

Hanoi, 28 January 2026

**CORPORATE GOVERNANCE REPORT IN 2025**

Dear:

- State Securities Commission;
- Hanoi Stock Exchange.

- Public company name: **JOINT STOCK COMPANY CIENCO4 GROUP**
- Head Office Address: 10<sup>th</sup>-11<sup>th</sup> floor, ICON4 Building, 243A De La Thanh street, Lang ward, Hanoi city.
- Phone: 0243.6420371 Fax: 0243.6811275 Email: info@cienco4.vn
- Charter Capital: 3,573,007,540,000 VND (*Three thousand five hundred seventy three billion seven million five hundred forty thousand Vietnamese Dong*).
- Stock Code: C4G.
- Corporate Governance Model: General Meeting of Shareholders, Board of Directors, Board of Supervisors and General Director.
- Regarding the implementation of internal audit function: Not yet implemented.

**I. ACTIVITIES OF THE GENERAL MEETING OF SHAREHOLDERS:**

In 2025, Cienco4 Group held the Annual General Meeting of Shareholders on April 25, 2025. The General meeting of shareholders approved the following issues:

Order	Resolution/Decision Number	Date/Month	Content
1	01/2025/Resolution-GSM	April 25, 2025	<ol style="list-style-type: none"><li>Approval of the Board of Directors's performance report in 2024 and Plan in 2025.</li><li>Approval of the Financial Report and Profit Distribution Plan in 2024.</li><li>Approve the Business production plan and financial targets in 2025.</li><li>Approve the Board of Supervisors' Performance Report.</li><li>Approving the level of remuneration and salary for the Board of directors and Board of Supervisors in 2024 and the payment plan in 2025.</li><li>Approve the plan to list shares on the centralized stock exchange.</li><li>Approve the authorization for the Board of Directors to decide and exercise certain rights and obligations under the authority of the General meeting of shareholders between the two annual meetings from 2025 to 2026.</li><li>Approve the results of the election of 01 additional member of the Board of Supervisors for the 2024-2029 term.</li><li>Approve the authorization for the Board of directors to select an auditor for the 2025 Financial Statements.</li></ol>

## II. BOARD OF DIRECTORS:

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

TT	Board Member	Position	Date of commencement/cease of membership of the Board of directors	
			Date of appointment	Dismissal Date
1	Nguyen Van Tuan	Chairman of the Board of Directors	27/04/2024	
2	Nguyen Tuan Huynh	Vice Chairman of the Board of Directors - General Director	27/04/2024	
3	Tran Thi Thu Ha	Member of the Board of directors - Deputy General Director	27/04/2024	
4	Ho Xuan Son	Member of the Board of directors - Deputy General Director and Director of Project Promotion Division	27/04/2024	
5	Nguyen Anh Tan	Member of the Board of directors – Assistant to the CEO	27/04/2024	
6	Dam Xuan Toan	Member of the Board of directors - Deputy General Director	27/04/2024	
7	Van Hong Tuan	Member of the Board of directors - Deputy General Director and Director of Human Resources, Person in charge of Corporate Governance, Person authorized to disclosure information	27/04/2024	
8	Le Trung Chien	Independent Member of Board of directors	27/04/2024	
9	Nguyen Thi Xuan	Independent Member of Board of directors	27/04/2024	
10	Nguyen Thi Van	Independent Member Board of directors	27/04/2024	

### 2. BOARD OF DIRECTORS MEETINGS

Order	Board Member	Number of meetings attended	Meetings' attended rate	Reason for not attending
1	Nguyen Van Tuan	27	100%	
2	Nguyen Tuan Huynh	27	100%	
3	Tran Thi Thu Ha	27	100%	
4	Ho Xuan Son	27	100%	
5	Nguyen Anh Tan	27	100%	
6	Dam Xuan Toan	27	100%	
7	Van Hong Tuan	27	100%	

8	Le Trung Chien	27	100%	
9	Nguyen Thi Xuan	27	100%	
10	Nguyen Thi Van	27	100%	

### 3. Supervisory activities of the Board of directors over the Executive Board.

Pursuant to the Charter and governance regulations of CIENCO4, the Board of Directors has supervised the activities of the General Director and the Executive Board in implementing the Resolutions of the General meeting of shareholders and the Board of Directors. This supervision is carried out through meetings of the Board of Directors with the Executive Board or the members of the Board of Directors directly participating in the meetings of the Executive Board. In addition, the Board of Directors directly works and discusses with the General Director and the Executive Board on issues related to the implementation of business activities and development orientation of the Group. For important issues, the Board of directors will hold specialized meetings to make specific decisions in the process of organizing the Group's production and business activities.

### 4. Activities of subcommittees under the Board of Directors:

The Group has no subcommittees under the Board of directors.

### 5. Resolutions/Decisions of the Board of Directors in 2025:

TT	Resolution/Decision number	Date	Content
1	01/2025/Resolution-BoD	03/01/2025	Transfer of land use rights of 8 (eight) plots of land in Tan Tao ward, Binh Tan district, Ho Chi Minh City to Ms. Dinh Thi Tuoi.
2	02/2025/Resolution-BoD	03/01/2025	Approval of the plan to issue a letter of credit commitment at BAC A commercial joint stock bank
3	2205/Decision-C4G	12/02/2025	Establishment of the Organizing Committee of the 2025 Annual general meeting of shareholders
4	03/2025/Resolution-BoD	17/02/2025	Temporarily stop recruiting personnel at the Group's Head office in 2025
5	04/2025/Resolution-BoD	18/02/2025	Closing the list of shareholders to exercise the right to attend the 2025 Annual General Meeting of Shareholders.
6	04A/2025/Resolution-BoD	06/03/2025	Second capital contribution to Quang Tri Airport Limited Liability Company.
7	2379 Decision-BoD	17/03/2025	Liquidation of 250Kva transformer station system.
8	2411/Decision-BoD	20/03/2025	Investment in equipment and assets.
9	05/2025/Resolution-BoD	21/03/2025	To approve the financial leasing at Vietnam International Financial Leasing Company Limited.
10	06/2025/Resolution-BoD	01/04/2025	Organizing the 2025 Annual General Meeting of Shareholders.
11	2536/Decision-BoD	03/04/2025	Liquidation of cement concrete mixing station with capacity of 60m <sup>3</sup> /h.
12	2538/Decision-BoD	03/04/2025	Establishment of a branch of Cienco4 Group Joint Stock Company – Laboratory Center.
13	2602/Decision-BoD	16/04/2025	Liquidation of 320Kva transformer station system
14	2603/Decision-BoD	16/04/2025	Liquidation of materials and equipment at J3 package of Ben Luc - Long Thanh expressway.
15	08/2025/Resolution-BoD	25/04/2025	Authorize loans, guarantees and loan guarantees with BIDV - Nghe An Branch.
16	2860/Decision-C4G	05/21/2025	Promulgating the Regulations on organization and operation of Cienco4 Laboratory Center

