

Number: 2020 26 / BC-VCP

Hanoi, January 2026

**REPORT ON THE COMPANY'S GOVERNANCE SITUATION
(2025)**

To: - State Securities Commission
- Hanoi Stock Exchange

- Public company name: VCP Power and Construction Joint Stock Company
- Head office address: 19th Floor, Vinaconex Building, 34 Lang Ha Street, Lang Ward, Hanoi
- Phone: 024.62699988 Fax: 024.62699977
- Email: vanthu@vcpholdings.com.vn
- Charter capital: VND 837,896,580,000 (In words: Eight hundred thirty-seven billion, eight hundred ninety-six million, five hundred eighty thousand dong)
- Stock ticker symbol: VCP
- Exchange: UPcom

I. Activities of the General Meeting of Shareholders:

1. Information regarding the 2025 Annual General Meeting of Shareholders

The General Shareholders' Meeting held its annual meeting on April 23, 2025 and issued a Resolution with the following main contents:

TT	Resolution and Decision Number	Day	Content
1	Resolution No. 01/2025/NQ-ĐHĐCĐ / Annual General Meeting of Shareholders 2025	April 23, 2025	<ul style="list-style-type: none">- Through the Board of Directors' Activity Report No. 01/2025/BC-HĐQT dated April 2, 2025, for the year 2024 and the tasks and work plan for 2025 .- Through Report No. 02/2025/BC-HĐQT dated April 2, 2025, of the Board of Directors on the results of business operations in 2024 and the direction and tasks for 2025 .- Through Report No. 03/2025/BC-BKS dated April 2, 2025, of the Supervisory Board on activities and inspection results in 2024, and work plan for 2025 .- Through Activity Report No. 04/2025/BC-HĐQT dated April 2, 2025, of the independent Board of Directors member and the independent



		<p>member's evaluation results of the Board of Directors' activities in 2024 .</p> <p>- Through Proposal No. 01/2025/TTr-HĐQT dated April 2, 2025, regarding the approval of the Company's audited financial statements for 2024 .</p> <p>- By authorizing the Board of Directors to select an independent auditing firm to audit the 2025 financial statements of VCP Power and Construction Joint Stock Company, as per Proposal No. 02/2025/TTr-BKS dated April 2, 2025, from the Company's Supervisory Board .</p> <p>- Approve the plan for distributing after-tax profits for the 2024 fiscal year as per Proposal No. 03/2025/TTr-HĐQT dated April 2, 2025, from the Board of Directors .</p> <p>- Approval of the proposed remuneration plan for the Board of Directors and Supervisory Board in 2025 as per Submission No. 04/2025/TTr-HĐQT dated April 2, 2025.</p> <p>- Approval of the dismissal and supplementary election of members of the Supervisory Board for the 2024-2029 term, as per Proposal No. 05/2025/TTr-HĐQT dated April 2, 2025.</p>
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I. Board of Directors

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

Total number of meetings in 2025: 15 meetings

No.	Board Member	Position	Date of commencement/retirement as a member of the Board of Directors	Number of Board of Directors meetings attended	Meeting attendance rate	Reasons not attend
Term 2024-2029						
1	Mr. Vu Ngoc Tu	Chairman of the Board	Appointed effective April 26, 2024	15/15	100%	

2	Mr. Pham Van Minh	Vice Chairman of the Board of Directors	Appointed effective April 26, 2024	15/15	100%	
3	Mr. Trinh Nguyen Khanh	UV Board	Appointed effective April 26, 2024	15/15	100%	
5	Ms. Nguyen Thi Ha Ninh	UV Board	Appointed effective April 26, 2024	15/15	100%	
6	Mr. Nguyen Viet Tien	UV Board	Appointed effective April 26, 2024	15/15	100%	

2. Supervisory activities of the Company's Board of Directors:

- Evaluate the business performance in 2025 during regular board meetings, seek effective business and investment options, and improve the company's production and business efficiency.
- Successfully held the Annual General Meeting of Shareholders on April 23, 2025.
- Strengthen management, closely monitor and promptly direct the company's production and business activities.
- The Board of Directors continuously monitors and closely directs the implementation of the targets set forth in the Annual General Meeting Resolution of 2025 .
- Inspect and verify compliance with the provisions of the Enterprise Law, the company's charter, and current regulations of the State .
- The Board of Directors has issued internal management documents and regulations in accordance with legal documents and the Company's charter. These regulations are consistent with regulations and simultaneously foster proactiveness and creativity in the production and business activities of the collective and individuals.
- The Board of Directors and the Supervisory Board have coordinated to successfully manage the Company and fulfill their assigned tasks .

