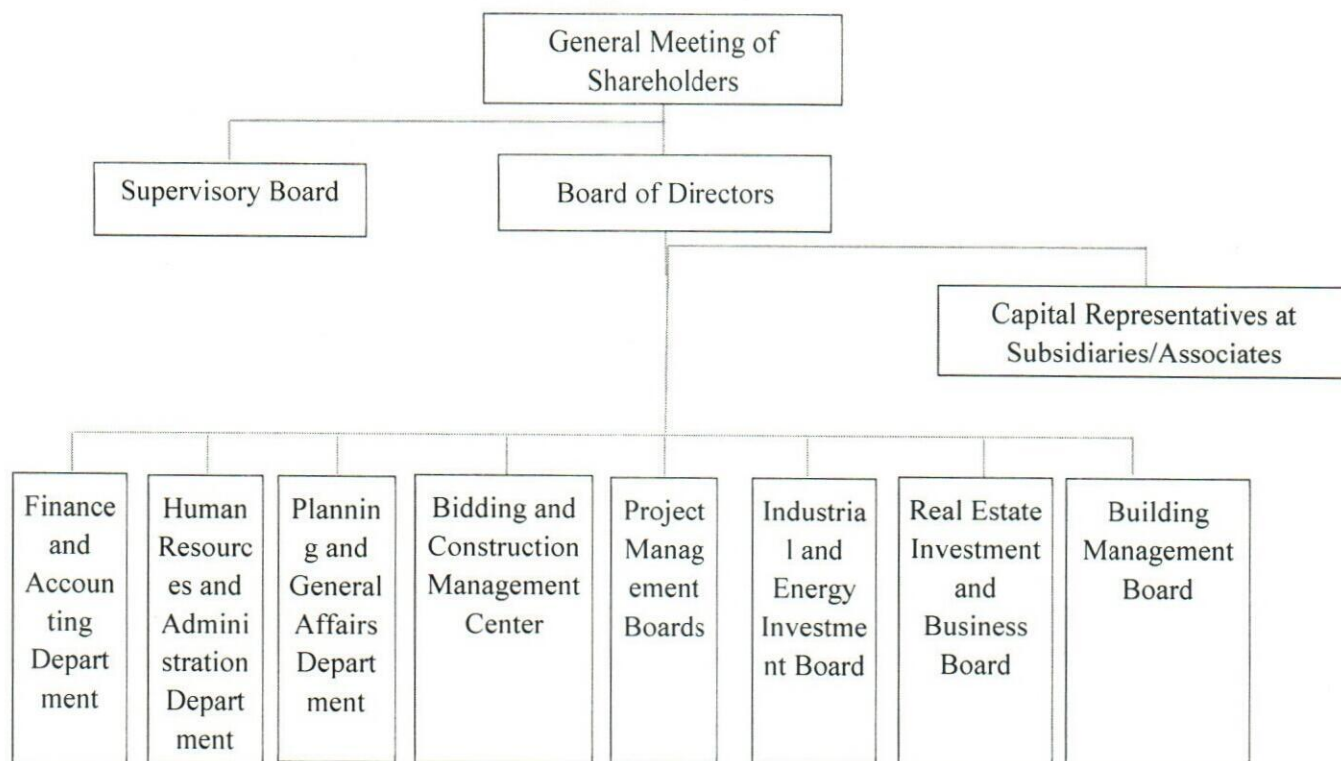
- Areas of Operation: Business operations across various provinces and cities (key areas accounting for over 10% of total revenue in the last 02 years): Hanoi, Hung Yen, Quang Ninh, Bac Ninh, Hai Phong, Thai Nguyen, Thanh Hoa, Ha Giang, Son La, Lang Son, Quang Tri, Quang Nam, Da Nang; Ho Chi Minh City, Hau Giang, etc.

3. Governance Model, Business Structure, and Management Apparatus

- Governance Model:

+ Governance Model: Operating as a Joint Stock Company, in compliance with the Law on Enterprises, Law on Securities, and other relevant prevailing legal regulations; the Company's Charter and Internal Corporate Governance Regulations.

- Organizational and Management Structure:



- Subsidiaries and Associates:

+ Subsidiaries:

| No. | Company Name | Address | Main Business Lines | Contributed Charter Capital or Owner's Equity (VND Billion) | Voting Rights (%) | |
|-----|--|--|---|---|-------------------|---------------|
| | | | | | Year-end | Voting Rights |
| 1 | LICOGI13FC Joint Stock Company (LICOGI13FC) | LICOGI13 Building, Khuat Duy Tien Street, Thanh Xuan District, Hanoi | Foundation treatment construction; Engineering, Procurement, and Construction (EPC) contractor for civil and industrial projects... | 500 | 51 | 51 |
| 2 | Global Petroleum Energy Joint Stock Company | No. 66, Nguyen Trai Street, Group 9, To Hieu Ward, Son La Province | Production, transmission, and distribution of electricity | 333,9 | 88,41 | 87,1 |
| 3 | Song Nhiem 3 Joint Stock Company | Niem Son Commune, Tuyen Quang Province | Production, transmission, and distribution of electricity | 206,9 | 98,33 | 98,33 |
| 4 | LIG Huong Hoa 2 Wind Power Joint Stock Company | No. 37 Ly Thuong Kiet Street, Nam Dong Ha Ward, Quang Tri Province | Production, transmission, and distribution of electricity; specialized construction activities.. | 313,6 | 99,4 | 99,4 |

| | | | | | | |
|---|--|---|---|-------|----|--|
| 5 | Quan Ngang 3 Industrial Park Investment Joint Stock Company | Ha Thanh Village, Gio Linh Commune, Quang Tri Province | Real estate business, ownership of land use rights | 105,6 | 52 | |
|---|--|---|---|-------|----|--|