17	2914/Decision-BoD	05/28/2025	Liquidation of materials and equipment at warehouse J3
18	2925/Decision-BoD	30/05/2025	Liquidation of 01 Komatsu PC210L-6K wheel excavator
19	2956/Decision-C4G	05/06/2025	Merging the Party and Mass Organization Office into the Group's Human Resources Department
20	2957/Decision-C4G	05/06/2025	Merging Safety and Environment Department into Corporate Office
21	21004/Decision-BoD	12/06/2025	Approving the unit to audit the 2025 Financial Statements of Cienco4 Group Joint Stock Company
22	21005/Decision-BoD	12/06/2025	Liquidation of cement concrete mixing station with capacity of 90m <sup>3</sup> /h
23	21112/Decision-C4G	19/06/2025	Appoint Mr. Pham Xuan Nam as Deputy General Director of Cienco4 Group and Director of the Executive board of the project Package XL01, Hau Giang - Ca Mau
24	21204/Decision-C4G	30/06/2025	Mr. Nguyen Phuong Vinh ceased to hold the position of Authorized Representative at Educational Equipment Company 2.
25	21205/Decision-C4G	30/06/2025	Ms. Tran Thi Thu Ha is also the Authorized Representative at Educational Equipment Company 2.
26	21215/ Decision-BoD	30/06/2025	To Change the business registration content
27	21243/ Decision-BoD	03/07/2025	To Invest in equipment and assets
28	21355/ Decision-BoD	22/07/2025	Liquidation of equipment at warehouse J3
29	21678/ Decision-BoD	22/09/2025	To Implement the plan in which issue shares to pay dividends in 2024
30	21799/ Decision-BoD	09/10/2025	To Invest in equipment and assets
31	21858/ Decision-BoD	23/10/2025	Re-appointed Mr. Phan Sy Hung as Director of Finance Department and Chief Accountant of Cienco4 Group
32	12/2025/ Resolution-BoD	06/11/2025	To approve the financial leasing at Vietnam JSC Bank for Industry and Trade Financial Leasing Company Limited.
33	22037/Decision-BoD	21/11/2025	To Approve to stop implementing the plan to issue shares to pay dividends in 2024.
34	22224/Decision-BoD	08/12/2025	To Change of Representative of Cienco4 Group's capital contribution at Yen Lenh Bridge BOT Company Limited.

### 1. Information about Board of Supervisors members

TT	Member of the Board of supervision	Position	Start date as a member of the Board of supervisors	Date of ceasing to be a member of the Board of supervisors	Professional qualifications

1	Dao Thi Thanh Mai	Head of Board Supervisors	27/04/2024		Construction Economics Engineer
2	Phan Thi Lien	Member of Board of Supervisors	25/04/2025		Economics Bachelor
3	Pham Van Hieu	Member of Board of Supervisors	27/04/2024		Economics Bachelor

## 2. Board of Supervisors Meetings

TT	Member of the Board of supervisors	Number of meetings attended	Meeting attendance rate	Voting ratio	Reason for not attending the meeting
1	Dao Thi Thanh Mai	2	100%	100%	
2	Phan Thi Lien	1	50%	100%	Being the member of the Board of Supervisors from 25 April 2025.
3	Pham Van Hieu	2	100%	100%	

## 3. Supervisory activities of the Board of supervision over the Board of directors, the Executive Boards and shareholders.

- Supervising the activities of the Board of directors: Regarding the issuance of Resolutions and decisions related to the entire activities of the Group;
- Supervise the direction of the Board of directors over the activities of the Executive Boards;
- Monitor the activities of the Executive Boards in implementing the resolutions and decisions of the Board of directors;
- Supervise the management of production and business activities, activities related to investment, recruitment, policies for employees, rights and interests of shareholders...;
- Supervise the preparation of quarterly, 6-month and annual financial reports. Review quarterly, 6-month and annual financial reports before the Group publishes information on mass media;
- Participate in appraising investment preparation projects of the Group;
- For shareholders: In 2025, the Board of Supervisors did not receive any requests or complaints from shareholders or groups of shareholders.

## 4. Coordination of activities between the board of supervision and the activities of the Board of directors, the Executive Boards and other management staff.

- Attend Board of directors meetings; production briefing meetings; quarterly and 6-month summary meetings;
- Participate in the process of drafting and promulgating the Group's internal governance regulations;
- Participate in 6-month, year inventories to prepare Financial Reports;
- Participate in giving opinions in Financial statements audits, investment project audits;
- Participate in appraising estimates and finalizing investment projects;
- Participate in controlling operating costs and toll collection at BOT companies.

## 5. Other activities of the Board of supervision: None.

## IV. EXECUTIVE BOARD

Order	Board Member	Date of birth	Professional qualifications	Position	Date of appointment	Dismissal Date
1	Nguyen Tuan Huynh	13/11/1976	Master of Construction Economics	General Director	11/12/2014	
2	Tran Thi Thu Ha	26/05/1976	Construction Economics Engineer	Deputy General Director	23/10/2020	

3	Nguyen Dinh Nhuan	19/10/1978	Civil Engineer	Deputy General Director	02/07/2020	
4	Ho Xuan Son	26/08/1979	Master of Engineering	Deputy General Director and Director of project promotion division	29/08/2018	
5	Dam Xuan Toan	18/09/1976	Master of Engineering	Deputy General Director	20/01/2015	
6	Nguyen Phuong Vinh	07/10/1984	Master of Bridge and Tunnel Engineering	Deputy General Director	04/09/2019	30/06/2025
7	Van Hong Tuan	15/11/1980	Master of Construction Economics	Deputy General Director and Director of Human Resources	12/12/2022	
8	Vo Van Hoang	20/05/1986	Bridge and tunnel construction engineer	Deputy General Director	01/01/2024	
9	Pham Xuan Nam	06/06/1983	Bridge and tunnel construction engineer	Deputy General Director	19/06/2025	
10	Nguyen Ngoc Trung	25/12/1966	Construction machinery engineer	Director of Safety and Environment Department	01/07/2019	05/06/2025
11	Nguyen Trung Luong	19/06/1991	Construction and Materials Engineer	Director of Technology	27/06/2023	
12	Hoang Trung Kien	03/11/1980	Master of Business Administration	Director of Business	13/04/2023	
13	Nguyen Quang Dung	19/01/1979	Construction and loading machinery engineer	Director of Equipment Department	04/07/2022	
14	Vu Duc Dai	10/08/1986	Civil Engineer	Chief of Corporate Office	10/01/2024	
15	Nguyen Duy Hung	21/09/1978	Bachelor of Laws	Deputy Chief of Office and Head of Southern Representative Office	05/06/2025	