3. Activities of subcommittees of the Board of Directors :

The Board of Directors has a Secretariat Subcommittee within the Board of Directors. The company does not establish other subcommittees under the Board of Directors; specific areas are assigned to individual members of the Board of Directors for direct responsibility.

4. Resolutions/Decisions of the Board of Directors (Report for 2025)

No	Resolution/Decision Number	Day	Content
1	Resolution No. 01/NQ-HĐQT	January 2, 2025	Through transactions between VCP Power and Construction Joint Stock Company and/or other companies, major shareholders, or insiders.
2	Resolution No. 01A/NQ-HĐQT	January 2, 2025	Through the plan to raise capital for production and business activities from sources other than banks in 2025.
3	No. 02/NQ-ĐHĐCĐ	March 3, 2025	Through the organization of the 2025 Annual General Meeting of Shareholders.
4	Resolution No. 02A/NQ-HĐQT	March 5, 2025	Organizing the Annual General Meeting of Shareholders in 2025
5	Resolution No. 03/NQ-HĐQT	March 10, 2025	Through the plan to mobilize capital and provide loans to support production and business activities from sources other than banks in 2025.
6	Resolution No. 04/NQ-HĐQT	March 24, 2025	Through the acquisition of additional shares in Nam La Hydropower Joint Stock Company.
7	Resolution No. 05/NQ-HĐQT	April 16, 2025	Commitment to guarantee loans and provide financial support for the Dak Lo 1 and Dak Lo 3 hydropower projects of Dak Lo 1-3 Hydropower Company Limited.
8	Resolution No. 06/NQ-HĐQT	May 8, 2025	Through the temporary suspension of share buybacks in Nam La Hydropower Joint Stock Company.
9	No. 7A/NQ-HĐQT- VCP	August 18, 2025	Through borrowing capital from the Vietnam Foreign Trade Commercial Joint Stock Bank - Ha Thanh Branch.
10	Resolution No. 08/2025/NQ-HĐQT	August 29, 2025	Approval of appointment for the position of: Head of Company Administration.
11	Resolution No. 09/2025/NQ-HĐQT	September 8, 2025	Through the payment of a 6% cash dividend for 2024.
12	Resolution No. 10/2025/NQ-HĐQT	September 8, 2025	Based on the business performance results for the first six months of the year and the business plan for the third quarter of 2025.
13	No. 11/NQ-HĐQT	December 10, 2025	Approve the investment plan for Dak Lo 1-3 Hydropower Company Limited and approve loan financing, guarantee credit granting, and authorize the Military Commercial Joint Stock Bank - Dien Bien Phu Branch.
14	No. 12/NQ-HĐQT	December 17, 2025	Approval of the policy to purchase common shares issued by Linh Linh Joint Stock Company.
15	No. 13/NQ-HĐQT	December 17, 2025	Approve the private placement and issuance of corporate bonds with a total face value of up to VND 500,000,000,000 in 2025 and related matters.

III. Supervisory Board (2025)

1. Information about the members of the Supervisory Board (SB)

No.	Member	Position	Date of commencement/cessation of membership in the Supervisory Board	Number of Supervisory Board meetings attended	Meeting attendance rate	Reasons for not attending the meeting.
1	Dinh Thi Hanh	TB KS	Dismissal effective April 23, 2025	4/4	100%	
2	Nguyen Ho Ngoc	TV License Plate Number	Dismissal effective April 23, 2025	4/4	100%	
3	Bui Hai Yen	TV License Plate Number	Appointed effective April 26, 2024	4/4	100%	
4	Dinh Thuy Lam	TV License Plate Number	Appointment effective April 23, 2025	2/4	50%	
5	Nguyen Minh Hieu	TB KS	Appointment effective April 23, 2025	2/4	50%	

