

Ref No:05...../BCQT-LICOGI18

Hanoi, 19/01/2026

REPORT ON CORPORATE GOVERNANCE
REPORT PERIOD: YEAR OF 2025

To: - State Securities Commission
- Hanoi Stock Exchange

- Company name: Construction and Investment Joint-stock Company No. 18
- Headquarter: 471 Nguyễn Trãi street, Thanh Liệt ward, Hanoi, Vietnam
- Tel.No: 0243.8540401 Email: licogi18.info@gmail.com,
- Charter capital: 457.397.930.000 VND (In words: Four hundred and fifty-seven billion, three hundred and ninety-seven million, nine hundred and thirty thousand dong)
- Stock symbol: L18
- Company Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors and General Director.
- The implementation of internal audit: N/A

I. ACTIVITIES OF THE GENERAL MEETING OF SHAREHOLDERS (Information on meetings and Resolutions/Decisions of the General Meeting of Shareholders (including Resolutions of the General Meeting of Shareholders adopted in the form of written opinions):

No.	Resolution/Decision No.	Date	Content
1	30/NQ-ĐHĐCĐ-L18	25/04/2025	Resolution of the General Meeting of Shareholders (Organized in person at the National Convention Center)

II. BOARD OF DIRECTORS (ANNUAL REPORT OF 2025)

1. Information on the Board of Directors

No.	Full name	Position (Independent members, Non-executive)	Term begins/end date	
			Term begins	Term ends
1	Mr. Nguyễn Xuân Hưng	Chairman of the Board and Deputy General Director	07/05/2021	
2	Mr. Bùi Thanh Tuyên	Member of the Board and General Director	28/04/2021	
2	Mr. Đặng Văn Giang	Non-executive member of the Board	28/04/2021	
3	Mr. Trịnh Việt Dũng	Independent member of the Board	28/04/2021	
5	Mr. Nguyễn Ngọc Chung	Member of the Board and Deputy General Director	28/04/2021	

2. Meetings of the Board of Directors (including direct meeting and written opinion form)

No.	Members of the Board	Attended meeting/ written opinion	Participation ratio	Reason for Absentation
1	Mr. Nguyễn Xuân Hưng	26	100%	
2	Mr. Bùi Thanh Tuyên	26	100%	
3	Mr. Đặng Văn Giang	26	100%	
4	Mr. Trịnh Việt Dũng	26	100%	
5	Mr. Nguyễn Ngọc Chung	26	100%	

3. Supervisory activities of the Board of Directors over the Board of Executives

The Board of Directors has supervised and directed the Board of Executives in the management and operation of the company's activities as follows:

3.1. Means of supervision

- Directly participate in meetings with the Board of Directors to review the quarterly and cumulative business performance, the implementation of resolutions of the General Meeting of Shareholders, the Board of Directors, and the management work in the entire system, identify difficulties and advantages arising to discuss and approve timely decisions as a basis for the Board of Executives to implement.
- Monitor through periodic reports/irregular reports of the General Director on the company's fields of operation.
- Monitor the performance of member companies/affiliated companies through Reports and Submissions requesting directions from the Company's Capital Management Representative.

3.2. Results of supervision activities

- Successfully organize the 2025 Annual General Meeting of Shareholders on 25th of April 2025.
- Organize the implementation of the 2025 production and business plan and investment plan approved by the General Meeting of Shareholders, and deploy the construction of projects to ensure progress, quality and safety.
- Sign an auditing service contract with CPA Vietnam Auditing Company Limited (CPA Vietnam) to review and audit the Company's 2025 financial statements.
- Approve and accept transactions with organizations/individuals related to the Company, including member companies, major shareholders, and insiders, ensuring compliance with the provisions of law and the company's charter.
- Implement the increase of equity capital from equity capital for L18 securities owners according to the Resolution of the 2025 Annual General Meeting of Shareholders, register for additional depository, additional listing and put in transaction of additional issued securities (official transacted date of July 22nd 2025).
- Complete the establishment of the Company's Branch in Hai Phong and finalize the appointment of key personnel of the Branch.