#### V. CHIEF ACCOUNTANT:

Chief Accountant	Date of birth	Professional qualifications	Date of appointment/dismissal
Mr. Phan Sy Hung	09/10/1979	Bachelor of Economics	23/10/2020

#### VI. TRAINING ON CORPORATE MANAGEMENT:

Corporate governance training courses attended by members of the Board of directors, members of the Supervisory board, General Director, other managers and Company Secretary in accordance with regulations on corporate governance during the period: None

**VII. LIST OF RELATED PERSONS OF PUBLIC COMPANY IN 2025 AND TRANSACTIONS OF RELATED PERSONS OF THE COMPANY WITH THE COMPANY ITSELF :**

1. List of related persons: Appendix 01
2. Transactions between the company and related persons of the company; or between the company and major shareholders, insiders, and related persons with insiders: Appendix 2
3. Transactions between company insiders, related persons of insiders and subsidiaries, companies controlled by the company: None
4. Transactions between the company and other entities: Appendix 2
- 4.1. Transactions between the company and companies in which the Board of directors, Supervisory board members, and the General Director have been or are founding members or members of the Board of directors, or executive directors within the past three (03) years (as of the time of reporting): Have been announced in the financial statements.
- 4.2. Transactions between the company and companies in which related persons of members of the Board of directors, members of the Supervisory Board, General Director and other managers are members of the Board of directors, General Director: Have been announced in the financial statements.
- 4.3. Other transactions of the company (if any) that may bring material or immaterial benefits to members of the Board of directors, members of the Supervisory board, General Director and other managers: None.

**VIII. SHARES TRADING BY INSIDERS AND RELATED PERSONS OF INSIDERS (2025 report):**

1. List of insiders and related persons of insiders. Appendix 03
2. Transactions of insiders and related persons on the Company's shares: None

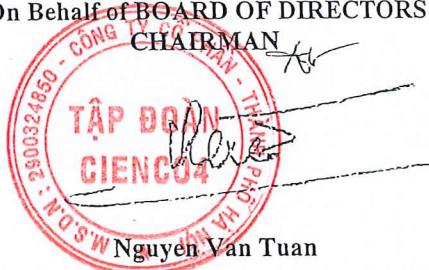
**VII. OTHER ISSUES TO CONSIDER:** None.

*Recipient:*

- As above;
- Members of the Board of directors, Supervisory board;
- Executive Boards;
- Cienco4 Group Website;
- Save:Documents,Office of the Board of directors.

On Behalf of BOARD OF DIRECTORS

CHAIRMAN



Nguyen Van Tuan

## LIST OF COMPANY RELATED PERSONS

Reporting period: 2025

Order	Full name	Securities trading account	Position in the company	NSH certificate number	Date of issue	Place of issue	Head office address/Contact address	The starting point is the related person	Time is no longer relevant	Reason	Related links to the company
A	LIST OF INSIDER										
I	BOARD OF DIRECTORS										
1	Nguyen Van Tuan		Chairman of the Board of Directors, Legal Representative					27/04/2024			Insider
2	Nguyen Tuan Huynh		Vice Chairman of the Board of Directors, General Director, Legal Representative					27/04/2024			Insider
3	Tran Thi Thu Ha		Member of Board of Directors, Deputy General Director					27/04/2024			Insider
4	Ho Xuan Son		Member of Board of Directors, Deputy General Director and Director of International Promotion Division.					27/04/2024			Insider
5	Nguyen Anh Tan		Member of Board of Directors, Assistant to General Director					27/04/2024			Insider
6	Dam Xuan Toan		Member of Board of Directors, Deputy General Director					27/04/2024			Insider
7	Van Hong Tuan		Member of the Board of Directors, Person in charge of corporate governance, Authorized Person to disclose Information, Deputy General Director and Director of Human Resources Department					27/04/2024			Insider

Order	Full name	Securities trading account	Position in the company	NSH certificate number	Date of issue	Place of issue	Head office address/Contact address	The starting point is the related person	Time is no longer relevant	Reason	Related links to the company
8	Le Trung Chien		Independent Member of Board of Directors					27/04/2024			Insider
9	Nguyen Thi Xoan		Independent Member of Board of Directors					27/04/2024			Insider
10	Nguyen Thi Van		Independent Member of Board of Directors					27/04/2024			Insider
II	EXECUTIVE BOARDS										
1	Nguyen Tuan Huynh		Vice Chairman of the Board of Directors, General Director, Legal Representative					27/04/2024			Insider
2	Ho Xuan Son		Member of Board of Directors, Deputy General Director and Director of International Promotion Division.					27/04/2024			Insider
3	Dam Xuan Toan		Member of Board of Directors, Deputy General Director					27/04/2024			Insider
4	Nguyen Phuong Vinh		Deputy General Director and Head of Southern Representative Office					04/09/2019	30/06/2025	Termination of employment contract	Insider
5	Nguyen Dinh Nhuan		Deputy General Director					02/07/2020			Insider
6	Tran Thi Thu Ha		Member of Board of Directors, Deputy General Director					27/04/2024			Insider
7	Van Hong Tuan		Member of the Board of Directors, Person in charge of corporate governance, Authorized Person to disclose Information, Deputy General Director and Director of Human Resources Department					27/04/2024			Insider

Order	Full name	Securities trading account	Position in the company	NSH certificate number	Date of issue	Place of issue	Head office address/Contact address	The starting point is the related person	Time is no longer relevant	Reason	Related links to the company
8	Vo Van Hoang		Deputy General Director and Director of Bung-Van Ninh Project Management Board					01/01/2024			Insider
9	Pham Xuan Nam		Deputy General Director and Director of Hau Giang - Ca Mau Project Management Board					19/06/2025		New appointment	Insider
10	Nguyen Ngoc Trung		Director of Safety and Environment Department					01/07/2019	05/06/2025	Job transfer	Insider
11	Nguyen Trung Luong		Director of Technology					27/06/2023			Insider
12	Hoang Trung Kien		Director of Business Department					13/04/2023			Insider
13	Nguyen Quang Dung		Director of Equipment Department					04/07/2022			Insider
15	Vu Duc Dai		Chief of Office					01/10/2024			Insider
16	Nguyen Duy Hung		Deputy Chief of Office and Head of Southern Representative Office					05/06/2025		New appointment	Insider
III	BOARD OF SUPERVISION										
1	Dao Thi Thanh Mai		Head of Supervisory Board					27/04/2024			Insider
2	Phan Thi Lien		Board Member					25/04/2025		New appointment	Insider
3	Pham Van Hieu		Board Member					27/04/2024			Insider
IV	CHIEF ACCOUNTANT/ Head of Finance and Accounting Department/ Person in charge of accounting										
1	Phan Sy Hung		Chief Accountant and Director of Finance Department					23/10/2020			Insider
V	LEGAL REPRESENTATIVE										
1	Nguyen Van Tuan		Chairman of the Board of Directors					27/04/2024			Insider