+ Associates and Long-term Financial Investments:

| No. | Company Name | Address | Main Business Lines | Voting Rights (%) |
|-----|---|---|--|-------------------|
| 1 | LICOGI13 - Construction Materials JSC (LICOGI13 - CMC) | 1st Floor, Block A, LICOGI13 Building, Khuat Duy Tien St., Thanh Xuan Dist., Hanoi | Production and supply of materials; mining; construction of civil projects... | 45 |
| 2 | LICOGI 13 - Infrastructure and Construction Investment JSC (LICOGI13 - ICI) | No. 96 Vành Dải Tây, Caric Residence, Quarter 8, An Khanh Ward, Thủ Đức City, HCMC | Civil engineering construction, architectural activities, and related technical consultancy... | 49 |
| 3 | Green Real Estate Saigon Thuận Phước JSC - Thuận Phước | No. 61, 30/4 Street, Hòa Cường Ward, Đà Nẵng City | Real estate business | 40,7 |
| 4 | LICOGI 13 Thuận Phước Two-Member Co., Ltd. | LK02-OLK02, Long Văn Social Housing Project, Long Văn Urban Area, Quy Nhơn Bắc Ward, Gia Lai Province | Real estate business | 45 |

| | | | | |
|---|--|--|--|-----|
| 5 | LICOGI 13 Invest Joint Stock Company | 4th Floor, LICOGI 13 Building, 164 Khuat Duy Tien St., Thanh Xuan Dist., Hanoi | Real estate business | 40 |
| 6 | LICOGI 13 Hoa Lu Joint Stock Company | No. 21, Alley 36, Kim Dong Street, Hoa Lu Ward, Ninh Binh Province | Real estate business | 30 |
| 7 | Saigon Thanh Dat Agricultural Investment JSC | 106 Hoang Dieu, Hai Châu Ward, Da Nang City | Real estate business | 13 |
| 8 | LICOGI 13 Renewable Energy JSC | 4th Floor, LICOGI 13 Building, Khuat Duy Tien St., Thanh Xuan Dist., Hanoi | Architectural activities and related technical consultancy | 9,9 |
| 9 | LICOGI 13 Technology Investment JSC | 1st Floor, Block A, LICOGI13 Building, Khuat Duy Tien St., Thanh Xuan Dist., Hanoi | Other civil engineering construction | 10 |

4. Development Orientation.

- Medium and Long-term Development Strategy:

+ Core Strategy: Consistently pursuing development goals based on three pillars to ensure harmony and sustainability between annual (short-term), 3-5 year (medium-term), and over 5-year (long-term) efficiency. These include Construction, Real Estate Investment, Energy Investment, and Industrial Production at a higher, more stable, and effective level.

+ Revenue Growth Rate: 10% - 15% per year.

+ Goals for the next 5 years:

Consolidated Revenue: 8,000 - 10,000 billion VND.

Minimum Consolidated Profit After Tax: 120 billion VND.

Total Consolidated Assets: > 9,000 billion VND

+ Other Financial Indicators:

+ Average Employee Income Growth: 10% - 15% per year.

+ Debt-to-Equity Ratio: 2.8 - 3.

+ Dividend Yield: 5% - 7% (subject to target profit), payable when operating cash flow is sustainably positive.

+ Capital Scale: Minimum 1,500 billion VND by 2030, with a capital increase roadmap suitable for development scale.

+ Governance: Developing and implementing a governance system aligned with international standards and practices, as well as Vietnamese law.

- Sustainable Development Goals (Environment, Society, and Community):

+ Other Financial Indicators:

+ Average Employee Income Growth: 10% - 15% per year.

+ Debt-to-Equity Ratio: 2.8 - 3.

+ Dividend Yield: 5% - 7% (subject to target profit), payable when operating cash flow is sustainably positive.

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+ Governance: Developing and implementing a governance system aligned with international standards and practices, as well as Vietnamese law.

5. Risk Factors

- Legal and Policy Risks:

+ Changes in local authorities, administrative focal points, or updates to laws (Planning, Land, Construction, Real Estate) may cause delays in project progress and new investment opportunities. Policy instability can lead to contract disputes or legal losses.

+ Market Risks: Drastic fluctuations in material prices (steel, cement, sand, oil) and logistics costs affect profitability. Intense bidding competition may lead to reduced profit margins.

+ Human Resource Risks: Shortage of skilled labor and high labor costs directly impact project quality and progress.

- Financial Risks:

+ Liquidity Risk: Poor liquidity in the real estate market may hinder product sales.

+ Payment Risk: Construction and real estate require large capital and long cycles. High debt ratios and delayed payments from partners pose significant challenges.

+ Capital Access: Changes in credit policies or interest rates by state agencies/banks may disrupt project cash flows.

- + Environmental Risks: Pollution, climate change, and natural disasters can disrupt construction and increase costs. Stricter environmental regulations also lead to higher waste treatment costs and longer licensing periods.

II. BUSINESS PERFORMANCE DURING THE YEAR

1. Business and Production Performance

- Consolidated Business Results:

| No. | Item | 2025 Plan (VND Billion) | 2025 Actual (VND Billion) | Achievement Rate (%) |
|-----|--|----------------------------|------------------------------|-------------------------|
| 1 | Revenue | 3,500 | 4,661 | 133.17% |
| 2 | Investment Value | 1,150 | 620 | 53.91% |
| 3 | Profit Before Tax (Parent Company) | 45 | 43.8 | 97.33% |
| 4 | Expected Dividend | 3% | 3% | |

2. Organization and Human Resources List of the Management Board:

2.1. Mr. Do Thanh Ha – Position: Member of the BOD, General Director

- Professional Qualification: Civil Engineer
- Number of shares held and authorized:
 - o Representing ownership: None
 - o Personal ownership: 73,743 shares (equivalent to 0.08% of Charter Capital)

2.2. Ms. Nguyen Thanh Tu – Position: Member of the BOD, Deputy General Director

- Professional Qualification: Master of Economics
- Number of shares held and authorized:
 - o Representing ownership: None
 - o Personal ownership: 270,620 shares (equivalent to 0.28% of Charter Capital)

2.3. Mr. Tran Quang Huy – Position: Deputy General Director

- Professional Qualification: Irrigation Engineer
- Number of shares held and authorized: None

2.4. Mr. Le Xuan Thanh – Position: Deputy General Director

- Professional Qualification: Master of Electronics and Telecommunications
- Number of shares held and authorized:
 - o Personal ownership: 1,050 shares (equivalent to 0.001% of Charter Capital)

2.5. Mr. Nguyen Nam Son – Position: Deputy General Director

- Professional Qualification: Bachelor of Laws
- Number of shares held and authorized:
 - o Personal ownership: 10,000 shares (equivalent to 0.011% of Charter Capital)

2.6. Mr. Nguyen Quoc Thi – Position: Deputy General Director

- Professional Qualification: Road and Bridge Construction Engineer
- Number of shares held and authorized:
 - o Personal ownership: 22,470 shares (equivalent to 0.024% of Charter Capital)

2.7. Ms. Lai Thi Tho – Position: Chief Accountant

- Professional Qualification: Bachelor of Economics (Accounting major)
- Number of shares held and authorized: 0 shares

*** Changes in the Management Board:**

- April 03, 2025: The BOD issued a Decision to dismiss Ms. Nguyen Thi Thom from the Chief Accountant position due to retirement and appointed Ms. Lai Thi Tho as the new Chief Accountant.
- July 01, 2025: The BOD issued a Decision to dismiss Mr. Pham Van Thang from the General Director position to serve as the Chairman of the BOD.
- July 01, 2025: The BOD issued a Decision to appoint Mr. Do Thanh Ha as the General Director.
- July 02, 2025: The BOD issued a Decision to appoint Mr. Nguyen Quoc Thi as the Deputy General Director.