4. Activities of sub-committee of the Board of Directors: No subcommittee.

5. Resolutions/Decisions of the Board of Directors (Year of 2025)

No.	Resolution/Decision	Date	Content	Rate %
1.	02/NQ-HĐQT/LICOGI18	10/01/2025	Approve transactions between the Company and related organizations arising in 2025	100%
2.	04/NQ-HĐQT/LICOGI18	10/01/2025	Approval of investment plan to improve construction equipment capacity	100%
3.	05/NQ-HĐQT/LICOGI18	17/02/2025	Approve the transaction between LICOGI 18 Company and the related organization, LICOGI 18.5.	100%
4.	07/NQ-HĐQT/LICOGI18	21/02/2025	Approve of the time, venue, and closing date of the list of shareholders exercising the right to attend the 2025 Annual General Meeting of Shareholders	100%
5.	09/QĐ-HĐQT/LICOGI18	19/2/2024	Appointment to the position of Deputy General Director of the Company	100%
6.	11/NQ-HĐQT/LICOGI18	24/02/2025	Approval of liquidation of transactions between the Company and related organizations	100%
7.	12/NQ-HĐQT/LICOGI18	27/02/2025	Approve the transaction between LICOGI 18 Company and the related organization, LICOGI 18.6.	100%
8.	13/NQ-HĐQT/LICOGI18	13/03/2025	Approve the transaction between LICOGI 18 Company and the related organization, LICOGI 18.5.	100%
9.	15/NQ-HĐQT/LICOGI18	17/03/2025	Approving the direction of the Capital Manager at LICOGI18.9 Company regarding investment in fixed assets.	100%
10.	16/NQ-HĐQT/LICOGI18	17/03/2025	Approve the transaction with related organization (VPID Company)	100%
11.	18/NQ-HĐQT/LICOGI18	26/03/2025	Approval of the transaction between the Company and the related organization, LICOGI 18.6 Company, regarding the signing of the construction contract at Bac Cau Han Urban Area.	100%
12.	19/NQ-HĐQT/LICOGI18	26/03/2025	Approval of the transaction between the Company and the related organization, LICOGI 18.8 Company, regarding the signing of the construction contract at Bac Cau Han Urban Area.	100%
13.	21/NQ-HĐQT/LICOGI18	03/04/2025	Approve the transaction between LICOGI 18 Company and the related organization, LICOGI 18.7.	100%
14.	22/2025/QĐ-HĐQT	04/04/2025	Appoint a representative to manage the company's capital at LICOGI18.7 Company.	100%

No.	Resolution/Decision	Date	Content	Rate %
15.	23/NQ-HĐQT/LICOGI18	09/4/2025	Approve the loan transaction between the Company and related organization, LICOI 18.3.	100%
16.	25/NQ-HĐQT/LICOGI18	11/4/2025	Approve the transaction between LICOI 18 and the related organization, LICOI 18.1.	100%
17.	27/2025/QĐ-HĐQT	14/4/2025	Decision to cease to be the company's capital manager representative at LICOI 18.5 for Mr. Trịnh Việt Dũng	100%
18.	28/2025/QĐ-HĐQT	14/4/2025	Decision to the company's capital manager representative at LICOI 18.5 for Mr. Nguyễn Xuân Hưng	100%
19.	32/NQ-HĐQT/LICOGI18	29/4/2025	Approve the implementation of the plan to issue shares to increase equity capital from equity capital	100%
20.	35/NQ-HĐQT/LICOGI18	15/5/2025	Approval the last registration date to exercise the right to receive shares issued to increase share capital from equity capital	100%
21.	37/NQ-HĐQT/LICOGI18	03/6/2025	Approve party to review and audit the company's separate and consolidated financial statements for 2025.	100%
22.	39/QĐ-HĐQT/LICOGI18	18/5/2024	Decision on human resources at LICOI 18.6.	100%
23.	41/NQ-HĐQT/LICOGI18	04/6/2025	Approving the results of issuing shares to increase share capital from equity capital	100%
24.	45/NQ-HĐQT/LICOGI18	26/6/2025	Approving the direction of the Capital Manager at LICOI 18.5 on borrowing capital, guaranteeing, opening L/C in the form of credit limit.	100%
25.	47/QĐ-HĐQT/LICOGI18	11/7/2025	Adjustment of certain contents of Decision No. 56/QĐ-HĐQT dated August 18, 2020 in relation to the New Bac Cau Han Urban Area Project (Phase 1).	100%
26.	48/QĐ-HĐQT/LICOGI18	11/7/2025	Adjustment of certain contents of Decision No. 83/QĐ-HĐQT dated November 30, 2024 in relation to the Low-rise Housing Project in the New Bac Cau Han Urban Area (Phase 1)	100%
27.	50/NQ-HĐQT/LICOGI18	14/7/2025	Approval of a transaction between the Company and a related party, VPID Company, regarding the execution of a land use rights transfer contract in the New Bac Cau Han Urban Area.	100%
28.	52/NQ-	16/7/2025	Approval of directives to the authorized	100%