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Order	Full name	Securities trading account	Position in the company	NSH certificate number	Date of issue	Place of issue	Head office address/Contact address	The starting point is the related person	Time is no longer relevant	Reason	Related links to the company
2	Nguyen Tuan Huynh		Vice Chairman of the Board of Directors and General Director					27/04/2024			Insider
VI	<b>AUTHORIZED PERSON TO DISCLOSE INFORMATION</b>										
1	Van Hong Tuan		Member of Board of Directors, Deputy General Director and Director of Human Resources Department					27/04/2024			Insider
VII	<b>CORPORATE ADMINISTRATOR</b>										
1	Van Hong Tuan		Member of Board of Directors, Deputy General Director and Director of Human Resources Department					27/04/2024			Insider
B	<b>ORGANIZATIONS OWNING OVER 10%</b>										
1	New Link Joint Stock Company										Major shareholder
C	<b>LIST OF SUBSIDIARIES/ AFFILIATES/ JOINT VENTURES</b>										
1	Cienco4 Land Investment Joint Stock Company										Subsidiary
2	Green Tea Islands Joint Stock Company										Subsidiary
3	Educational Equipment Joint Stock Company 2										Subsidiary
4	Shanghai Investment Co., Ltd.										Subsidiary
5	Cienco4 Consulting Joint Stock Company										Affiliated companies
6	412 Joint Stock Company										Affiliated companies
7	422 Joint Stock Company										Affiliated companies

Order	Full name	Securities trading account	Position in the company	NSH certificate number	Date of issue	Place of issue	Head office address/Contact address	The starting point is the related person	Time is no longer relevant	Reason	Related links to the company
10	499 Joint Stock Company										Affiliated companies
9	Cienco4 Japan Bridge Joint Stock Company										Affiliated companies
10	Yen Lenh BOT Company Limited										Joint venture company
11	Cienco4-319 Corporation Two members BOT for NH 1A Company Limited										Joint venture company
12	Thai Nguyen – Cho Moi BOT Company Limited										Joint venture company
13	Phuc Thanh Hung Investment Joint Stock Company										Company with investment capital
14	Quang Tri Airport Company Limited										Company with investment capital

Transactions between a company and parties related to the company; or between a company and major shareholders, insiders, or parties related to insiders.

2025

No.	Name of organization/individual	Relationship with the company	NSH Information			Head office address/ Contact address	Time of transaction with the company	Resolution and Decision numbers approved by the Board of Directors.	Transaction information		Note
			NSH number	Date issued	Issuing authority				Transaction details	Transaction value	
1	499 Joint Stock Company	Affiliated company								4.128.423.605	
1.1							No. 12125/2023/C4-499 dated July 24, 2023; No. 1327/2021/HĐKT/C4-499 dated March 2, 2021; No. 1292/2021/HĐKT/C4-499 dated February 25, 2021; No. 0109/2023/HĐTTB/C4-499 dated September 1, 2023; No. 12985/2023/HĐTTB/C4-499 dated October 9, 2023	Resolution No. 12/2024/NQ-HĐQT dated December 31, 2024	Construction projects	4.128.423.605	
2	422 Joint Stock Company	Affiliated company								20.644.662.788	
2.1							Contract No. 13670/2017/HĐKT dated December 28, 2017, Contract Appendix No. 03 dated December 31, 2023, term December 31, 2024 and Contract No. 1008/2023/HĐTB/C4-422 dated August 1, 2023; Contract No. 307/2025/HĐTB/C4-422 dated September 7, 2025; Contract No. 245/2025/HĐTB/C4-422 dated July 1, 2025.	Resolution No. 12/2024/NQ-HĐQT dated December 31, 2024	Rental of machinery, equipment and office space.	723.736.036	
2.2							No. 12898/2019/C4-422 dated December 25, 2019; No. 34/HĐ/2021/C4-422 dated January 8, 2021; No. 1154/2022/HĐ/C4-422 dated February 15, 2022; No. 1375/2019/C4-422 dated March 1, 2019; No. 12451/2020/C4-422 dated October 8, 2020; No. 14/2021/HĐKT/C4-422 dated January 5, 2021; No. 18/2023/HĐKT/C4-422 dated January 4, 2023; Contract No. 11852/HĐKT/2025/C4-422 dated July 3, 2025.	Resolution No. 12/2024/NQ-HĐQT dated December 31, 2024	Construction projects	18.675.842.153	
2.3								Resolution No. 1A/2021/NQ-HĐQT dated January 1, 2021	Loans, interest rates	1.080.000.000	
2.4									Other	165.084.599	

No.	Name of organization/individual	Relationship with the company	NSH Information			Head office address/ Contact address	Time of transaction with the company	Resolution and Decision numbers approved by the Board of Directors.	Transaction information		Note
			NSH number	Date issued	Issuing authority				Transaction details	Transaction value	
3	412 Joint Stock Company	Affiliated company								47.026.279.637	
3.1							Contract No. 1718/2023/HĐKT/C4-412 dated August 17, 2023; Contract No. 02/2023/C4-CT412 dated January 1, 2023; Contract No. 01-07/HĐKT/2025/412-C4 dated July 1, 2025.	Resolution No. 12/2024/NQ-HĐQT dated December 31, 2024	Rental of machinery, equipment and office space.	2.179.621.243	
3.2							No. 12900/2019/C4-412 dated December 25, 2019; No. 1652/2023/HĐKT/C4-412 dated March 22, 2023; No. 12384/2020/HD/C4-412 dated September 30, 2020; No. 1124/2023/HĐ/C4-412 dated February 2, 2023; No. 1123/2023/HĐ/C4-412 dated February 1, 2023; No. 12155/2023/HĐKT/C4-412 dated July 26, 2023; No. 12/HĐKT/2021/C4-412 dated January 5, 2021; Contract No. 17/HĐKT/2023/C4-412 dated January 4, 2023; Contract No. 1155/2022/HD/C4-412 dated February 15, 2022; Contract No. 1718/2023/HĐKT/C4-412 dated August 17, 2023; Contract No. 02/2023/C4-CT412 dated January 1, 2023; Contract No. 12704/HĐKT/2025/C4-412 dated September 26, 2025.	Resolution No. 12/2024/NQ-HĐQT dated December 31, 2024	Construction projects	42.100.865.178	
3.3								Resolution No. 1A/2021/NQ-HĐQT dated January 1, 2021	Loans, interest rates	2.611.975.708	
3.4									Other	133.817.508	
4	CIENCO4 Land Investment Joint Stock Company	Subsidiary company								5.873.136.393	
4.1							Contract No. 2908/2025/HĐTTB/C4G-C4L dated August 29, 2025	Resolution No. 12/2024/NQ-HĐQT dated December 31, 2024	Equipment rental	1.014.809.976	