*** Number of Employees:**

As of December 31, 2025, the total number of employees in the LICOGI 13 system was 832. The labor structure by qualification is as follows:

| Criteria | Number of Employees | Proportion (%) |
|------------------------------|---------------------|----------------|
| By Qualification | | |
| Undergraduate & Postgraduate | 546 | 65.53% |
| Associate Degree | 90 | 9.62% |
| Technical Workers | 109 | 13.1% |
| Other levels | 97 | 11.66% |
| Total | 832 | 100% |

LICOGI 13 considers human resources as its most valuable asset. Policies regarding salary, bonuses, and benefits are always strictly implemented, often exceeding

legal requirements for the benefit of employees. In 2025, the system recruited 139 new employees for projects.

3. Investment and Project Implementation Status

a) Major Investments:

- Equipment Investment: 24.1 billion VND.
- Project Investment: 596.4 billion VND. Key projects include:
 - + Nam Pan 5 Hydropower Project: 176.93 billion VND.
 - + Song Nhiem 3 Hydropower Project: 101.08 billion VND.
 - + Long Van – Binh Dinh Social Housing Project: 146 billion VND.
 - + Dien Phuoc Administrative Center Project: 23.5 billion VND.
 - + Quan Ngang Project: 17.9 billion VND...
- Financial Investment: 323.1 billion VND. Key investments include:
 - + Purchasing shares in the capital increase of LICOGI13FC JSC: 153 billion VND.
 - + Capital contribution to Quan Ngang 3 IP Investment JSC: 48.48 billion VND.
 - + Capital contribution to LICOGI 13 Hoa Lu JSC: 42 billion VND.
 - + Capital contribution to LICOGI 13 Invest JSC: 11.197 billion VND.
 - + Capital contribution to Global Petroleum Energy JSC: 9.76 billion VND.

b, Subsidiaries and Associates:

- Subsidiaries:

Unit: Million VND

| Company Name | Total Assets | Owner's Equity | Net Revenue | Profit After Tax |
|--------------------------------|--------------|----------------|-------------|------------------|
| LICOGI13FC JSC (LICOGI13FC) | 3,672,709 | 566,778 | 3,512,859 | 16,486 |
| Global Petroleum Energy JSC | 1,166,569 | 339,226 | 55,347 | 3 |
| Song Nhiem 3 JSC | 779,162 | 206,976 | 33,865 | 20 |
| LIG - Huong Hoa 2 JSC | 317,709 | 313,632 | - | - |
| Quan Ngang 3 IP Investment JSC | 49,800 | 49,179 | - | - |

- Associates:

| Company Name | Total Assets | Owner's Equity | Net Revenue | Profit After Tax |
|---------------------------------------|--------------|----------------|-------------|------------------|
| LICOGI13 - Construction Materials JSC | 220,251 | 11,380 | 219,635 | 293 |

| | | | | |
|---|-----------|---------|---------|-----|
| LICOGI13 - Infrastructure and Construction Investment JSC | 158,326 | 90,086 | 26,552 | 46 |
| Green Real Estate Saigon Thuan Phuoc JSC | 1,294,141 | 586,915 | 156,713 | 335 |
| LICOGI13 - Thuan Phuoc Two-Member Co., Ltd | 487,567 | 261,174 | 40,887 | 174 |
| LICOGI 13 Hoa Lu JSC | 50,100 | 49,800 | - | - |
| LICOGI13 Invest JSC | 22,197 | 22,197 | - | |

4. Financial Situation:

a. Consolidated Financial Status of LICOGI 13 System:

Unit: Million VND

| Indicators | Year 2024 | Year 2025 | % Increase/Decrease |
|--|-----------|-----------|---------------------|
| Total Assets | 6,083,726 | 7,687,967 | 26.37% |
| Net Revenue | 3,695,152 | 4,661,809 | 26.16% |
| Operating Profit | 15,614 | 55,779 | 257.24% |
| Other Profit | -4,380 | -4,422 | 0.96% |
| Profit Before Tax | 11,234 | 51,357 | 357.16% |
| Profit After Tax | 6,055 | 30,821 | 409.02% |
| Dividend Payout Ratio (%/Charter Capital) | 0% | 3% | - |

b. Key Financial Indicators:

| Indicators | Year 2024 | Year 2025 |
|---|-----------|-----------|
| 1. Liquidity Ratios | | |
| + Current Ratio (Current Assets/Current Liabilities) | 1.09 | 1.14 |
| + Quick Ratio (Current Assets - Inventory)/Current Liabilities) | 0.92 | 0.91 |
| 2. Capital Structure Ratios | | |
| + Debt/Total Assets Ratio | 0.81 | 0.83 |
| + Debt/Equity Ratio | 4.32 | 4.76 |
| 3. Operational Capability Ratios | | |

| | | |
|---|--------|--------|
| + Inventory Turnover (COGS/Average Inventory) | 5.13 | 5.76 |
| + Net Revenue/Total Assets Ratio | 0.61 | 0.61 |
| 4. Profitability Ratios | | |
| + Net Profit/Net Revenue Ratio (ROS) | 0.002 | 0.007 |
| + Net Profit/Equity Ratio (ROE) | 0.005 | 0.023 |
| + Operating Profit/Net Revenue Ratio | 0.004 | 0.012 |
| + Net Profit/Total Assets Ratio (ROA) | 0.0010 | 0.0040 |

5. Shareholder Structure and Changes in Owner's Invested Capital:

a. Shares:

| No. | Type of Shares | Quantity | Percentage (%) |
|-----|----------------------------|------------|----------------|
| I | Ordinary Shares | 95,084,569 | 100 |
| 1 | Freely transferable shares | 95,084,569 | 100 |
| 2 | Restricted shares | 0 | 0 |

b. Shareholder Structure:

| No. | Shareholder Group | Number of Shares | Percentage (%) |
|-------|--|------------------|----------------|
| I | Major Shareholders (Ownership \geq 5%) | 12,183,500 | 12.81 |
| II | Minor Shareholders (Ownership $<$ 5%) | 82,037,161 | 86.28 |
| III | Treasury Shares | 863,908 | 0.91 |
| Total | | 95,084,569 | 100 |

- Classification by Entity and Residency:

| No. | Shareholder | Number of Shares | Percentage (%) |
|-----|----------------------------|------------------|----------------|
| I | Institutional Shareholders | 3,749,160 | 3.94 |
| 1 | Domestic | 3,749,160 | 3.94 |
| 2 | Foreign | - | 0 |
| II | Individual Shareholders | 90,471,501 | 95.15 |

| | | | |
|-------|-----------------|------------|-------|
| 1 | Domestic | 90,470,553 | 95.15 |
| 2 | Foreign | 948 | 0.001 |
| III | Treasury Shares | 863,908 | 0.91 |
| Total | | 95,084,569 | 100 |