No.	Resolution/Decision	Date	Content	Rate %
	HĐQT/LICOGI18		representative at LICOGI 18.3 Company regarding a working capital loan plan at Military Bank - Hung Yen Branch	
29.	54/QĐ-HĐQT/LICOGI18	21/7/2025	Adjustment of the project address for Urban Area No. 1 in Huong Thuong under Decision No. 12/QĐ-HĐQT dated February 19, 2024 due to changes in administrative boundaries	100%
30.	55/NQ-HĐQT/LICOGI18	21/7/2025	Approval of a transaction between the Company and a related party, LICOGI 18.5 Company, regarding the execution of a construction contract for 10 shophouses in the New Bac Cau Han Urban Area.	100%
31.	56/NQ-HĐQT/LICOGI18	22/7/2025	Approval of changes to the Company's seal due to changes in administrative boundaries.	100%
32.	58/NQ-HĐQT/LICOGI18	24/7/2025	Approval of the Company's total credit limit for the period 2025–2026.	100%
33.	59/NQ-HĐQT/LICOGI18	24/7/2025	Approval of a transaction for execution of a construction contract for bridge and road works under the District Road DH02 Project – Phase 1, Ninh Giang District, between the Company and a related party, LICOGI 18.6 Company	100%
34.	61/NQ-HĐQT/LICOGI18	19/8/2025	Approval of directives to the authorized representative at LICOGI 18.3 Company regarding investment in assets (Lexus car)	100%
35.	63/NQ-HĐQT/LICOGI18	12/9/2025	Approval of directives to the authorized representative at LICOGI 18.5 Company regarding liquidation of assets (passenger car)	100%
36.	66/NQ-HĐQT/LICOGI18	19/8/2025	Approval of directives to the authorized representative at LICOGI 18.3 Company regarding investment in assets (VinFast VF6 passenger car)	100%
37.	68/NQ-HĐQT/LICOGI18	9/10/2025	Approval of directives to the authorized representative at LICOGI 18.5 Company regarding adjustment of the 2025 credit limit at BIDV Bank.	100%
38.	70/QĐ-HĐQT/LICOGI18	19/11/2025	Decision on the establishment of the Company's Branch in Hai Phong	100%
39.	71/QĐ-HĐQT/LICOGI18	19/11/2025	Decision on the appointment of the Director of the Company's Branch in Hai Phong	100%
40.	72/QĐ-HĐQT/LICOGI18	19/11/2025	Decision on the appointment of the Chief Accountant of the Company's Branch in Hai	100%

No.	Resolution/Decision	Date	Content	Rate %
			Phong	
41.	74/NQ-HĐQT/LICOGI18	27/11/2025	Decision on capital contribution to establish Dai Dong Thinh Vuong Joint Stock Company	100%
42.	75/NQ-HĐQT/LICOGI18	27/11/2025	Decision on the appointment of the representative to manage the Company's contributed capital in Dai Dong Thinh Vuong Joint Stock Company	100%
43.	78/NQ-HĐQT/LICOGI18	25/12/2025	Approval of directives to the authorized representative at LICOGI 18.3 Company regarding the establishment of LICOGI 18.3 Branch in Hai Phong	100%
44.	80/NQ-HĐQT/LICOGI18	30/12/2025	Approval of the adjustment of the capital contribution ratio in Investment and Industrial Development Co., Limited (LICOGI18.9).	100%

III. BOARD OF SUPERVISORS

1. Members of the Board of Supervisors

No.	Full name	Position	Professional qualification	Term begin/end date	
				Begin date	End date
1	Mr. Lưu Bá Thái	Chief of the Board	Bachelor of Finance and Economy	28/04/2021	
2	Ms. Nguyễn Ngọc Lan	Member of the Board	Master of Economy	28/04/2021	
3	Mr. Bùi Công Phách	Member of the Board	Accountant training	28/04/2021	
4	Ms. Bùi Thị Thuần	Member of the Board	Bachelor of Finance	24/04/2024	

2. Meetings of the Board of Supervisors

No.	Full name	No. of attended meeting	Participation ratio	Voting ratio	Reason for Absesntation
1	Mr. Lưu Bá Thái	03	100%	100%	
2	Ms. Nguyễn Ngọc Lan	03	100%	100%	
3	Mr. Bùi Công Phách	03	100%	100%	
4	Ms. Bùi Thị Thuần	03	100%	100%	

3. Activities of the Board of Supervisors to the Board of Directors, Board of Executives and Shareholders.

- Supervise the activities of the Board of Directors and the Board of Executives in compliance with legal obligation, Regulation and the company's management regulations.

- Supervise the Board of Directors and the Board of Executives in directing, organizing, managing and operating business activities, implementing the Resolutions of the General Meeting of Shareholders.
- Supervise the work of records, accounting records; assess the financial situation, assets and business results on a quarterly, semi-annual and annual basis before submitting them to the General Meeting of Shareholders.
- Supervise the progress of investment project implementation; supervise the implementation of construction contracts with investors and other economic contracts; Supervise compliance with legal regulations for transactions between the company and related entities.
- Supervise the information disclosure for listed companies.

4. Co-operation between the Board of Supervisors and the activities of the Board of Directors, Board of Executives and other managerial personnel.

- The Board of Supervisors is provided with a separate office with full working facilities by the Board of Directors and the General Director of the Company.
- The Board of Directors, Board of Executives and the Company's departments create favorable conditions for the Board of Supervisors to perform the tasks of regular inspection and supervision; provide full information and documents reflecting the company's business operations.
- The Board of Supervisors participates with the General Director in regularly researching, amending and supplementing the company's internal management regulations when the law changes.
- The Board of Supervisors regularly consults and exchanges professional expertise with company staff.
- The Board of Supervisors attends and contributes opinions at the Company's business review and summary meetings organized by the General Director/Board of Directors.