No.	Name of organization/individual	Relationship with the company	NSH Information			Head office address/ Contact address	Time of transaction with the company	Resolution and Decision numbers approved by the Board of Directors.	Transaction information		Note
			NSH number	Date issued	Issuing authority				Transaction details	Transaction value	
4.2							Contract No. 1669/2019/C4-C4Land dated April 4, 2019; Contract No. 1575/2021/Construction Contract/C4-C4LAND dated March 30, 2021; Contract No. 1185/2023/Economic Contract/C4-LAND dated February 7, 2023; Contract No. 11895/2023/Contract/C4-LAND dated July 4, 2023	Resolution No. 12/2024/NQ-HDQT dated December 31, 2024	Construction projects	4.858.326.417	
5	Thai Nguyen Cho Moi BOT Company Limited	Joint Venture Company								30.840.107.967	
5.1							Decision No. 11352/VT/2022/HD/C4-BOTTNCM dated June 16, 2022	Resolution No. 12/2024/NQ-HDQT dated December 31, 2024	Supply of materials	1.956.307.064	
5.2							Contract No. 12397/2020/HD/C4-BOT dated September 30, 2020; Contract No. 12338/2022/HD/C4-BOTTNCM dated September 29, 2022; Contract No. 11223/2022/HD/C4-BOTTNCM dated June 1, 2022; Contract No. 11987/2020/C4-BOTTNCM dated August 20, 2020; Contract No. 11892/2023/HD/C4-BOTTNCM dated July 4, 2023;	Resolution No. 12/2024/NQ-HDQT dated December 31, 2024	Construction projects	28.883.800.903	
6	Phuc Thanh Hung Investment Joint Stock Company	Joint Venture Company								4.828.030.345	
6.1							Decision No. 01/2021/HD-PTH/XL03 dated November 10, 2021	Resolution No. 12/2024/NQ-HDQT dated December 31, 2024	Construction projects	4.828.030.345	
7	Duy Tuan HP Construction Joint Stock Company	Related to the Board of Directors								19.359.235.183	
7.1							Contract No. 100-122/2025/HDTTB/C4G-DT dated December 26, 2024; Contract No. 124-155/2025/HDTTB/C4G-DT dated May 1, 2025.	Resolution No. 12/2024/NQ-HDQT dated December 31, 2024	Equipment rental	19.359.235.183	
8	Quang Tri Airport Company Limited	Joint venture company								65.327.950.214	

No.	Name of organization/individual	Relationship with the company	NSH Information			Head office address/Contact address	Time of transaction with the company	Resolution and Decision numbers approved by the Board of Directors.	Transaction information		Note
			NSH number	Date issued	Issuing authority				Transaction details	Transaction value	
8.1							No. 36A/2024/CHKQT-HĐXL dated July 1, 2024; No. 180624/2024/HD-CHKQT-CIENCO4 dated June 18, 2024.	Resolution No. 12/2024/NQ-HĐQT dated December 31, 2024	Construction projects	65.327.950.214	
9	Cienco4 Japan Bridge Joint Stock Company	Affiliated company								2.053.819.162	
9.1							No. 1894/2023/C4-C4JB dated April 10, 2023; No. 1893/2023/C4-C4JB dated April 10, 2023; No. 1994/2023/C4-C4JB dated April 18, 2023; No. 1995/2023/C4-C4JB dated April 18, 2023; No. 13031/2023/C4-C4JB dated October 13, 2023	Resolution No. 12/2024/NQ-HĐQT dated December 31, 2024	Rental of machinery, equipment and office space.	2.053.819.162	
10	Yen Lanh BOT Company Limited	Joint venture company								2.342.797.856	
10.1							No. 01/2024/HDVV/CIENCO4-BOT dated January 16, 2024; No. 01/2017/HDVV/CIENCO4-BOT dated December 26, 2017.	Resolution No. 12/2024/NQ-HĐQT dated December 31, 2024	Loans, interest rates	2.342.797.856	
11	Educational Equipment Joint Stock Company 2	Subsidiary company								263.946.064	
11.1							No. 13.2023/HĐVT/CIENCO4 dated August 23, 2023; No. 01.2025/HĐVT/CIENCO4 dated January 24, 2025	Resolution No. 12/2024/NQ-HĐQT dated December 31, 2024	Loans, interest rates	263.946.064	
	Grand Total									202.688.389.214	

## LIST OF INSIDERS AND RELATED PERSONS OF INSIDERS

Reporting period: 2025

Order	Full name	Securities trading account (if any)	Position in the company (if any)	Relationship with insiders	NSH certificate number	Date of issue of NSH certificate	Contact address	Number of shares owned at the end of the period	End of period share ownership ratio (%)	Note
1	2	3	4	5	6	7	8	9	10	11
1	Nguyen Van Tuan		Chairman of the Board of Directors, Legal Representative					0		-
1.01	Nguyen Van Hau			Father						Lost
1.02	Le Thi Que			Mother				0		-
1.03	Nguyen Thi Tuyet			Younger sister				0		-
1.04	Nguyen Thi Bich			Younger sister				0		-
1.05	Nguyen Thi Le			Younger sister				0		-
1.06	Nguyen Van Thanh			Younger brother				0		-
1.07	Nguyen Thi Hoai Van			Wife						-
1.08	Nguyen Tuan Anh			Offspring						-
1.09	Nguyen Nhat Minh			Offspring				0		-
1.10	Nguyen Canh Tan			Father in law				0		-
1.11	Nguyen Thi Huong Sen			Mother in law				0		-
1.12	Nguyen Van Nhuan			Brother in law				0		-
1.13	Le Cao Dang			Brother in law				0		-
1.14	Dang Thi Phuong Nhung			Sister in law				0		-
1.15	Vo Ha Chau			Brother in law				0		-
1.16	Cienco4 Land Investment Joint Stock Company		Subsidiary	Mr. Nguyen Van Tuan is the Representative of the company, Chairman of the Board of Directors of the company.				0		-