2. Activities of the Supervisory Board:

- Review and examine the Board of Directors' reports, resolutions, and decisions to implement the General Meeting of Shareholders' resolutions in 2025, conducting a detailed assessment of achieved targets and unachieved targets, with specific analysis of the causes.
- The Company's Supervisory Board has conducted inspections and audits of the implementation of the contents of the 2025 Annual General Meeting of Shareholders' Resolution, monitored the implementation of the production and business plan and investment activities in 2025; controlled the Company's accounting documents and books; the management of accounts receivable and payment capacity; and the management and exploitation of assets, revenue and expenses to analyze factors affecting business and investment results, and promptly proposed recommendations to the Company.
- The Supervisory Board has implemented its activities in accordance with the Regulations on the Organization and Operation of the Supervisory Board; focusing on inspecting and supervising the Company's production, business, and investment activities, the Supervisory Board has developed a specific work plan and program for 2025, identifying key areas for each stage, whether investment or operation, to determine appropriate control content. The Supervisory Board has participated in the Board of Directors' meetings and conducted periodic direct inspections.

IV. Executive Board

No.	Executive Board Member	Position	Date of birth	Professional qualifications	Date of Appointment/Dismissal
1	Pham Van Minh	General Director	October 5, 1976	Master of Business Administration	October 13, 2021
2	Trinh Nguyen Khanh	Deputy General Manager	September 1, 1982	Bachelor of Accounting	October 13, 2021

V. Chief Accountant

Full name	Date of birth	Professional qualifications	Date of Appointment/Dismissal
Nguyen Van Binh	June 6, 1978	Master of Finance and Banking	August 1, 2023

VI. Training in Corporate Governance

The company has sent its senior executives to attend corporate governance courses to enhance their skills in business management.

VII. List of related parties of a public company as stipulated in Clause 34, Article 6 of the Securities Law and transactions of related parties of the company with the Company itself.

1. List of related parties of the Company

TT	Name of organization/individual	Securities trading account (if any)	Job title at the company (if any)	NSH certificate number, date of issue, place of issue.	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	Vu Ngoc Tu		Chairman of the Board			Appointed effective April 26, 2024		Appoint	
	Vu Van Dac								biological father
	Nguyen Thi Thoa								Mother
	Vu Minh Hieu								Younger brother
	Luong Minh Thuy								Wife
	Vu My An								Son
	Vu Vinh Khang								Son
	VSD Investment Joint Stock Company		CEO						
	Nam La Hydropower Joint Stock Company		Chairman of the Board						
	Hanoi Thong Nhat Joint Stock Company		Chairman of the Board						

TT	Name of organization/individual	Securities trading account (if any)	Job title at the company (if any)	NSH certificate number, date of issue, place of issue.	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
	CRE Vietnam Technology Co., Ltd.		CEO						
	Ninh Van Bay Tourism Real Estate Joint Stock Company		Board of Directors						
2	Pham Van Minh		Vice Chairman of the Board of Directors , General Director			Appointed effective April 26, 2024		Appoint	
	Pham Van Cuong								Dad
	Nguyen Thi Hue								Mom
	Pham Thi Thuy Van								Younger sister
	Do Thi Yen								Wife
	Pham Minh Yen Nhi								Daughter
	Pham Minh Hieu								Boy
	Pham Minh Yen Trang								Daughter
	VCP Electromechanical Joint		Director						

TT	Name of organization/individual	Securities trading account (if any)	Job title at the company (if any)	NSH certificate number, date of issue, place of issue.	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
	Stock Company								
3	Trinh Nguyen Khanh		Board of Directors , Deputy General Director			Appointed effective April 26, 2024		Appoint	
	Trinh Nguyen Cuong								biological father
	Nguyen Thi Thanh								Mother
	Trinh Khanh Dung								Younger sister
	Nguyen Thi Thu Thuy								Wife
	Trinh Khanh Ha								Son
	Trinh Hai Nam								Son
	Nguyen Van Hop								Brother-in-law
	Saigon Equipment and Spare Parts Joint Stock Company		Chairman of the Board						
	Xuan Minh Hydropower Joint Stock Company		Chairman of the Board						
	Bai Thuong Hydropower		Chairman of the Board						