Note: Shareholder data finalized by the Vietnam Securities Depository (VSD) on March 27, 2026.

c. Changes in Owner's Invested Capital:

- Charter capital at privatization: 10,000,000,000 VND

- Table of Changes in Owner's Invested Capital

| No. | Timeline of Capital Increase | Issuance Volume (Shares) | Par Value (VND/Share) | Charter Capital After Issuance (VND) |
|-----|------------------------------|--------------------------|-----------------------|--------------------------------------|
| 1 | 09/2006 | 500.000 | 10.000 | 15.000.000.000 |
| 2 | 01/2007 | 500.000 | 10.000 | 20.000.000.000 |
| 3 | 09/2007 | 2.454.812 | 10.000 | 44.548.120.000 |
| 4 | 12/2007 | 1.545.188 | 10.000 | 60.000.000.000 |
| 5 | 06/2010 | 2.999.896 | 10.000 | 89.998.960.000 |
| 6 | 08/2010 | 3.000.104 | 10.000 | 120.000.000.000 |
| 7 | 10/2015 | 5.568.100 | 10.000 | 175.681.000.000 |
| 8 | 12/2015 | 4.343.106 | 10.000 | 219.112.060.000 |
| 9 | 09/2016 | 21.686.826 | 10.000 | 435.980.320.000 |
| 10 | 11/2020 | 21.300.000 | 10.000 | 648.980.320.000 |
| 11 | 02/2022 | 25.700.000 | 10.000 | 905.980.320.000 |
| 12 | 06/2022 | 4.486.537 | 10.000 | 950.845.690.000 |

d) Treasury Share Transactions: None

e) Other Securities: None

6. Report on Environmental and Social Impacts:

6.1. Environmental Impact:

- Greenhouse Gas (GHG) Emissions: Direct emissions arise from mechanized construction equipment (bulldozers, cranes, mixers) using fossil fuels (diesel, gasoline), emitting CO₂, NO_x, etc. Indirect emissions come from electricity used for site lighting and equipment. Currently, LICOI 13 has not consolidated specific GHG emission data. Emission Reduction Initiatives: Promoting public transport use for staff, investing in new machinery meeting modern emission standards, and using green/low-emission materials.

6.2. Raw Material Management

a) Total volume of raw materials used for production and packaging of the organization's main products and services during the year:

| No. | Type of Material | Unit | Value (Million VND) |
|-----|-----------------------------|-------------|---------------------|
| 1 | Various types of steel | Million VND | 614,242 |
| 2 | Cement | Million VND | 165,574 |
| 3 | Concrete | Million VND | 321,619 |
| 4 | Stone, bricks, stone powder | Million VND | 120,345 |

b) Report on the percentage of recycled materials used to produce the organization's main products and services: The Company's materials are for single use and are not recycled.

6.3. Energy Consumption

a) Direct and indirect energy consumption:

| No. | Type of Fuel/Energy | Unit | Value (Million VND) |
|-----|---------------------|-------------|---------------------|
| 1 | Gasoline - Oil | Million VND | 11,226 |
| 2 | Electricity | Million VND | 10,750 |
| 3 | Water | Million VND | 1,318 |

b) Energy saved through energy efficiency initiatives: No measurement measures have been implemented yet.

c) Reports on energy-saving initiatives (providing energy-saving products/services or using renewable energy) and results: (Not applicable).

6.4. Water Consumption

a) Water supply source and volume of water used: 100,200m3

b) Percentage and total volume of water recycled and reused: Single use, not recycled.

6.5. Environmental Law Compliance

a) Number of penalties for non-compliance with environmental laws and regulations: None.

b) Total amount of fines for non-compliance with environmental laws and regulations: None.

6.6. Policies Related to Employees

a) Number of employees and average salary:

- Number of employees: (Refer to Section II, Item 2.3 of the report).
- Average salary (Parent Company): 14 million VND/person/month.

b) Labor policies to ensure health, safety, and welfare of employees:

- The Company consistently focuses on employee benefits: ensuring 100% employment; strictly complying with regulations on social insurance, health

insurance, and unemployment insurance. Wages are adjusted annually in line with the Government's regional minimum wage roadmap and inflation factors.

- Welfare: Both material and spiritual lives are prioritized. Policies for employees (salary, bonuses, benefits) are better than those required by law. Employees at key projects or in remote areas are provided with the best living conditions, travel support, and regional allowances.
- Working Hours: 8 hours/day, 5.5 days/week (Saturday afternoon and Sunday off). Overtime is compensated according to state regulations with reasonable incentives.
- Leave and Holidays: Employees with 12 months of service receive 12 days of annual leave. For every 5 years of service, 1 additional day is added (up to a maximum of 6 extra days). Holidays and Tet follow the Labor Code.
- Maternity Leave: Female employees are entitled to 6 months of maternity leave. For multiple births, an additional month is granted for each child starting from the second.

c) Employee Training Activities:

- The Company emphasizes training and development, particularly professional and operational skills.
- New Employee Training: Orientation on labor rules, internal regulations, responsibilities, and work processes.
- Regular Training: Based on development needs and officer capacity, the Company organizes training via external courses or on-site workshops.

6.7. *Report on Responsibility to the Local Community*

LICOGI 13 Joint Stock Company prioritizes its responsibility to the local communities where it is headquartered and where projects are implemented. The Company contributes and sponsors funds for the poor, the disabled, and local charitable or volunteer movements.

III. REPORT AND ASSESSMENT OF THE MANAGEMENT BOARD

1. Assessment of 2025 Business Performance

- Total Revenue: 4,661 billion VND (achieving 133.17% of the plan). Of which, Parent Company: 1,254 billion VND)
- Profit Before Tax (Parent Company): 43.8 billion VND (achieving 97.33% of the plan).
- Investment Value: 620 billion VND (achieving 53.95% of the plan).

*** Key achievements:**

- Strengthened bidding activities, expanded the construction market, and won several new construction packages, securing workload for 2025 and subsequent years.

- In 2025, consolidated net revenue reached 4,661.8 billion VND, primarily driven by construction activities with a value of 3,410.2 billion VND.
- Maintained growth momentum; subsidiary LICOGI 13 FC continued to uphold its brand as a reputable general contractor, participating in numerous social housing and large-scale urban projects.
- In Real Estate investment, member companies (LICOGI 13 FC, Thanh Dat, Thuan Phuoc) were appointed as investors for many new projects: Long Van Social Housing (Gia Lai), Thanh Thuy Project (Phu Tho), Dien Phuoc Administrative Center Residential Area, Social Housing for Trade Union Institutions (Quang Ngai), and Phoenix New Urban Area Social Housing (Bac Ninh). Several projects have broken ground and are under active implementation.
- Maintained the Company's credit rating amidst extreme liquidity challenges.
- Maintained stability and smooth operations throughout the system.