1.17	Green Tea Islands Joint Stock Company		Subsidiary	Mr. Nguyen Van Tuan is the Representative of the company, Chairman of the Board of Directors of the company.					-	-	
2	Nguyen Tuan Huynh		<b>Vice Chairman of the Board of Directors, General Director, Legal Representative</b>						<b>6.239.916</b>	1,75	
2.01	Nguyen Tuan Oanh			Father					-	-	Lost
2.02	Nguyen Thi Dien			Mother					-	-	
2.03	Dinh Van Tuyen			Father in law					-	-	
2.04	Nguyen Thi Ten			Mother in law					-	-	
2.05	Nguyen Tuan Hoanh			Older brother					-	-	
2.06	Nguyen Thi Hanh			Older sister					-	-	
2.07	Nguyen Thi Thai			Older sister					-	-	
2.08	Nguyen Thi Binh			Older sister					-	-	
2.09	Nguyen Tuan Nghi			Younger brother					<b>5.064.999</b>	1,42	
2.10	Dinh Thi Anh Phuong		Party Office Specialist - Mass Organizations	Wife					<b>7.444.444</b>	2,08	
2.11	Nguyen Thi Phuong Chi			Offspring					-	-	
2.12	Nguyen Tuan Phuc			Offspring					-	-	
2.13	Ho Thi Que			Sister in law					-	-	
2.14	Duong Manh Duong			Brother in law					-	-	
2.15	Nguyen Que Dao			Brother in law					-	-	
2.16	Nguyen Duy Mao			Brother in law					-	-	
2.17	Phan Thi Hue			Sister in law					-	-	
2.18	Cienco4 Japan Bridge Joint Stock Company		Affiliated companies	Mr. Nguyen Tuan Huynh is Vice Chairman of the Board of Directors and legal representative of the company.					-	-	



3	Tran Thi Thu Ha		Member of Board of Directors, Deputy General Director					872.380	0,24	
3.01	Trieu Duc Hung			Husband				-	-	
3.02	Tran Duc Huy			Father				-	-	Lost
3.03	Nguyen Thi Bach Yen			Mother						Lost
3.04	Tran Thai Hoang			Younger brother				-	-	
3.05	Trieu Ha My			Offspring				-	-	
3.06	Trieu Yen Nhi			Offspring				-	-	
3.07	Do Minh Cong			Mother in law				-	-	
3.08	Trieu Viet			Father in law						Lost
3.09	Educational Equipment Joint Stock Company 2		Subsidiary	Ms. Tran Thi Thu Ha is the authorized representative at the company.				-	-	
4	Ho Xuan Son		Member of Board of Directors - Deputy General Director and Director of International Promotion Division					208.000	0,06	
4.01	Ho Xuan Trung			Father						Lost
4.02	Nguyen Thi Hong			Mother				-	-	
4.03	Nguyen Thi Nhung			Mother in law				-	-	
4.04	Dinh Anh Tuan			father in law						Lost
4.05	Ho Xuan Dung			Older brother				-	-	
4.06	Dinh Thi Thanh Huyen		Human Resources Specialist	Wife				-	-	
4.07	Ho Ha Uyen			Daughter				-	-	
4.08	Ho Huyen Anh			Daughter				-	-	Young
4.09	Ho Xuan Khoi Nguyen			Boy				-	-	Young
4.10	Nguyen Thi Khanh Van			Sister in law				-	-	

4.11	414 Joint Stock Company			Mr. Ho Xuan Son is a member of the Board of Directors.					-	-
4.12	Phuc Thanh Hung Investment Joint Stock Company		Joint venture company	Mr. Ho Xuan Son is a member of the company's Board of Directors.					-	-
4.13	Quang Tri Airport Company Limited		Joint venture company	Mr. Ho Xuan Son is the authorized representative at the company.					-	-
<b>5</b>	<b>Nguyen Anh Tan</b>		<b>Member of Board of Directors, Assistant to General Director</b>					<b>279.003</b>	<b>0,09</b>	
5.01	Nguyen Thi Phuong			Mother				-	-	
5.02	Nguyen Anh Duc			Older brother				-	-	
5.03	Nguyen Thi Minh Phuong			Older sister				-	-	
5.04	Nguyen Thi Hien Luong			Older sister				-	-	
5.05	Nguyen Thi Thu Huyen		Deputy Director of Business Department	Wife				-	-	
5.06	Nguyen Minh Thu			Offspring				-	-	Young
5.07	Nguyen Thi Lien			Mother in law				-	-	
5.08	Nguyen Huu Hao			Father in law				-	-	
5.09	Nguyen Thi Ngoc Anh			Sister in law				-	-	
5.10	Le Quang Hong			Brother in law				-	-	
5.11	Nguyen Xuan Khoa			Brother in law				-	-	
<b>6</b>	<b>Dam Xuan Toan</b>		<b>Member of Board of Directors, Deputy General Director</b>					-	-	
6.01	Dam Xuan Thung			Father						Lost
6.02	Vo Thi Tam			Mother						Lost
6.03	Dam Thi Hue			Older sister				-	-	
6.04	Dam Xuan Tu			Older brother				-	-	
6.05	Dam Xuan Tung			Older brother				-	-	
6.06	Nguyen Thi Thanh Tam			Wife				-	-	

6.07	Dam Tri Nguyen			Offspring					-	-	Young
6.08	Dam Thu Binh			Offspring					-	-	Young
6.09	Pham Huu Lan			Brother in law					-	-	
6.10	Nguyen Thuy Trang			Sister in law					-	-	
6.11	Au Thi Oanh			Sister in law					-	-	
6.12	Nguyen Mai Lan			Father in law					-	-	
6.13	Hoang Thi Hoi			Mother in law					-	-	
7	<b>Van Hong Tuan</b>	<b>021C172333</b>	<b>Member of the Board of Directors - Deputy General Director and Director of Human Resources, Person in charge of corporate governance</b>						<b>20.696</b>	<b>0,01</b>	
7.01	Van Thanh Tinh			Father					-	-	
7.02	Nguyen Thi Dung			Mother					-	-	
7.03	Van Thanh Danh			Younger brother					-	-	
7.04	Nguyen Thi Linh Chi			Wife					-	-	Young
7.05	Van Tan Sang			Offspring					-	-	Young
7.06	Van Tan Phat			Offspring					-	-	Young
7.07	Nguyen Phung Viet			Father in law					-	-	
7.08	Nguyen Thi Nha			Mother in law					-	-	
7.09	New Link Joint Stock Company		Major shareholder	Mr. Van Hong Tuan is Chairman of the Board of Directors of the company.					<b>37.064.779</b>	<b>10,37</b>	
8.11	Construction and Investment Joint Stock Company 415			Mr. Van Hong Tuan is Vice Chairman of the Board of Directors.					-	-	
8.12	Cienco4 Japan Bridge Joint Stock Company		Affiliated companies	Mr. Van Hong Tuan is a member of the company's Board of Directors.					-	-	