TT	Name of organization/individual	Securities trading account (if any)	Job title at the company (if any)	NSH certificate number, date of issue, place of issue.	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
	Joint Stock Company								
	Bao Viet Tourism Hotel Joint Stock Company		Chairman of the Board						
	Ninh Van Bay Tourism Real Estate Joint Stock Company		Board of Directors						
4	Nguyen Thi Ha Ninh		UV Board			Appointed effective April 26, 2024		Appoint	
	Nguyen Van Dinh								biological father
	Khong Thi Lam								Mom
	Cao Tuy								Father-in-law
	Nguyen Thi Sanh								Mother-in-law
	Cao Son Hai								Husband
	Nguyen Cong Minh								Older brother
	Nguyen Van Dinh								Younger brother
	Vu The Phu								Brother-in-law
	Nguyen Thi Hue								Younger sister

TT	Name of organization/individual	Securities trading account (if any)	Job title at the company (if any)	NSH certificate number, date of issue, place of issue.	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
	Cao Nguyen Khanh								Son
	Cao Khanh Nguyen								Son
5	Nguyen Viet Tien		UV Board			Appointed effective April 26, 2024		Appoint	
	Nguyen Van Trang								Dad
	Nguyen Thi Thanh Binh								Mom
	Nguyen Thu Trang								Older sister
	Nguyen Thi Thu Phuong								Older sister
	VSD Investment Joint Stock Company		Director of Finance						
6	Dinh Thuy Lam		TVKS			Appointment effective April 23, 2025		Appoint	
	Duong Quoc Toan								Husband
	Duong An Nam								Still young
	Duong Nam An								Still young
	Dinh Cong Tem								Dad

TT	Name of organization/individual	Securities trading account (if any)	Job title at the company (if any)	NSH certificate number, date of issue, place of issue.	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
	Ha Thi Can								Mom
	Pham Thi Thanh								Mother-in-law
	Dinh Thai Ha								Older sister
	Dinh Tieu Thai								Older sister
	Dinh Nam Son								Older brother
	Pham Bao Long								Brother-in-law
	Bui Viet Hung								Brother-in-law
	Xuan Minh Hydropower Joint Stock Company		KTT						
7	Nguyen Minh Hieu		T B KS			Appointment effective April 23, 2025		Appoint	
	Nguyen Van De								biological father
	Pham Thi Chinh								Mother
	Truong Duc Binh								Father-in-law
	Do Thi Ly								Mother-in-law
	Truong Duc Phuong								Husband
	Truong Ngoc Mai								Daughter

TT	Name of organization/individual	Securities trading account (if any)	Job title at the company (if any)	NSH certificate number, date of issue, place of issue.	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
	Truong Duc Minh Khoi								Boy
	Nguyen Minh Duc								Older brother
	Ninh Van Bay Tourism Real Estate Joint Stock Company		TV License Plate Number						
8	Bui Hai Yen		TV License Plate Number			Appointed effective April 26, 2024		Appoint	
	Le Nho Hieu								Husband
	Le Tue An								Daughter
	Bui Van Bao								Dad
	Nguyen Thi Luyen								Mom
	Bui Bao Long								Older brother
	Le Nho Dien								Father-in-law
	Ninh Van Bay Tourism Real Estate Joint Stock Company		TV License Plate Number						
9	Nguyen Van Binh		Chief Accountant			Appointed effective August 1, 2023		Appoint	

TT	Name of organization/ individual	Securities trading account (if any)	Job title at the company (if any)	NSH certificate number, date of issue, place of issue.	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
	Nguyen Van Luan								biological father
	Nguyen Thi Quyet								Mother
	Nguyen Van Chinh								Younger brother
	Nguyen Thi Thanh Thuy								Younger sister
	Pham Thi Thu Uyen								Wife
	Nguyen Ngoc Chi Mai								Son
	Nguyen Chi Thanh								Son
	Nguyen Thanh Phong								Still young
	Pham Kim Son								Father-in-law
	Dao Thuy Dien								Mother-in-law
	Pham Thi Thu Thuy								wife
	Pham Thu Hien								sister-in-law
	Pham Quang Ngoc								sister-in-law
	Nam La Hydropower Joint Stock Company		TV License Plate Number						