2. Financial Status

a) Assets

Unit: Million VND

| Assets | Ending Balance | Beginning Balance | Variance (Ending - Beginning) | |
|--------------------------------------|------------------|-------------------|-------------------------------|--------------|
| | | | Variance | Variance (%) |
| A. CURRENT ASSETS | 4.749.807 | 3.734.010 | 1.015.797 | 27,2% |
| I. Cash and cash equivalents | 81.183 | 36.636 | 44.547 | 121,6% |
| II. Short-term financial investments | 171.823 | 67.937 | 103.886 | 152,9% |
| III. Short-term accounts receivable | 3.461.017 | 3.019.691 | 441.326 | 14,6% |
| IV. Inventory | 977.772 | 569.399 | 408.373 | 71,7% |
| V. Other current assets | 58.012 | 40.347 | 17.665 | 43,8% |
| B. NON-CURRENT ASSETS | 2.938.159 | 2.349.715 | 588.444 | 25,0% |
| I. Long-term accounts receivable | 405.594 | 228.115 | 177.479 | 77,8% |
| II. Fixed assets | 1.004.198 | 232.531 | 771.667 | 331,9% |
| III. Investment properties | 132.963 | 86.376 | 46.587 | 53,9% |

| | | | | |
|------------------------------------|------------------|------------------|------------------|--------------|
| IV. Long-term assets in progress | 793.806 | 1.253.028 | (459.222) | -36,6% |
| V. Long-term financial investments | 551.579 | 490.742 | 60.837 | 12,4% |
| VI. Other non-current assets | 50.019 | 58.923 | (8.904) | -15,1% |
| TOTAL ASSETS | 7.687.966 | 6.083.725 | 1.604.241 | 26,4% |

Current Assets increased from 3,734 billion VND at the beginning of the year to 4,749.8 billion VND at year-end. This change was mainly due to a 44.5 billion VND increase in Cash and cash equivalents; a 103.9 billion VND increase in Held-to-maturity investments; a 492.6 billion VND increase in Prepayments to suppliers; and a 408.3 billion VND increase in Inventory.

Non-current Assets increased from 2,349.7 billion VND to 2,938.2 billion VND. This was primarily due to a 771.7 billion VND increase in Fixed assets, while Construction in progress decreased by 459.4 billion VND as completed items were transferred to Fixed assets.

b) Liabilities

Unit: Million VND

| Liabilities | Ending Balance | Beginning Balance | Variance (Ending - Beginning) | |
|---------------------------------------|------------------|-------------------|-------------------------------|--------------|
| | | | Variance | Variance (%) |
| C. LIABILITIES | 6.353.610 | 4.940.781 | 1.412.829 | 28,6% |
| I. Current Liabilities | 4.151.946 | 3.438.757 | 713.189 | 20,7% |
| 1. Short-term trade payables | 1.081.023 | 895.495 | 185.528 | 20,7% |
| 2. Short-term advances from customers | 713.227 | 397.633 | 315.594 | 79,4% |
| 3. Statutory obligations (Taxes) | 20.017 | 11.983 | 8.034 | 67,0% |
| 4. Payables to employees | 24.274 | 28.496 | -4.222 | -14,8% |
| 5. Short-term accrued expenses | 213.943 | 166.432 | 47.511 | 28,5% |
| 6. Short-term unearned revenue | 1.392 | 1.444 | -52 | -3,6% |

| | | | | |
|---|------------------|------------------|----------------|--------------|
| 7. Other short-term payables | 211.538 | 259.522 | (47.984) | -18,5% |
| 8. Short-term loans and finance lease liabilities | 1.883.685 | 1.674.417 | 209.268 | 12,5% |
| 9. Bonus and welfare funds | 2.847 | 3.335 | (488) | -14,6% |
| II. Non-current Liabilities | 2.201.664 | 1.502.024 | 699.640 | 46,6% |
| 1. Long-term trade payables | 93.371 | 111.583 | (18.212) | -16,3% |
| 2. Long-term advances from customers | 376.290 | 27.106 | 349.184 | 1288,2% |
| 3. Other long-term payables | 643.512 | 530.817 | 112.695 | 21,2% |
| 4. Long-term loans and finance lease liabilities | 1.081.432 | 827.365 | 254.067 | 30,7% |
| 5. Long-term provisions | 7.059 | 5.152 | 1.907 | 37,0% |

Total liabilities at year-end increased by 1,412.8 billion VND compared to the beginning of the year. Notable increases occurred in Short-term advances from customers (315.6 billion VND), Short-term trade payables (185.5 billion VND), and Short-term loans (209.2 billion VND). Non-current liabilities increased by 699.6 billion VND, mainly due to Long-term advances from customers (349.1 billion VND), Other long-term payables (112.7 billion VND), and Long-term loans (254 billion VND).

3. Improvements in Organizational Structure, Policies, and Management

- Policies and Management: Reviewed and revised management regulations to enhance practical efficiency, autonomy, and accountability. Encouraged a mindset of linkage, sharing, and cooperation for the Company's sustainable development

4. 2026 Business Plan

4.1. Business Targets:

- Consolidated Revenue: 5,500 billion VND
- Profit Before Tax (Parent Company): 45 billion VND
- Investment Value: 1,850 billion VND
- Equipment Investment: 105 billion VND
- Real Estate Investment: 1,745 billion VND
- Expected Dividend: 3%

4.2. Investment Activities:

- Finalize accounts for completed projects: Song Nhiem 3 Hydropower, Hoa Khanh Industrial Park Social Housing, and Hung Lai Nghi Bridge (Phase 1).

- Concentrating manpower and equipment on main components of Nam Pan 5 Hydropower Project; resolving capital and technical bottlenecks to ensure completion and power generation by Q3/2027.
- Finalize commercial and technical infrastructure procedures to prepare for construction and complete power price negotiations with Vietnam Electricity (EVN) for the Huong Hoa 2 Wind Power Project (Quang Tri).
- Complete procedures to commence Phase 3 of Quan Ngang Industrial Park.
- Focus on constructing Long Van Social Housing (Gia Lai) and Thanh Thuy Project (Phu Tho) to bring products to market promptly.
- Complete legal procedures and site clearance for projects in Dien Phuoc, Quang Ngai, and Bac Ninh.
- Continue promoting new social housing projects in Ninh Binh and Hung Yen provinces.