7.13	Thai Nguyen - Cho Moi BOT Company Limited		Joint venture company	Mr. Van Hong Tuan is Chairman of the Board of Directors of the company.							
8	<b>Le Trung Chien</b>		<b>Independent Member of Board of Directors</b>								
8.01	Le Quang Diem			Father						-	-
8.02	Dinh Thi Vinh			Mother						-	-
8.03	Le Thi Thanh Huong			Younger sister						-	-
8.04	Le Thi Thanh Ha			Younger sister						-	-
8.05	Le Thi Thu Hien			Wife						-	-
8.06	Le Quynh Trang			Offspring						-	-
8.07	Le Hien Anh			Offspring						-	-
8.08	Le Vinh Long			Father in law						-	-
8.09	Phan Thi Lan			Mother in law						-	-
8.10	Ho Thanh Phong			Brother in law						-	-
8.11	Pham Hiep Hoang			Brother in law						-	-
9	<b>Nguyen Thi Xuan</b>		<b>Independent Member of Board of Directors</b>							-	-
9.01	Nguyen Van Thai			Father						-	-
9.02	Dam Thi Hop			Mother						-	-
9.03	Pham Thi Thao			Mother in law						-	-
9.04	Hoang Van Nhuong			Father in law							Lost
9.05	Hoang Truong Giang			Husband						-	-
9.06	Nguyen Hong Xiem			Older brother						-	-
9.07	Nguyen Thi Lua			Younger sister						-	-
9.08	Nguyen Thi Lua			Younger sister						-	-
9.09	Ho Thi Thuy Linh			Sister in law						-	-
9.10	Nguyen Ngoc Nhan			Brother in law						-	-
9.11	Ngo Tat Thanh			Brother in law						-	-
9.12	Hoang Nam Khanh			Offspring						-	-
9.13	Hoang Minh Duy			Offspring						-	-

10	Nguyen Thi Van		Independent Member of Board of Directors						-	-	
10.01	Bui Xuan Thanh			Husband					-	-	
10.02	Bui Thi Quynh Chi			Offspring					-	-	Young
10.03	Bui Bich Ngoc			Offspring					-	-	Young
10.04	Nguyen Van An			Father					-	-	
10.05	Nguyen Thi Tuoc			Mother							Lost
10.06	Nguyen Ngoc Le			Older brother					-	-	
10.07	Duong Thi Luan			Sister in law					-	-	
10.08	Nguyen Thi Dieu Thuy			Older sister					-	-	
10.09	Chu Quang Hung			Brother in law					-	-	
10.10	Nguyen Thi Anh			Younger sister					-	-	
10.11	Nguyen Van Bang			Brother in law					-	-	
10.12	Nguyen Cong The			Younger brother					-	-	
10.13	Thach Thi Thuy			Sister in law					-	-	
10.14	Duong Thi Tam			Mother in law					-	-	
10.15	Bui Van Tu			Father in law					-	-	
11	Nguyen Dinh Nhuan		Deputy General Manager						-	-	
11.01	Nguyen Thi Be			Mother					-	-	
11.02	Nguyen Dinh Chi			Father							Lost
11.03	Nguyen Dinh Quang Vinh			Offspring					-	-	Young
11.04	Nguyen Phuong Anh			Offspring					-	-	Young
11.05	Nguyen Phuong Nhi			Offspring					-	-	Young
11.06	Nguyen Thi Tra My			Younger sister					-	-	
11.07	Tran Chau At			Brother in law					-	-	
11.08	Nguyen Thi Thanh			Wife					-	-	
11.09	Nguyen Van Nam			Father in law					-	-	
11.10	Nguyen Thi Que			Mother in law					-	-	
11.11	Nguyen Nhat Nguyet Nhi			Offspring					-	-	

12	Vo Van Hoang	021C176570	Deputy General Director and Director of Bung - Van Ninh section Project							
12.01	Vo Khac Sung			Father					-	-
12.02	Van Thi Quy			Mother					-	-
12.03	Vo Van Son			Older brother					-	-
12.04	Nguyen Thi Huong			Sister in law					-	-
12.05	Vo Van Linh			Older brother					-	-
12.06	Vo Thi Mo			Older sister					-	-
12.07	Nguyen Huy Giap			Brother in law					-	-
12.08	Vo Thi Anh			Younger sister					-	-
12.09	Tran Dinh Hung			Brother in law					-	-
12.10	Pham Ngoc Bang			Father in law					-	-
12.11	Ho Thi Minh Hoan			Mother in law					-	-
12.12	Pham Thi Thuy Dung			Wife					-	-
12.13	Vo Nha Khanh Ha			Daughter					-	-
12.14	Vo Thanh Binh			Boy					-	-
12.15	Vo Thanh Minh			Boy					-	-
13	Pham Xuan Nam	022C013144	Deputy General Director and Director of Hau Giang - Ca Mau Management Board						-	-
13.01	Pham Van Dieu			Father						Lost
13.02	Hoang Thi Lien			Mother						
13.03	Pham Thi Minh Nguyet			Older sister						
13.04	Pham Van Hai			Older brother						
13.05	Pham Thi Thanh Nga			Older sister						
13.06	Hoang Phuoc Dan			Brother in law						
13.07	Tran Van Ngoc			Brother in law						
13.08	Pham Thi Lan			Sister in law						
13.09	Tran Thi Thanh Thuy			Wife						

13.10	Pham Tran Ha My			Son						
13.11	Pham Tran Khanh Chi			Son						
13.12	Pham Tran Khanh An			Son						
13.13	Tran Xuan Ky			Father in law						
13.14	Nguyen Thi Huong			Mother in law						
14	Dao Thi Thanh Mai	021C173945	Head of Control Board, Deputy Director of Business Department					2.423	0,00%	
14.01	Dao Xuan Mai			Father				-	-	
14.02	To Thi Thuan			Mother				-	-	
14.03	Dao Manh Ha			Older brother				-	-	
14.04	Nguyen Thi Nghi Hai			Sister in law				-	-	
14.05	Le Nhu Huong			Father in law				-	-	
14.06	Vu Thi Quy			Mother in law				-	-	
14.07	Le Manh Anh			Husband				-	-	
14.08	Le Mai Phuong			Offspring				-	-	
14.09	Le Minh Duc			Offspring				-	-	
15	Pham Van Hieu	021C175158	Member of Board of Supervisors, Deputy Director of Human Resources Department					725	0,00%	
15.01	Ho Thi Hang			Wife				-	-	
15.02	Pham Tung Lam			Boy				-	-	Young
15.03	Pham Quang Anh			Boy				-	-	Young
15.04	Pham Van Mich			Father				-	-	
15.05	Nguyen Thi Dan			Mother						Lost
15.06	Pham Van Hanh			Younger brother				-	-	
15.07	Pham Thi Thuy			Younger sister				-	-	
15.08	Pham Thi Chung			Younger sister				-	-	
15.09	Ho Hoai An			Father in law				-	-	
15.10	Le Thi Lan			Mother in law				-	-	
15.11	Le Thi Anh			Sister in law				-	-	