TT	Name of organization/individual	Securities trading account (if any)	Job title at the company (if any)	NSH certificate number, date of issue, place of issue.	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
10	VSD Investment Joint Stock Company								

2. Transactions between a company and its related parties; or between a company and major shareholders, insiders, or related parties of insiders:
3. Transactions between insiders of listed companies, related parties of insiders, and subsidiaries or companies controlled by listed companies:

N o.	Name of organization/individual	MQH relates to the organization	NSH Issuance Date	Contact address	Transaction time	Transaction details, quantity, and total value (VND)	Note
1	Trinh Nguyen Khanh	Chairman of the Board of Directors of Xuan Minh Hydropower Joint Stock Company	2802200078	Second floor, Management and Operation Building for Hydropower Projects in Trung Chinh Hamlet, Thuong Xuan Commune, Thanh Hoa Province	2025	Loan principal repayment: 604,516,733 Interest paid on loan: 22,191,228	
2	Nguyen Thi Thu Thuy	The person related to the insider (Mr. Trinh Nguyen Khanh)	2802200078	as above	2025	Loan amount: 2,000,000,000 Loan principal repayment: 2,000,000,000 Interest paid on loan: 71,674,246	
3	Pham Tien Luat	Deputy General Director of Xuan Minh Hydropower Joint Stock Company	2802200078	as above	2025	Loan principal repayment: 2,218,563,691 Interest paid on loan: 29,356,764	
4	Sam Thi Thanh Hung	'A person related to an insider (Mr. Pham Quang Minh - Xuan Minh Hydropower Joint Stock Company)'	2802200078	as above	2025	Loan amount: 500,000,000	
5	Nguyen Thanh Phuong	General Director of Saigon Equipment and Spare Parts Joint Stock Company	300542187	205A Nguyen Xi Street, Binh Thanh Ward, Ho Chi Minh City	2025	Loan amount: 1,000,000,000 Loan principal repayment: 1,000,000,000 Interest paid on loan: 1,428,904	

4. Transactions between the company and other parties :

4.1 . Transactions between the company and companies in which the Board of Directors member, Supervisory Board member, and CEO have been founding members or members of the Board of Directors or CEO in the past (03) years:

No.	Name of organization/individual	Relationship with the company	NSH Issuance Date	Head office address/Contact address	Time of transaction with the company	Resolution /Contract Number (if any)	Content, quantity, and total value of the transaction.	Note
1	Saigon Equipment and Spare Parts Joint Stock Company	Subsidiary company	0300542187	205A Nguyen Xi Street, Binh Thanh Ward, Ho Chi Minh City	2025	10/03/2021 /HĐTV-VCP-SMA dated 10/03/2021	Total value of operational management work at the Dak Glun plant: 55,555,556	
					2025	June 2024, 2023	Total office rental value: 240,000,000	
					2025	Resolution No. 03/NQ-HĐQT dated March 10, 2025	Total loan value as of December 31, 2025: 10,000,000,000 Profit for the year: 1,388,391,781	
2	Xuan Minh Hydropower Joint Stock Company	Subsidiary company	2802200078	2nd Floor, Hydropower Project Management Building, Trung Chinh Village, Thuong Xuan Commune, Thanh Hoa Province	2025	January 2024, 2023	Total office rental value: 330,576,000	
					2025	Line lease agreement	Total value of power line lease contracts: 4,069,452,970	
					2025		Total value of VCP receiving interest on loans: 156,569,863	
3	Nam La Hydropower Joint Stock Company	Subsidiary company	5500290578	144 Truong Chinh Street, Son La City	2025	May 2024, 2023	Total office rental value: 180,000,000	
					2025	Resolution No. 03/NQ-HĐQT dated March 10, 2025 and Resolution No. 02/NQ-HĐQT dated	Total loan value as of December 31, 2025: 274,390,410,959 Profit for the year: 19,295,218,614	