4.3. Bidding and Construction:

- Focus: Prioritize bidding for transport infrastructure, expressways, industrial park technical infrastructure, and large-scale social housing.
- Strategy: Target projects funded by public investment, FDI, and financially reputable developers to ensure profitability.
- Execution: Optimize processes, strictly control input costs, ensure occupational safety, and expedite debt recovery to reinvest in new packages.

4.4. Corporate Governance:

- Restructuring: Review management capacity across subsidiaries for appropriate personnel rotation. Innovate recruitment to attract high-quality talent in renewable energy and digital management.
- Asset Restructuring: Periodically review investment portfolios; divest from inefficient sectors to focus on sustainable, profitable projects.
- Digital Transformation: Apply technology solutions in operations and project management to enhance discipline and compliance. Standardize governance according to international practices and Vietnamese law.
- Investor Relations: Enhance transparency and the quality of reports to accurately reflect business activities and increase LICOGI 13's brand value on the stock market.

4.5. Fundamental Solutions

4.5.1. Financial Solutions:

- Expedite final settlement and debt collection of completed projects.
- Flexibly apply investment cooperation and joint venture models to mobilize resources.

- Utilize Government credit incentives for renewable energy and social housing. Access long-term loans with stable interest rates while maintaining a Debt-to-Equity ratio of 2.8 - 3 as per the 2025-2029 term orientation.
- Actively pursue M&A and project transfers when beneficial to focus capital on highly profitable, sustainable assets.

4.5.2. Organizational and Human Resources Solutions:

- Streamline the apparatus toward a "knowledge governance" model.
- Attract high-level experts and field engineers for core areas like general contracting and renewable energy.
- Innovate compensation policies linked to performance to achieve an average income increase of 10% - 15% per year.
- Implement digital management software and internal governance regulations to professionalize risk control and market response scenarios.

4.5.3. Construction Solutions: Focus on bidding capacity and the "General Contractor" model with risk prevention measures throughout the contract execution process.

4.5.4. Investment Solutions:

- Prioritize resources for key projects to accelerate progress.
- Improve site clearance efficiency to ensure "clean land" availability, avoiding cost overruns and delays.
- Stay updated on new laws, decrees, and circulars to flexibly apply Government and local policies.
- Seek new investment projects based on a cautious "Project - Partner - Scope" selection principle.
- Establish flexible investment models (Project Management Boards, joint ventures, capital contributions) tailored to specific local conditions.

5. Explanation from the Management Board regarding Audit Opinions: None.

6. Assessment Report on Environmental and Social Responsibilities:

- Environmental Indicators: Strictly comply with environmental laws. Emphasize resource and energy conservation, adopting new construction technologies to reduce emissions and manage construction waste according to regulations.
- Labor Issues: Ensure full social, health, and unemployment insurance. Continuously adjust wages in line with Government roadmaps. Focus on training, occupational safety, and health protection.
- Local Community: Actively perform social responsibilities in areas where the Company is headquartered or project-based.

IV. ASSESSMENT BY THE BOARD OF DIRECTORS (BOD) ON THE COMPANY'S OPERATIONS

1. BOD's Assessment of Company Operations (including Environmental and Social Responsibility):

- General Assessment: The Company strictly adheres to medium and long-term development orientations while flexibly adjusting short-term targets to align with market dynamics and objective impacts in each period. The Company's operations consistently comply with relevant laws, aiming for community-oriented goals (Social Housing investment), environmental protection, green and sustainable production (Clean Energy production), and the adoption of digital management methods.
- Environmental and Social Responsibility: All activities ensure compliance with environmental legal regulations. There is an enhanced awareness of conserving raw materials, fuel, and energy. The Company prioritizes community responsibility, especially in areas where it is headquartered or project-based, through financial contributions and sponsorships

2. BOD's Assessment of the Management Board's Performance:

- The Management Board (Executive Board) has implemented business operations based on the targets and indicators resolved by the General Meeting of Shareholders, as well as BOD resolutions and decisions. Under BOD supervision, the Management Board has been proactive, flexible, and sharp in organizing, operating, and coordinating system resources to achieve targets.
- Medium and Long-term Goals: The Management Board has strictly followed the guidelines and orientations set by the GMS and BOD. All important investment projects were reported and submitted to the BOD for approval.
- The Management Board's activities comply with the law, the Company's Charter, and internal regulations with a high sense of responsibility and diligence.

3. Plans and Orientations of the Board of Directors:

- The overriding goal is to maintain the stability and development of the LICOGI 13 system. Companies within the system are coordinated by the Parent Company's BOD to achieve overall plans and targets.
- Steadfastly pursuing the "Three Pillars" model: Construction - Real Estate Investment - Industry and Energy to ensure harmony and sustainability across short, medium, and long-term objectives. The fundamental platforms for all three pillars have been established, and goals are being progressively realized.
- Building and implementing a governance system in accordance with international standards and practices, while remaining suitable for Vietnamese culture.

V. CORPORATE GOVERNANCE

1. The Board of Directors

- a) Members and Structure of the Board of Directors:

| No. | Full Name | Position | Number of Voting Shares | Ownership Rate / Charter Capital (%) | Concurrent Positions at Other Entities (as of April 15, 2026) |
|-----|------------------|---------------------------|-------------------------|--------------------------------------|---|
| 1 | Phạm Văn Thắng | Chủ tịch | 3.655.712 | 3,84 | Chairman at: LIG Huong Hoa 2 JSC; Song Nhiem 3 JSC; Global Petroleum Energy JSC; Quan Ngang 3 IP Investment JSC; LICOI 13 Hoa Lu JSC. |
| 2 | Đỗ Thanh Hà | Member - CEO | 73.743 | 0,08 | Chairman at: LICOI13 – CMC JSC; LICOI13 – ICI JSC. |
| 3 | Bùi Đình Sơn | Member | 1.981.875 | 2,08 | None |
| 4 | Nguyễn Quốc Hùng | Member | 630.000 | 0,66 | Board Member at LICOI 13 – FC JSC. |
| 5 | Nguyễn Văn Hiệp | Member | 526.290 | 0,55 | Chairman & CEO at Ha Thanh Investment & Development JSC; Chairman at Song Day Construction Materials JSC; Board Member at Song Day – Hong Ha JSC and Dong Viet JSC. |
| 6 | Vũ Tuấn Dương | Member | 531.484 | 0,56 | Chairman at: Green Real Estate Saigon – Thuan Phuoc JSC; LICOI13 – Thuan Phuoc Two-Member Co., Ltd. |
| 7 | Nguyễn Thanh Tú | Board Member – Deputy CEO | 270.062 | 0,28 | None |

b) Sub-committees under the Board of Directors: Communications Sub-committee; Internal Audit Sub-committee.

c) Activities of the Board of Directors:

BOD members have effectively supervised, directed, and urged the Management Board to implement the Resolutions of the General Meeting of Shareholders and the Resolutions/Decisions of the Board of Directors.