5. Other activities of the Board of Supervisors (if applicable): None

IV. BOARD OF MANAGEMENT

No.	Member of the Board	Date of Birth	Professional Qualification	Position	Term start date	Term end date
1.	Mr. Bùi Thanh Tuyên		Masters, Roadway Engineer	General Director	31/08/2019	
2.	Mr. Nguyễn Xuân Hưng		Bridge and Tunnel Engineer	Deputy General Director	31/08/2019	
3.	Mr. Nguyễn Ngọc Chung		Bridge and Tunnel Engineer	Deputy General Director	31/08/2019	
4.	Mr. Hà Hồng Quang		Roadway Engineer	Deputy General Director	31/08/2019	
5.	Mr. Dương Quốc Khánh		Roadway Engineer	Deputy General Director	31/08/2019	
6.	Ms. Nguyễn T. Kim Xinh		Bachelor of Economics	Deputy General Director	06/05/2021	
7.	Mr. Đặng Long Diệp		Construction Engineer – Bachelor of Business Management	Deputy General Director	16/09/2021	
8.	Mr. Ngô Văn Nam		Construction Economy Engineer	Deputy General Director	01/01/2022	
9.	Mr. Phùng Văn Thanh		Construction Economy Engineer	Deputy General Director	01/01/2022	
10.	Mr. Nguyễn Minh Thi		Bachelor of Law	Deputy General Director	05/06/2023	
11.	Mr. Bùi Văn Việt		Roadway Engineer	Director of Southern Rep. Office	06/05/2024	
12.	Mr. Nguyễn Xuân Sơn		Roadway Engineer	Deputy General Director	01/03/2025	

V. Chief accountant – Information disclosure officer

Full name	Date of Birth	Professional qualification	Term start date	Term end date
Ms. Đỗ Thị Nhung		Bachelor of Economics	31/08/2019	

VI. CORPORATE MANAGEMENT TRAINING: None

VII. LIST OF RELATED PERSONS OF THE COMPANY AND TRANSACTIONS OF RELATED PERSONS OF THE COMPANY WITH THE COMPANY ITSELF

7.1. List of affiliated organizations with the company

No.	Organization name	Relationship with the company	NSH* Number, date and place of issue	Headquarters/Contact information	Affiliation date	Non-affiliation date	Reason	Note
1	Investment and Construction JSC No18.1 (LICOGI 18.1)	Subsidiary	5700668909, issued on 16/7/2025 at Department of Financial of Quảng Ninh.	3 rd floor, LICOGI18.1 Tower, Trần Quốc Nghiễn str, Hà Long, Quảng Ninh, Vietnam	2007			
2	Investment and Construction JSC No18.1 (LICOGI 18.3)	Subsidiary	0900273641 issued on 14/7/2025 at Department of Financial of Hưng Yên.	98, Nguyễn Văn Linh str, Mỹ Hào, Hưng Yên, Vietnam	2007			
3	Investment and Construction JSC No18.5 (LICOGI 18.5)	Subsidiary	0102326843 issued on 26/7/2025 at Department of Financial of Hanoi	N04B-T2, Khu đoàn ngoại giao, Xuân Đình, Hanoi, Vietnam	2007			
4	Investment and Construction One-member Co,LTD No18.6 LICOGI 18.6	Subsidiary	0109102507 issued 11/6/2025 at Department of Financial of Ha Noi	1 st and 2 nd floor, LICOGI 18 Tower, Quang Minh Industrial Area, Quang Minh, Hanoi, Vietnam	2020			
5	Investment and Construction JSC No18.7 (LICOGI 18.7)	Affiliated company	0800447189 issued on/ 31/7/2025 at Department of Financial of Hai Phong	245, Nguyễn Lương Bằng str, phường Lê Thanh Nghị, Hải Phòng, Vietnam	2009			
6	Investment and Construction One-member Co,LTD No18.8 (LICOGI 18.8)	Subsidiary	0109788124 issued on 20/1/2025 at Department of Planning and Investment of Hanoi	7 th floor, 471 Nguyễn Trãi str, Thanh Liệt, Hanoi, Vietnam	2021			
7	Muong Khuong Energy, JSC	Subsidiary	5300794472 issued on/ 09/10/2024 at Department of Planning and Investment of Lao Cai	Cốc Cáng, Pha Long, Lào Cai, Vietnam.	2024			
8	Investment and Industrial Development LLC No.18.9 (LICOGI 18.9)	Subsidiary	0110867349 issued on 08/10/2024 at Department of Planning and Investment of Hanoi	7 th floor, 471 Nguyễn Trãi str, Thanh Liệt, Hanoi, Vietnam	2024			
9	Vĩnh Phúc Investment and Infrastructure Development JSC (VPID)	Major shareholder	2500222004 issued on 15/8/2025 at Department of Financial of Phu Tho	Khai Quang Industrial Area, Vĩnh Phúc, Phú Thọ, Vietnam	2018			