No	Name of organization/ individual	Relationship with the company	NSH Issuance Date	Head office address/ Contact address	Time of transaction with the company	Resolution /Contract Number (if any)	Content, quantity, and total value of the transaction.	Note
						January 2, 2025		
4	VCP Electromechanical Joint Stock Company	Subsidiary company	0109298049	19th Floor - Vinaconex Building, 34 Lang Ha Street, Lang Ward, Hanoi	2025	Resolution No. 03/NQ-HĐQT dated March 10, 2025	Profit for the year: 691,813,697	
5	Bai Thuong Hydropower Joint Stock Company	Subsidiary company	2801952893	Floor 2 - Management and Operation Building for Hydropower Projects in Trung Chinh Village, Thuong Xuan Commune, Thanh Hoa Province, Vietnam	2025	April 2024, 2023	Total office rental value: 180,000,000	
6	Dak Robaye Hydropower Company Limited	Subsidiary company	6101210389	Diek Tem village, Kon Plong commune, Quang Ngai province	2025	February 2024, 2023	Total office rental value: 300,768,000	
					2025	Resolution No. 03/NQ-HĐQT dated March 10, 2025	Total loan value as of December 31, 2025: 42,420,000,000 Profit for the year: 3,149,024,658	
7	Thac Ba Hydropower Plant Co., Ltd.	Subsidiary company	3401133034	No. 30 Nguyen Binh Khiem Street, Phu Thuy	2025	Office lease agreement	Total office rental value: 120,000,000	
					2025	Resolution No.	Total loan value as of December 31,	

No	Name of organization/ individual	Relationship with the company	NSH Issuance Date	Head office address/ Contact address	Time of transaction with the company	Resolution /Contract Number (if any)	Content, quantity, and total value of the transaction.	Note
				Ward, Lam Dong Province, Vietnam		03/NQ-HĐQT dated March 10, 2025	2025: 248,750,000,000 Profit for the year: 23,084,986,302	
8	Dak Lo 4 Hydropower Company Limited	Subsidiary company	6101256048	Village 1, Kon Plong Commune, Quang Ngai Province	2025	Resolution No. 03/NQ-HĐQT dated March 10, 2025	Total loan value as of December 31, 2025: 144,755,176,393 Profit for the year: 12,727,191,590	
9	THUY DIEN DAK LO 1-3 Co., Ltd.	Subsidiary company	6101262002	Diek Tem village, Kon Plong commune, Quang Ngai province	2025	Construction Contract	Total construction value: 1,247,139,178	
					2025	Resolution No. 03/NQ-HĐQT dated March 10, 2025	Total loan value as of December 31, 2025: 351,900,000,000 Profit for the year: 15,560,616,712	

4.2 . Transactions between the company and companies where a related party of a member of the Board of Directors, a member of the Supervisory Board, or the CEO is also a member of the Board of Directors or the CEO: *None*

4.3 . Other transactions of the Company (if any) that may provide material or non-material benefits to Board of Directors members, Supervisory Board members, CEO: *None*

II . Stock transactions by insiders and related parties of insiders:

1. List of insiders and related parties of insiders:

T T	Full name	Trading account (if any)	Position at the company	Citizen Identification Number/Passport Number	Date issued	Issuing authority Citizen Identification Card	Address	Number of shares held at the end of the period	Ending SH CP ratio (%)	Note
1	Vu Ngoc Tu		Chairman of the Board					0	0	Appointed effective April 26, 2024
	Vu Van Dac							0	0	biological father
	Nguyen Thi Thoa							0	0	Mother