*** Board Resolutions:**

| No. | Resolution No. | Date | Content | Approval rate |
|-----|--------------------------|--------------|---|---------------|
| 1 | 01/2025/NQ-LICOGI13-HĐQT | Jan 04, 2025 | Subscription of additional shares in Global Petro Energy JSC during the 2024 share issuance | 100% |
| 2 | 02/2025/NQ-LICOGI13-HĐQT | Jan 17, 2025 | Pledging LICOGI 13's contributed capital at Song Nhiem 3 JSC and providing a guarantee for all debt obligations of Song Nhiem 3 JSC at OCB – Cho Lon Branch | 100% |
| 3 | 03/2025/NQ-LICOGI13-HĐQT | Mar 09, 2025 | Transfer of 100% of shareholding owned by LICOGI 13 at LICOGI 13 – IMC | 100% |
| 4 | 04/2025/NQ-LICOGI13-HĐQT | Mar 21, 2025 | Approval of the proposal from Saigon Thanh Dat Agricultural Investment JSC on capital contribution to establish a new enterprise | 100% |
| 5 | 05/2025/NQ-LICOGI13-HĐQT | Mar 29, 2025 | Extension of the timeline for organizing LIG's 2025 Annual General Meeting of Shareholders | 100% |
| 6 | 06/2025/NQ-LICOGI13-HĐQT | Mar 31, 2025 | Approval of loans, guarantees, and appointment of authorized representative to sign contracts with SeABank – Lang Ha Branch | 100% |
| 7 | 07/2025/NQ-LICOGI13-HĐQT | Apr 10, 2025 | Pledging all of LICOGI 13's shares at Song Nhiem 3 JSC and providing a guarantee for all debt obligations of Song Nhiem 3 JSC at | 100% |

| No. | Resolution No. | Date | Content | Approval rate |
|-----|--------------------------|-------------------|--|---------------|
| | | | OCB – Cho Lon Branch | |
| 8 | 08/2025/NQ-LICOGI13-HĐQT | Apr 17, 2025 | Execution of the amendment and supplement to the Mortgage Agreement of LICOGI 13 at BIDV – Thanh Xuan Branch | 100% |
| 9 | 09/2025/NQ-LICOGI13-HĐQT | Apr 28, 2025 | Transfer of office floor on the 15th floor of LICOGI 13 Building | 100% |
| 10 | 10/2025/NQ-LICOGI13-HĐQT | May 09, 2025 | Capital contribution to establish a company for the investment, construction, and infrastructure operation of Quan Ngang Industrial Park Project - Phase 3 | 100% |
| 11 | 14/2025/NQ-LICOGI13-HĐQT | May 28, 2025 | Subscription of additional shares in LICOGI13FC during the 2025 charter capital increase | 100% |
| 12 | 16/2025/NQ-LICOGI13-HĐQT | Jun 09, 2025 | Regarding: Subscription of additional shares in LICOGI 13 Technology Investment JSC during the 2025 charter capital increase | 100% |
| 13 | 19/2025/NQ-LICOGI13-HĐQT | July 11, 2025 | Pledging LIG shares at Global Petro Energy JSC and guaranteeing debt obligations at OCB | 100% |
| 14 | 21/2025/NQ-LICOGI13-HĐQT | Oct 13, 2025 | Subscription of additional shares in LICOGI 13 Hoa Lu JSC | 100% |
| 15 | 23/2025/NQ-LICOGI13-HĐQT | Oct 13, 2025 | Approval of investment in soil-cement piling equipment | 100% |
| 16 | 26/2025/NQ-LICOGI13-HĐQT | December 11, 2025 | Approval of investment in two tower cranes | 100% |
| 17 | 28/2025/NQ-LICOGI13-HĐQT | December 29, 2025 | Subscription of additional shares in Global Petro Energy JSC | 100% |
| 18 | 29/2025/NQ-LICOGI13-HĐQT | December 30, 2025 | Approval of asset mortgage to secure debt obligations at BIDV - | 100% |

| No. | Resolution No. | Date | Content | Approval rate |
|-----|----------------|------|-------------------|---------------|
| | | | Thanh Xuan Branch | |

*** Board Decisions:**

| No. | Decision No. | Date | Content | Approval rate |
|-----|---------------------------|--------------|---|---------------|
| 1 | 01/2025/QĐ-LICOGI13-HĐQT | Jan 15, 2025 | Guarantee for the loan of LICOGI 13 Thuan Phuoc Limited Liability Company | 100% |
| 2 | 02/2025/QĐ-LICOGI13-HĐQT | Mar 17, 2025 | Capital contribution to establish LICOGI 13 Hoa Lu JSC and appointment of the authorized representative | 100% |
| 3 | 145/QĐ-LICOGI13-HĐQT | Apr 03, 2025 | Dismissal of Ms. Nguyen Thi Thom from the position of Chief Accountant of LICOGI 13 JSC | 100% |
| 4 | 146/2024/QĐ-LICOGI13-HĐQT | Apr 03, 2025 | Appointment of Ms. Lai Thi Tho to the position of Chief Accountant of LICOGI 13 JSC | 100% |
| 5 | 180/QĐ-LICOGI13-HĐQT | Apr 17, 2025 | Re-appointment of Mr. Pham Van Thang to the position of General Director of LICOGI 13 JSC | 100% |
| 6 | 181/QĐ-LICOGI13-HĐQT | Apr 17, 2025 | Re-appointment of Ms. Nguyen Thanh Tu to the position of Deputy General Director of LICOGI 13 JSC | 100% |
| 7 | 182/QĐ-LICOGI13-HĐQT | Apr 17, 2025 | Re-appointment of Mr. Do Thanh Ha to the position of Deputy General Director of LICOGI 13 JSC | 100% |
| 8 | 183/QĐ-LICOGI13-HĐQT | Apr 17, 2025 | Re-appointment of Mr. Tran Quang Huy to the position of Deputy General Director of LICOGI 13 JSC | 100% |
| 9 | 184/QĐ-LICOGI13-HĐQT | Apr 17, 2025 | Re-appointment of Ms. Tran Thi Van Anh to the position of Manager of Planning and General Affairs Department of LICOGI 13 JSC | 100% |