7.2. Transactions between the Company and related organizations of the Company or between the Company and major shareholders, insiders, and related persons of insiders

a. Transactions between the Company and its related organizations

No.	Name of organization/individual	Relationship to the company	NSH* number, date and place of issue	Date of transaction	Resolution/Decision number of the Board of Directors	Transactions content	Total transactions (VND)
1.	Investment and Construction JSC LICOGI 18.1	Subsidiary	5700668909, issued on 16/7/2025 at Department of Financial of Quảng Ninh.	22/4/2025	25/NQ-HĐQT HĐQT/LICOGI 18 issued 11/04/2025	Construction and installation contract for 10 townhouses in the low-rise housing construction project at the new urban area of Bac Cau Han	10.893.683.000
2.	Investment and Construction JSC LICOGI 18.3	Subsidiary	0900273641 issued on 14/7/2025 at Department of Financial of Hưng Yên.	10/04/2025	23/NQ-HĐQT issued 09/04/2025	Loan contract for production and business activities	51.500.000.000
3.	Investment and Construction JSC LICOGI 18.5	Subsidiary	0102326843 issued on/ 26/7/2025 at Department of Financial of Hanoi	03/04/2025	05/NQ-HĐQT issued 17/02/2025	Signing contracts for the purchase and sale of future housing at the Bac Cau Han Urban Area project.	52.000.000.000
				21/7/2025	55/NQ-HĐQT issued 21/7/2025	Signing contract for constructing at the new urban area of Bac Cau Han	14.246.664.000
4.	Investment and Construction One-member JSC LICOGI 18.6	Subsidiary	0109102507 issued 11/6/2025 at Department of Financial of Ha Noi	28/2/2025	12/NQ-HĐQT issued 27/02/2025	Loan contract for production and business purposes	2.000.000.000
				26/3/2025	18/NQ-HĐQT issued 26/03/2025	Hợp đồng thi công xây dựng hạng mục 23 căn liên kề ở dự án Nhà ở thấp tầng at KĐT Bắc cầu Hàn.	25.539.989.000
				24/7/2025	59/NQ-HĐQT issued 24/7/2025	Construction contract for bridge and road works under the District Road DH02 Project, Phase 1, Ninh Giang	47.766.678.650
5.	Investment and Construction JSC LICOGI 18.7	Subsidiary	0800447189 issued on/ 31/7/2025 at Department of Financial of Hai Phong	08/4/2025	21/NQ-HĐQT issued 03/04/2025	Construction contract for 23 townhouses at the Low-rise Housing project in Bac Cau Han Urban Area.	14.499.064.000
6.	Investment and Construction One-member Co., LTD LICOGI 18.8	Subsidiary	0109788124 issued on/ 20/1/2025 at Department of Planning and Investment of Hanoi	19/3/2025	19/NQ-HĐQT issued 26/03/2025	Construction contract for 14 townhouses at the low-rise housing project in Bac Cau Han Urban Area.	15.825.531.000

b. Transactions between the Company and major shareholders, insiders, and related persons of insiders:

Name of organization	Relationship to the company	NSH* number, date and place of issue	Date of transaction	Resolution/ Decision number of the Board of Directors	Transactions content, transaction value
Vĩnh Phúc Infrastructure Development JSC	Major shareholder	2500222004 issued on 15/8/2025 at Department of Financial of Phu Tho	25/3/2025	16/NQ-HĐQT/LICO GI18 issued on 17/03/2025	Signing a contract to buy and sell future housing at the new urban area project Bac Cau Han. Total transaction value: 172.463.842.000 VND

7.3. Transactions between company insiders, related persons of insiders and subsidiaries, companies controlled by the company: None

7.4. Transactions between the Company and other entities

- a. Transactions between the Company and companies in which members of the Board of Directors, members of the Board of Supervisors, General Directors and other managers have been and are founding members or members of the Board of Directors, General Directors within the past three (03) years (calculated at the time of preparing the report): As stated in item b, clause 7.2.
- b. Transactions between the Company and companies in which related persons of members of the Board of Directors, members of the Board of Supervisors, Directors (General Directors) and other managers are members of the Board of Directors, Executive Directors (General Directors): None
- c. Other transactions of the Company (if any) that may bring material or immaterial benefits to members of the Board of Directors, members of the Board of Supervisors, Directors (General Directors) and other managers: None

VIII. TRADING OF STOCKS OF INSIDERS AND RELATED PERSONS OF INSIDERS

8.1. List and number of shares of insiders and related persons of insiders (*number of shares according to the notice of insiders and related persons of insiders on 31/12/2025*)

No.	Name of organization/individual	Trading account (if applicable)	Position at the company (if applicable)	National ID/Passport, date and place of issue	Contact information	End-term number of shares in possession	End-term percentage of shares in possession	Relationship with insider
1	Nguyễn Xuân Hưng		Chairman of the BOD – Deputy General Director			366.400	0,801%	
1.1.	Nguyễn Thị Hải Quỳnh		None			0	0	Wife
1.2.	Nguyễn Mai Chi		None			1.800	0,0039%	Daughter
1.3.	Nguyễn Xuân Long		None			0	0	Son
1.4.	Nguyễn Xuân Nhật Minh		None			0	0	Son
1.5.	Investment and Construction One-member Co.Ltd No18.6. (LICOGI 18.6)		No longer as LICOGI 18.6's Chairman of 3/6/2025			0	0	Related organization
1.6.	Investment and Construction JSC No. 18.5 (LICOGI 18.5)		Chairman of the Board of Directors LICOGI 18.5			0	0%	Related organization
2	Bùi Thanh Tuyên		Member of the Board of Directors - general director			22.730.769	49,70%	
	Bùi Thanh Tuyên		Member of the Board of Directors - general director			429.698	0,939%	
2.1.	Nguyễn Thị Kim Xinh		Deputy general director			433.917	0,95%	Wife
2.2.	Bùi Thanh Thái		None			240	0,0005	Son