T T	Full name	Trading account (if any)	Position at the company	Citizen Identification Number/Passport Number	Date issued	Issuing authority Citizen Identification Card	Address	Number of shares held at the end of the period	Ending SH CP ratio (%)	Note
	Vu Minh Hieu							0	0	Younger brother
	Luong Minh Thuy							0	0	Wife
	Vu My An							0	0	Son
	Vu Vinh Khang							0	0	Son
	VSD Investment Joint Stock Company		CEO					11,975,001	14.29	
	Nam La Hydropower Joint Stock Company		Chairman of the Board					0	0	
	Hanoi Thong Nhat Joint Stock Company		Chairman of the Board					0	0	
	CRE Vietnam Technology Co., Ltd.		CEO					0	0	
	Ninh Van Bay Tourism Real Estate Joint Stock Company		Board of Directors					0	0	
2	Pham Van Minh		Vice Chairman of the Board of Directors, General Director					57,686	0.06	Appointed effective April 26, 2024
	Pham Van Cuong							0	0	Dad
	Nguyen Thi Hue							0	0	Mom
	Pham Thi Thuy Van							0	0	Younger sister
	Do Thi Yen							0	0	Wife
	Pham Minh Yen Nhi							0	0	Daughter
	Pham Minh Hieu							0	0	Boy
	Pham Minh Yen Trang							0	0	Daughter
	VCP Electromechanical Joint		Director					0	0	

T T	Full name	Tradi ng accou nt (if any)	Position at the compan y	Citizen Identificatio n Number/Pas sport Number	Dat e issu ed	Issuing authority Citizen Identifica tion Card	Addr ess	Numbe r of shares held at the end of the period	Endin g SH CP ratio (%)	Note
	Stock Company									
3	Trinh Nguyen Khanh		Board of Director s , Deputy General Director					0	0	Appointed effective April 26, 2024
	Trinh Nguyen Cuong							0	0	biological father
	Nguyen Thi Thanh							0	0	Mother
	Trinh Khanh Dung							0	0	Younger sister
	Nguyen Thi Thu Thuy							0	0	Wife
	Trinh Khanh Ha							0	0	Son
	Trinh Hai Nam							0	0	Son
	Nguyen Van Hop							0	0	Brother-in- law
	Saigon Equipment and Spare Parts Joint Stock Company		Chairma n of the Board					0	0	
	Xuan Minh Hydropower Joint Stock Company		Chairma n of the Board					0	0	
	Bai Thuong Hydropower Joint Stock Company		Chairma n of the Board					0	0	
	Bao Viet Tourism Hotel Joint Stock Company		Chairma n of the Board					0	0	
	Ninh Van Bay Tourism Real Estate Joint Stock Company		Board of Directors					0	0	
4	Nguyen Thi Ha Ninh		UV Board					0	0	Appointed effective April 26, 2024
	Nguyen Van Dinh							0	0	biological father

T T	Full name	Trading account (if any)	Position at the company	Citizen Identification Number/Passport Number	Date issued	Issuing authority Citizen Identification Card	Address	Number of shares held at the end of the period	Ending SH CP ratio (%)	Note
	Khong Thi Lam							0	0	Mom
	Cao Tuy							0	0	Father-in-law
	Nguyen Thi Sanh							0	0	Mother-in-law
	Cao Son Hai							0	0	Husband
	Nguyen Cong Minh							0	0	Older brother
	Nguyen Van Dinh							0	0	Younger brother
	Vu The Phu							0	0	Brother-in-law
	Nguyen Thi Hue							0	0	Younger sister
	Cao Nguyen Khanh							0	0	Son
	Cao Khanh Nguyen							0	0	Son
5	Nguyen Viet Tien		UV Board					0	0	Appointed effective April 26, 2024
	Nguyen Van Trang							0	0	Dad
	Nguyen Thi Thanh Binh							0	0	Mom
	Nguyen Thu Trang							0	0	Older sister
	Nguyen Thi Thu Phuong							0	0	Older sister
	VSD Investment Joint Stock Company		Director of Finance					11,975,001	14.29	
6	Dinh Thuy Lam		TVKS					0	0	Appointment effective April 23, 2025
	Duong Quoc Toan							0	0	Husband
	Duong An Nam							0	0	Still young
	Duong Nam An							0	0	Still young
	Dinh Cong Tem							0	0	Dad
	Ha Thi Can							0	0	Mom
	Pham Thi Thanh							0	0	Mother-in-law
	Dinh Thai Ha							0	0	Older sister
	Dinh Tieu Thai							0	0	Older sister