| No. | Decision No. | Date | Content | Approval rate |
|-----|--------------------------|-----------------|---|---------------|
| 10 | 03/2025/QĐ-LICOGI13-HĐQT | July 01, 2025 | Dismissal of Mr. Pham Van Thang as General Director | 100% |
| 11 | 05/2025/QĐ-LICOGI13-HĐQT | July 01, 2025 | Appointment of Mr. Do Thanh Ha as General Director | 100% |
| 12 | 06/2025/QĐ-LICOGI13-HĐQT | July 02, 2025 | Appointment of Mr. Nguyen Quoc Thi as Deputy General Director | 100% |
| 13 | 07/2025/QĐ-LICOGI13-HĐQT | July 02, 2025 | Promulgation of the Operational Regulation of the BOD | 100% |
| 14 | 08/2025/QĐ-LICOGI13-HĐQT | July 02, 2025 | Operational Regulation of the Board of Management | 100% |
| 15 | 09/2025/QĐ-LICOGI13-HĐQT | July 02, 2025 | Assignment of duties for BOD members (2025-2029 term) | 100% |
| 16 | 10/2025/QĐ-LICOGI13-HĐQT | July 09, 2025 | Selection of independent auditor for FY 2025 | 100% |
| 17 | 11/2025/QĐ-LICOGI13-HĐQT | July 24, 2025 | Establishment of the Internal Audit Sub-committee | 100% |
| 18 | 12/2025/QĐ-LICOGI13-HĐQT | July 25, 2025 | Remuneration for BOD, SB, Managers, and Secretariat | 100% |
| 19 | 13/2025/QĐ-LICOGI13-HĐQT | July 25, 2025 | Appointment of capital representative at LICOGI13FC | 100% |
| 20 | 14/2025/QĐ-LICOGI13-HĐQT | August 20, 2025 | Loans and guarantees at BIDV - Thanh Xuan Branch | 100% |

c) Activities of Independent Board Members and BOD Sub-committees:

- Independent Board Members: Performed duties in accordance with the law and the Company's Charter; fully attended BOD meetings; and actively contributed to planning and building the Company's development strategy.
- BOD Sub-committees: The Internal Audit Sub-committee operated in accordance with the Charter of LICOGI 13 Joint Stock Company and fulfilled its assigned functions and duties.

e) List of BOD members with corporate governance training certificates: None.

2. Supervisory Board

a) Members and Structure of the Supervisory Board:

| No. | Full Name | Position | Number of Shares Owned | Ownership Rate (%) |
|-----|-----------------|-------------------|------------------------|--------------------|
| 1 | Nguyễn Thị Thơm | Head of the Board | 100.536 | 0,106 |
| 2 | Hoàng Thị Tuyền | Member | 0 | 0 |
| 3 | Lê Văn Cường | Member | 0 | 0 |

b) Activities of the Supervisory Board:

* Meetings:

| No. | Member of the Supervisory Board | Date of appointment | Number of meetings attended | Attendance rate | Reasons for absence |
|-----|---------------------------------|---------------------|-----------------------------|-----------------|---------------------|
| 1 | Nguyen Thi Thom | From June 30, 2025 | 2 | 100% | - |
| 2 | Duong Thi Phuong | From April 24, 2018 | 1 | 100% | |
| 3 | Dinh Thi Kim Anh | From April 25, 2015 | 1 | 100% | |
| 4 | Le Van Cuong | From June 26, 2020 | 2 | 100% | - |
| 5 | Hoang Thi Tuyen | From June 30, 2025 | 2 | 100% | - |

Note: Ms. Duong Thi Phuong and Ms. Dinh Thị Kim Anh concluded their 2020-2024 term on June 30, 2025.

* **Meeting Content:** Focused on reviewing and evaluating the Company's business results, Financial Statements, and the implementation of the 2025 GMS Resolutions and BOD Decisions. Performed supervisory duties to ensure the reasonableness, legality, honesty, and prudence in management and operations.

3. Transactions, Remuneration, and Benefits

a) Salary, Bonus, Remuneration, and Benefits:

Unit: Million VND

| No. | Full Name | Position | Total Salary, Benefits & Remuneration |
|-----|--------------------|----------|---------------------------------------|
| I | Board of Directors | | 2.435 |

| | | | |
|------------|--------------------------|--|-------------------------|
| 1 | Phạm Văn Thắng | Chairman (elected Jun 30, 2025) | 516 |
| 2 | Bùi Đình Sơn | Member (resigned as Chairman Jun 30, 2025) | 385 |
| 3 | Đỗ Thanh Hà | Board Member – CEO | 448 |
| 4 | Vũ Tuấn Dương | Board Member | 367 |
| 5 | Nguyễn Văn Hiệp | Independent Board Member | 150 |
| 6 | Nguyễn Quốc Hùng | Board Member | 150 |
| 7 | Nguyễn Thanh Tú | Board Member – Deputy CEO | 419 |
| II | Management Board | | 867 |
| 1 | Đỗ Thanh Hà | CEO | Included in BOD section |
| 2 | Nguyễn Thanh Tú | Deputy CEO | Included in BOD section |
| 3 | Trần Quang Huy | Deputy CEO | 276 |
| 4 | Nguyễn Nam Sơn | Deputy CEO | 275 |
| 5 | Lê Xuân Thành | Deputy CEO | 169 |
| 6 | Nguyễn Quốc Thi | Deputy CEO | 147 |
| III | Supervisory Board | | 571 |
| 1 | Nguyễn Thị Thơm | Head (appointed Jun 30, 2025) | 303 |
| 2 | Hoàng Thị Tuyền | Member | 18 |
| 3 | Lê Văn Cường | Member | 30 |
| 4 | Dương Thị Phượng | Former Head (resigned Jun 30, 2025) | 119 |

| | | | |
|---|------------------|--------------------------------|--------------|
| 5 | Đinh Thị Kim Anh | Member (resigned Jun 30, 2025) | 101 |
| | Cộng | | 3.873 |

b) Internal Insider Share Transactions: None.

c) Contracts or Transactions with Insiders:

- Purchase of materials from LICOGI13FC (Contracts dated Mar 5, 2025, and Apr 8, 2025).

- Purchase/sale of materials with Global Petroleum Energy JSC (Contract dated Jul 4, 2025).

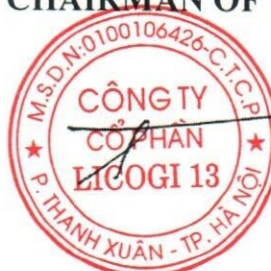
d) Assessment of Corporate Governance Compliance: The Company strictly complies with corporate governance regulations.

VI. FINANCIAL STATEMENTS

1. Audit Opinion: Unmodified Opinion (Full Acceptance).

2. Audited Financial Statements: Available at <https://licogi13.com.vn/vi/bao-cao-tai-chinh.html>.

**LICOGI 13 JOINT STOCK
COMPANY
CHAIRMAN OF THE BOARD**



Pham Van Thang