No.	Name of organization/individual	Trading account (if applicable)	Position at the company (if applicable)	National ID/Passport, date and place of issue	Contact information	End-term number of shares in possession	End-term percentage of shares in possession	Relationship with insider
2.3.	Bùi Phương Hà		Employee			0	0	Daughter
2.4.	Bùi Thị Chuyên		None			0	0	Mother-in-Law
2.5.	Bùi Văn Tiến		None			64.248	0,140%	Brother
2.6.	Investment and Construction JSC No. 18.1 (LICOGI 18.1)		Chairman of the Board of Directors LICOGI 18.1			0	0	Related organization
2.7.	Investment and Construction One-member Co.Ltd No.18.8 (LICOGI 18.8)		Member of the Board of Directors - LICOGI 18.8			0	0	Related organization
2.9	Investment and Industrial Development Co.,Ltd 18.9 (LICOGI 18.9)		Member of the Board of Directors - LICOGI 18.9			0	0	Related organization
3	Đặng Văn Giang		Member of the Board of Directors			828.796	1,81%	
3.1.	Đỗ Thị Hoan		None			50	0	Wife
3.2.	Đặng Mạnh Cường		None			0	0	Son
3.3.	Đặng Thị Lan Hương		None			0	0	Daughter
3.4.	Đặng Thị Quỳnh Trang		Employee			0	0	Daughter
3.5.	Investment and		Chairman of the			0	0	Related

No.	Name of organization/individual	Trading account (if applicable)	Position at the company (if applicable)	National ID/Passport, date and place of issue	Contact information	End-term number of shares in possession	End-term percentage of shares in possession	Relationship with insider organization
	Construction JSC No. 18.3 (LICOGI 18.3)		Board of Directors LICOGI 18.3					organization
4	Trịnh Việt Dũng		Member of the Board of Directors			355.200	0,78%	
4.1.	Tạ Phạm Bích Thủy		None			0	0	Wife
4.2.	Trịnh Việt Hà		None			0	0	Son
4.3.	Trịnh Quỳnh Mai		None			0	0	Daughter
4.4.	Trịnh Việt Cường		None			0	0	Brother
4.5.	Trịnh Hồng Ngọc		None			0	0	Sister
4.6.	Vĩnh Phúc Infrastructure Development JSC		Member of the Board of Directors					Related organization
5	Nguyễn Ngọc Chung		Member of the BOD - deputy general director			13.080	0,0285%	
5.1.	Lê Thị Mai		None			0	0	Wife
5.2.	Nguyễn Ngọc Minh Châu		None			0	0	Daughter
5.3.	Nguyễn Ngọc Minh Khuê		None			0	0	Daughter
5.4.	Nguyễn Lê Minh Khang		None			0	0	Son
6	Lưu Bá Thái		Chief of Supervisor Board			58.092	0,13%	

No.	Name of organization/individual	Trading account (if applicable)	Position at the company (if applicable)	National ID/Passport, date and place of issue	Contact information	End-term number of shares in possession	End-term percentage of shares in possession	Relationship with insider
6.1.	Vũ Thị Tuyết		None			5.400	0,0118	Wife
6.2.	Lưu Bá Dũng		None			0	0	Son
6.3.	Lưu Hoàng Nam		None			0	0	Son
6.4.	Investment and Construction JSC No. 18.3		Chief of Supervisor Board			0	0	Related organization
6.5	Mường Khương Energy JS Company		Chief of Supervisor Board			0	0	Related organization
7	Nguyễn Ngọc Lan		TVBKS			0	0	
7.1.	Vũ Anh Tuấn		None			0	0	Husband
7.2.	Vũ Anh Minh		None			0	0	Son
7.3.	Vũ Anh Sơn		None			0	0	Son
7.4.	Vĩnh Phúc Infrastructure Development JSC		Member of the Board of Directors of VPID			3.441.390	9,02%	Related organization
8	Bùi Công Phách		Member of the board of supervisors			24.760	0,054%	
	Bùi Công Phách		Member of the board of supervisors			13.500	0,029%	
8.1.	Ngô Thị Hiền		None			0	0%	Wife