TT	Full name	Trading account (if any)	Position at the company	Citizen Identification Number/Passport Number	Date issued	Issuing authority Citizen Identification Card	Address	Number of shares held at the end of the period	Ending SH CP ratio (%)	Note
	Dinh Nam Son							0	0	Older brother
	Pham Bao Long							0	0	Brother-in-law
	Bui Viet Hung							0	0	Brother-in-law
	Xuan Minh Hydropower Joint Stock Company		KTT					0	0	
7	Nguyen Minh Hieu		T B KS					0	0	Appointment effective April 23, 2025
	Nguyen Van De							0	0	biological father
	Pham Thi Chinh							0	0	Mother
	Truong Duc Binh							0	0	Father-in-law
	Do Thi Ly							0	0	Mother-in-law
	Truong Duc Phuong							0	0	Husband
	Truong Ngoc Mai							0	0	Daughter
	Truong Duc Minh Khoi							0	0	Boy
	Nguyen Minh Duc							0	0	Older brother
	Ninh Van Bay Tourism Real Estate Joint Stock Company		TV License Plate Number					0	0	
8	Bui Hai Yen		TV License Plate Number					0	0	Appointed effective April 26, 2024
	Le Nho Hieu							0	0	Husband
	Le Tue An							0	0	Daughter
	Bui Van Bao							0	0	Dad
	Nguyen Thi Luyen							0	0	Mom
	Bui Bao Long							0	0	Older brother
	Le Nho Dien							0	0	Father-in-law
	Ninh Van Bay Tourism Real Estate Joint Stock Company		TV License Plate Number					0	0	

T T	Full name	Trading account (if any)	Position at the company	Citizen Identification Number/Pass port Number	Date issued	Issuing authority Citizen Identification Card	Address	Number of shares held at the end of the period	Ending SH CP ratio (%)	Note
9	Nguyen Van Binh		Chief Account ant					0	0	
	Nguyen Van Luan							0	0	biological father
	Nguyen Thi Quyet							0	0	Mother
	Nguyen Van Chinh							0	0	Younger brother
	Nguyen Thi Thanh Thuy							0	0	Younger sister
	Pham Thi Thu Uyen							0	0	Wife
	Nguyen Ngoc Chi Mai							0	0	Son
	Nguyen Chi Thanh							0	0	Son
	Nguyen Thanh Phong							0	0	Still young
	Pham Kim Son							0	0	Father-in- law
	Dao Thuy Dien							0	0	Mother-in- law
	Pham Thi Thu Thuy							0	0	wife
	Pham Thu Hien							0	0	sister-in- law
	Pham Quang Ngoc							0	0	sister-in- law
	Nam La Hydropower Joint Stock Company		TV License Plate Number					0	0	

2.2. Transactions by insiders and related parties involving shares of listed companies:

No.	Name of organization/individual	Relationship with the company	NSH Issuance Date	Head office address/ Contact address	Time of transac tion with the compa ny	Resoluti on/Deci sion number of the General Meeting of Shareh olders/ Board of	Number and percentage of shares held after the transaction	Note
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						Directo rs... approve d (if any)		
1	Pham Thu Huyen	Major shareholder		Vietnam	06/06/25		0	Sell shares
2	Do Tuan Anh	Major shareholder		Vietnam	12/06/25		1,147,320 (1.37%)	Sell shares
3	VSD Investment Joint Stock Company	Major shareholder		Vietnam	June 16, 2025		11,975,001 (14.29%)	Sell shares
4	DH Holdings Joint Stock Company	Major shareholder		Vietnam	June 16, 2025		4,210,800 (5.03%)	Buy stocks
5	V-Trade One-Member Limited Liability Company	Major shareholder		Vietnam	09/07/25		7,703,550 (9.19%)	Buy stocks
6	Vu Ha Nam	Major shareholder		Vietnam	09/07/25		6,263,596 (0.06%)	Sell shares
7	DH Holdings Joint Stock Company	Major shareholder		Vietnam	22/07/25		14,780,580 (17.64%)	Buy stocks

IX . Other points to note: None

CHAIRMAN OF THE BOARD OF DIRECTORS

(Signed and sealed)



VU NGOC TU