15.12	Vo Ngoc Chon			Brother in law				-	-	
16	Phan Thi Lien	021C180800	Board of Supervisors Member, Staff of Human Resources Department					-		
16.01	Phan Van Phu			Father				-		
16.02	Tran Thi Hieu			Mother				-		
16.03	Phan Thi Phuong			Older sister				-		
16.04	Phan Duc Khanh			Younger brother				-		
16.05	Phan Thi Ly			Younger sister				-		
16.06	Nguyen Van Luan			Brother in law				-		
16.07	Nguyen Van Quang			Brother in law				-		
16.08	Le Thi Thu Duyen			Sister in law				-		
16.09	Nguyen Tuan Dai			Husband				14.540.680	4,07%	
16.10	Nguyen Ha Linh			Son				-		
16.11	Nguyen Tuan Hiep			Son				-		
16.12	Nguyen Quynh Nhu			Son				-		
16.13	Nguyen Tuan Hoanh			Father in law				-		
16.14	Ho Thi Que			Mother in law				-		
17	Phan Sy Hung		Director of Finance Department and Chief Accountant					53.000	0,01%	
17.01	Phan Sy Thach			Father						Lost
17.02	Phan Thi Cat			Mother				-	-	
17.03	Phan Thi Thanh Hoai			Older sister				-	-	
17.04	Nguyen Huy Dong			Brother in law				-	-	
17.05	Phan Thi Bich Hanh			Older sister				-	-	
17.06	Nguyen Tong Thang			Brother in law				-	-	
17.07	Phan Thi Le Hang			Older sister				-	-	
17.08	Tran Thanh Long			Brother in law				-	-	
17.09	Bui Viet Loi			Father in law				-	-	
17.10	Tran Thi Nga			Mother in law				-	-	
17.11	Bui Thi Nhu Ai		Environmental Safety Specialist	Wife				-	-	

17.13	Phan Sy Nguyen			Boy					-	-	
17.13	Phan Sy Linh			Boy					-	-	Young
17.14	Educational Equipment Joint Stock Company 2		Subsidiary	Mr. Phan Sy Hung is a member of the Board of Directors and Representative of the company.					-	-	
18	Nguyen Trung Luong		Director of Technology Department						-	-	
18.01	Pham Anh Thu			Wife					-	-	
18.02	Nguyen Minh Quan			Offspring					-	-	
18.03	Nguyen Minh Khoi			Offspring					-	-	
18.04	Nguyen Trung Sa			Father					-	-	
18.05	Dam Thi Luong			Mother					-	-	
18.06	Pham Ngoc Anh			Father in law					-	-	
18.07	Dang Thi Thuc			Mother in law					-	-	
18.08	Nguyen Thi Hai Yen			Younger sister					-	-	
18.09	Doan Manh Phuc			Brother in law					-	-	
19	Hoang Trung Kien		Director of Business Department						-	-	
19.01	Trinh Thi Van Dai			Wife					-	-	
19.02	Hoang Trung Hai			Boy					-	-	
19.03	Hoang Trung Nguyen			Boy					-	-	Young
19.04	Hoang Van Cam			Father					-	-	
19.05	Dang Thi My			Mother					-	-	
19.06	Hoang Le Na			Older sister					-	-	
19.07	Trinh Van Van			Father in law					-	-	
19.08	Vo Thi Duc			Mother in law					-	-	
20	Nguyen Quang Dung	021C626445	Director of Equipment Department						-	-	
20.01	Nguyen Thi Phuong Thao			Wife					-	-	

20.02	Nguyen Quang Tue Minh			Boy					-	-	
20.03	Nguyen Hanh Lam			Daughter					-	-	Young
20.04	Nguyen Duc Long			Boy					-	-	Young
20.05	Nguyen Quang My			Father					-	-	
20.06	Pham Thi Thanh			Mother					-	-	
20.07	Nguyen Quang Hung			Younger brother					-	-	
20.08	Ngo Thi Thu Ha			Sister in law					-	-	
20.09	Nguyen Sy Mui			Father in law					-	-	
20.10	Nguyen Thi Mai			Mother in law					-	-	
21	Vu Duc Dai	021C778886	Chief of Office						-	-	
21.01	Phan Thi Nga			Wife					-	-	
21.02	Vu Tai Manh			Offspring					-	-	Young
21.03	Vu Minh Khoi			Offspring					-	-	Young
21.04	Vu Van Hung			Father					-	-	
21.05	Tran Thi Thanh			Mother					-	-	
21.06	Vu Hong Vy			Older brother					-	-	
21.07	Vu Thi Khanh			Younger sister					-	-	
21.08	Vu Xuan Hoa			Younger brother					-	-	
21.09	Phan Van Binh			Father in law					-	-	
21.10	Pham Thi Nguyet			Mother in law					-	-	
21.11	Nguyen Thu Trang			Sister in law					-	-	
21.12	Hoang Thi Trung			Sister in law					-	-	
21.13	Nguyen Manh Quan			Brother in law					-	-	
22	Nguyen Duy Hung		Deputy Chief of Office and Head of Southern Representative Office						-	-	
22.01	Nguyen Van Dung			Father					-	-	Lost
22.02	Nguyen Thi Hong			Mother					-	-	
22.03	Doan Chinh Tuyen			Father in law					-	-	Lost
22.04	Nguyen Thi Hong Thai			Mother in law					-	-	Lost

22.05	Doan Thi Kim Tuyen			Wife					-	-	
22.06	Nguyen Doan Minh Thuong			Offspring					-	-	
22.07	Nguyen Doan Minh Anh			Offspring					-	-	
22.08	Nguyen Thi Ha			Sister					-	-	
22.09	Phan Duc Ngoan			Brother in law					-	-	
22.10	Nguyen Duy Nghi			Younger brother					-	-	
22.11	Le Nguyen Tuong Van			Sister in law					-	-	
22.12	Nguyen Duy Ky			Younger brother					-	-	
22.13	Nguyen Thi Duy Ai			Sister in law					-	-	
22.14	Educational Equipment Joint Stock Company 2			Mr. Nguyen Duy Hung is Deputy Director of the Company.					-	-	

**INSIDER'S TRANSACTION AND RELATED PERSON TO CIANO SHARES**  
**Reporting Period: 2025**

No.	Transaction's Person	Related Insider	Owned Shares in the beginning		Owned Shares in the end		Increased , Decreased Reason(Selling, Buying, Transaction, Award...)
			Amount	Ratio (%)	Amount	Ratio (%)	
1	Mr Ho Xuan Son	Member of BoD, Deputy General Director, Director of International Promotion Division	212.000	0,06%	208.000	0,06%	Selling
2	Mr Nguyen Anh Tan	Member of BoD, Assistant to General Director.	305.203	0,09%	279.003	0,08%	Selling