No.	Name of organization/individual	Trading account (if applicable)	Position at the company (if applicable)	National ID/Passport, date and place of issue	Contact information	End-term number of shares in possession	End-term percentage of shares in possession	Relationship with insider
8.2.	Bùi Công Đạt		None			0	0%	Son
8.3.	Bùi Thị Lan		None			0	0%	Daughter
8.4.	Bùi Thị Phương		None			0	0%	Daughter
8.5.	Investment and Construction JSC No. 18.5 (LICOGI 18.5)		Chief of Supervisor Board			0	0%	Related organization
8.6.	Investment and Construction JSC No. 18.1 (LICOGI 18.1)		Member of supervisors board of			0	0%	Related organization
8.7.	Investment and Construction JSC No. 18.3 (LICOGI 18.3)		Member of the board of supervisors			0	0%	Related organization
8.8	Mường Khương Energy JSC		Member of the board of supervisors			0	0	Related organization
9	Bùi Thị Thuận		Member of the Board of Supervisors			5.280	0,0011%	
9.1.	Lê Đình Công		None			0	0%	Husband
9.2.	Lê Đức Anh		None			0	0%	Son
9.3.	Lê Bảo Châu		None			0	0%	Daughter

No.	Name of organization/individual	Trading account (if applicable)	Position at the company (if applicable)	National ID/Passport, date and place of issue	Contact information	End-term number of shares in possession	End-term percentage of shares in possession	Relationship with insider
9.4.	Nguyễn Thị Thuý		None			0	0%	Biological mother
9.5.	Investment and Construction JSC No. 18.3 (LICOGI 18.3)		Member of supervisors board			0	0%	Related organization
9.6.	Investment and Construction JSC No. 18.5 (LICOGI 18.5)		Member of supervisors board			0	0%	Related organization
9.7.	Investment and Construction JSC No. 18.7 (LICOGI 18.7)		Member of supervisors board			0	0%	Related organization
10	Dương Quốc Khánh		Deputy General Director			40.012	0,087%	
10.1.	Trịnh Thị Hằng		None			0	0%	Wife
10.2.	Dương Khánh Chi		None			0	0%	Daughter
10.3.	Dương Hùng Anh		None			0	0%	Son
10.4.	Investment and Construction One-member JSC No. 18.8 (LICOGI 18.8)		Member of the Board of Members			0	0%	Related organization
11	Hà Hồng Quang		Deputy General Director			0	0%	
11.1.	Nguyễn Thị Liên		None			0	0%	Wife
11.2.	Hà Liên Trang		None			0	0%	Daughter
11.3.	Hà Quang Trường		None			0	0%	Son

No.	Name of organization/individual	Trading account (if applicable)	Position at the company (if applicable)	National ID/Passport, date and place of issue	Contact information	End-term number of shares in possession	End-term percentage of shares in possession	Relationship with insider
11.4.	Hà Gia Bảo		None			0	0%	Son
12	Nguyễn Thị Kim Xinh		Deputy General Director			208.317	0.46%	
	Nguyễn Thị Kim Xinh					225.600	0,49%	
12.1.	Bùi Thanh Tuyên		General Director			23.160.467	50,64%	Husband
12.2.	Bùi Thanh Thái		None			240	0,0005	Son
12.3.	Bùi Phương Hà		Employee			0	0	Daughter
12.4.	Bùi Thị Chuyên		None			0	0	Biological mother
12.5.	Bùi Văn Tiến		None			64.248	0,140%	Sibling-in-law
12.6.	Investment and Construction JSC No. 18.3 (LICOI 18.3)		Member of the Board of Directors			0	0	Related organization
12.7.	Investment and Construction JSC No. 18.7 (LICOI 18.7)		Member of the Board of Directors			0	0	Related organization
12.8.	Mường Khương Energy JSC		Chairman of the Board of Directors			0	0	Related organization
13	Đặng Long Diệp		Deputy General Director			18.120	0,0396%	

No.	Name of organization/individual	Trading account (if applicable)	Position at the company (if applicable)	National ID/Passport, date and place of issue	Contact information	End-term number of shares in possession	End-term percentage of shares in possession	Relationship with insider
13.1.	Nguyễn Thị Quảng Trang		None			0	0%	Wife
13.2.	Đặng Tuấn Phong		None			0	0%	Son
13.3.	Đặng Long Nguyễn		None			0	0%	Son
13.4.	Đặng Long Chiêu		None			0	0%	Biological father
13.5.	Lê Thị Linh		None			0	0%	Biological mother
14	Ngô Văn Nam		Deputy General Director			576.960	1,261%	
14.1.	Nghiêm Thị Phương		None			0	0%	Wife
14.2.	Ngô Trường Giang		None			0	0%	Son
14.3.	Ngô Ngọc Hà		None			0	0%	Daughter
14.4.	Ngô Nam Việt		None			0	0%	Son
14.5.	Ngô Đắc Trình		None			0	0%	Biological father
14.6.	Hoàng Thị Tâm		None			0	0%	Biological mother
14.7.	Nghiêm Đình Chương		None			0	0%	Father-in-law
14.8.	Mai Thị Lan		None			0	0%	Mother-in-law
14.9.	Investment and Construction JSC No. 18.5 (LICOI 18.5)		Member of the Board of Directors			0	0%	Related organization
14.10	Investment and Construction One-		Chairman of LICOI 18.6			0	0	Subsidiary

No.	Name of organization/individual	Trading account (if applicable)	Position at the company (if applicable)	National ID/Passport, date and place of issue	Contact information	End-term number of shares in possession	End-term percentage of shares in possession	Relationship with insider
	member Co.Ltd No18.6. (LICOGI 18.6)							
15	Phùng Văn Thanh		Deputy General Director			0	0%	
15.1.	Nguyễn Thị Hương		None			0	0%	Wife
15.2.	Phùng Nguyễn Ngọc Long		None			0	0%	Son
15.3.	Phùng Phương Thảo		None			0	0%	Daughter
15.4.	Phùng Văn Thịnh		None			0	0%	Biological father
15.5.	Phùng Văn Hà		None			0	0%	Brother
16	Nguyễn Minh Thi		Dept. General Director			0	0%	
16.1.	Long Thị Bình Nguyễn		None			0	0%	Wife
16.2.	Nguyễn Long Trường An		None			0	0%	Son
16.3.	Nguyễn Khánh Chi		None			0	0%	Daughter
16.4.	Nguyễn Xuân Thành		None			0	0%	Biological father
16.5.	Nguyễn Thị Diễm		None			0	0%	Biological mother

No.	Name of organization/individual	Trading account (if applicable)	Position at the company (if applicable)	National ID/Passport, date and place of issue	Contact information	End-term number of shares in possession	End-term percentage of shares in possession	Relationship with insider
16.6.	Long Thế Bảo		None			0	0%	Father-in-Law
16.7.	Trần Thị Thôi		None			0	0%	Mother-in-Law
16.8.	Nguyễn Đức Trung		None			0	0%	Brother
17	Nguyễn Xuân Sơn		Dept. General Director			0	0	
17.1.	Vũ Thị Thu Hương		None			0	0	Wife
17.2.	Nguyễn Quỳnh Anh		None			0	0	Daughter
17.3.	Nguyễn Quốc Huy		None			0	0	Son
17.4.	Nguyễn Xuân Trường		None			0	0	Brother
17.5.	Nguyễn Thu Thủy		None			0	0	Sister
17.6.	Nguyễn Thu Hương		None			0	0	Sister
18	Bùi Văn Việt		General Director of Southern Area Repr. Office			0	0%	
18.1.	Bùi Thị Hoa		None			0	0%	Wife
18.2.	Bùi Phú Trọng		None			0	0%	Son
18.3.	Bùi Thu Thảo		None			0	0%	Daughter

No.	Name of organization/individual	Trading account (if applicable)	Position at the company (if applicable)	National ID/Passport, date and place of issue	Contact information	End-term number of shares in possession	End-term percentage of shares in possession	Relationship with insider
18.4.	Bùi Thế Bảo		None			0		Son
18.5.	Bùi Văn Viễn		None			54.240	0,118%	Brother
19	Đỗ Thị Nhung		Chief accountant – Information disclosure officer			107.040	0,234%	
	Đỗ Thị Nhung		Chief accountant – Information disclosure officer			360.000	0,787%	
19.1.	Nguyễn Trọng Hiếu		None			0	0%	Husband
19.2.	Bùi Mai Chi		None			0	0%	Daughter
19.3.	Đỗ Duy Huỳnh		None			0	0%	Biological father
19.4.	Đặng Thị Thiều		None			0	0%	Biological mother
19.5.	Đỗ Văn Quân		None			0	0%	Brother
20	Vũ Thị Thu Thủy		Administrator			8.400	0,018%	
20.1	Trần Quang Dũng		None			0	0%	Son

8.1. Transactions of internal persons and affiliated persons with shares of the company
(According to the insider's stock transaction notice from semi-report date to 31/12/2025)

No.	Transactional party	Relationship with insider	Shares in possession at term beginning date		End-term numbers of shares in possession		Reason
			Number of shares	Equivalent percentage	Number of shares	Equivalent percentage	
1	Đặng Văn Giang	Mem. Of BoD	904.896	1,978	828.796	1,81	Portfolio structure
2	Hà Hồng Quang	Vice General Director	-	-	2.100	0,0046	Investment
3	Đặng Long Diệp	Vice General Director	18.120	0,0396	3.120	0,0068	Portfolio structure
4	Nguyễn Ngọc Chung	Vice General Director	13.680	0,0299	13.080	0,0285	Portfolio structure
5	Vũ Thị Thu Thủy	Administrator	8.400	0,018	9.000	0,019	Portfolio structure
6	Bùi Công Phách	Mem.of BoS	23.760	0,051	24.760	0,054	Portfolio structure
7	Nguyễn Xuân Hưng	Chairman. Of BoD	414.000	0,905	366.400	0,801	Portfolio structure
8	Bùi Văn Tiến	Affiliated persons of Bùi Thanh Tuyên	64.248	0,140	37.448	0,0818	Portfolio structure
9	Bùi Văn Việt	Repre.Dir	-	-	6.500	0,014	Portfolio structure
10	Bùi Văn Viễn	Affiliated persons of Bùi Văn Việt	54.240	0,118	53.940	0,117	Portfolio structure

XI. OTHER ISSUES OF NOTE: None

REPRESENTING THE BOARD OF DIRECTORS
CHAIRMAN

Recipients:

- As sent to;
- Archived at the BoD



NGUYỄN XUÂN HƯNG