

REPORT ON THE COMPANY'S GOVERNANCE SITUATION
first six months of 2026

Dear:

- State Securities Commission;
- Hanoi Stock Exchange.

- Public company name: **JOINT STOCK COMPANY CIENCO4 GROUP**
- Head office address: Floors 10-11, 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 (*Three thousand five hundred seventy-three billion seven million five hundred forty thousand*) VND.
- Stock ticker symbol: C4G.
- Corporate governance model: General Shareholders' Meeting, Board of Directors, Supervisory Board, and General Director.
- Regarding the implementation of internal audit functions: Not yet implemented.

I. ACTIVITIES OF THE GENERAL SHAREHOLDER MEETING:

In the first six months of 2026, CIENCO4 Group held its Annual General Meeting of Shareholders on April 29, 2026. The General Meeting of Shareholders approved the following matters:

No.	Resolution/Decision Number	Date	Content
1	01/NQ-ĐHĐCĐ	April 29, 2026	1. Through the report of the Board of Directors. 2. Through the 2025 Financial Report. 3. Through changes to the profit distribution plan for 2024. 4. Through the profit-sharing plan for 2025. 5. Through the business plan and financial targets for 2026. 6. Through the Supervisory Board's activity report. 7. Through the payment of remuneration and salaries to the Board of Directors and Supervisory Board in 2025 and the payment plan for 2026. 8. Through a plan to list shares on a centralized stock exchange. 9. Through authorizing the Board of Directors to decide on and exercise certain rights and obligations within the authority of the General Meeting of Shareholders between the 2026-2027 annual meetings. 10. By authorizing the Board of Directors to select the auditing firm for the 2026 financial statements.

II. BOARD OF DIRECTORS:

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

No.	Board Member	Position	Date of commencement/cessation of membership on the Board of Directors	
			Appointment date	Dismissal date
1	Nguyen Van Tuan	Chairman of the Board	April 27, 2024	
2	Nguyen Tuan Huynh	Vice Chairman of the Board of Directors - General Director	April 27, 2024	
3	Tran Thi Thu Ha	Board Member - Deputy General Director	April 27, 2024	
4	Ho Xuan Son	Board Member - Deputy General Director and Director of International Cooperation & Marketing Development Department	April 27, 2024	
5	Nguyen Anh Tan	Board Member – Assistant to the General Director	April 27, 2024	
6	Dam Xuan Toan	Board Member - Deputy General Director	April 27, 2024	
7	Van Hong Tuan	Board Member - Deputy General Director and Head of Human Resources, Person in charge of Company Administration, Person authorized to disclose information	April 27, 2024	
8	Le Trung Chien	Independent member of the Board of Directors	April 27, 2024	
9	Nguyen Thi Xoan	Independent member of the Board of Directors	April 27, 2024	
10	Nguyen Thi Van	Independent member of the Board of Directors	April 27, 2024	

2. Board of Directors Meetings

No.	Board Member	Number of Board of Directors meetings attended	Meeting attendance rate	Reasons for not attending
1	Nguyen Van Tuan	13	100%	
2	Nguyen Tuan Huynh	13	100%	
3	Tran Thi Thu Ha	13	100%	
4	Ho Xuan Son	13	100%	
5	Nguyen Anh Tan	13	100%	
6	Dam Xuan Toan	13	100%	
7	Van Hong Tuan	13	100%	
8	Le Trung Chien	13	100%	
9	Nguyen Thi Xoan	13	100%	

10	Nguyen Thi Van	13	100%	
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3. The Board of Directors' oversight of the General Management Board.

Based on CIENCO4's charter and governance regulations, the Board of Directors has overseen the General Director and the Executive Board's activities in implementing the resolutions of the General Meeting of Shareholders and the Board of Directors. This oversight is carried out through meetings of the Board of Directors with the Executive Board or through direct participation of Board members in the Executive Board's briefing meetings. In addition, the Board of Directors directly works and exchanges views with the General Director and the Executive Board on issues related to the implementation of business operations and the Group's development direction. 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 the subcommittees of the Board of Directors:

The corporation does not have subcommittees on its Board of Directors.

5. Resolutions/Decisions of the Board of Directors for the first six months of 2026:

No.	Resolution/Decision Number	Date	Content
1	01/2026/NQ-HĐQT	January 6, 2026	Financial leasing at Vietnam International Financial Leasing Company Limited
2	80/QD-HĐQT	January 9, 2026	Asset investment
3	02/2026/NQ-HĐQT	January 14, 2026	Signing contracts and conducting transactions with relevant parties.
4	2105/QD-HĐQT	January 15, 2026	Investment in the construction and installation of a 560kVA-22/0.4kV substation to supply power to the Ring Road 4 project (section from Km42+950 to Km44+100).
5	2131/QD-HĐQT	January 22, 2026	Liquidation of machinery and equipment
6	1422/QD-HĐQT	February 25, 2026	The list of shareholders entitled to attend the 2026 Annual General Meeting has been finalized.
7	2333/QD-HĐQT	04/03/2026	Establish the Organizing Committee for the 2026 Annual General Meeting of Shareholders.
8	2384/QD-HĐQT	12/03/2026	Liquidation of circulating supplies and equipment.
9	11021/QD-HĐQT	April 25, 2026	Authorization for borrowing, guaranteeing, and securing loans with BIDV - Nghe An Branch.
10	11263/QD-HĐQT	May 20, 2026	Funding for the upgrading and restoration of Bau Sen Temple in Thai Hoa ward, Nghe An province.
11	2328/QD-HĐQT	May 25, 2026	Liquidation of circulating supplies and equipment at the Hau Giang – Ca Mau
12	2981/QD-HĐQT	June 18, 2026	Approval of the auditing and review firm for the 2026 financial statements of CIENCO4 Group Joint Stock Company.
13	21013/QD-HĐQT	June 22, 2026	Liquidation of supplies and equipment

III. BOARD OF SUPERVISORS

1. Information about the members of the Supervisory Board

No.	Supervisory Board Member	Position	Beginning Day	Ending Day	Professional qualifications
1	Dao Thi Thanh Mai	Head of the Supervisory Board	April 27, 2024		Construction Economics
2	Phan Thi Lien	Member's Supervisory Board	April 25, 2025		Bachelor of Science
3	Pham Van Hieu	Member's Supervisory Board	April 27, 2024		Bachelor of Economics

2. Meetings of the Supervisory Board

No.	Supervisory Board Member	Number of meetings attended	Meeting attendance rate	Voting ratio	Reasons for not attending the meeting.
1	Dao Thi Thanh Mai	1	100%	100%	
2	Phan Thi Lien	1	100%	100%	
3	Pham Van Hieu	1	100%	100%	

3. Supervisory activities of the Supervisory Board over the Board of Directors, the General Management Board, and shareholders.

- Overseeing the activities of the Board of Directors: Regarding the issuance of resolutions and decisions related to all operations of the Group;
- Oversee the Board of Directors' guidance regarding the activities of the General Management Board;
- Oversee the activities of the Board of Directors in implementing the resolutions and decisions of the Board of Trustees;
- Supervising the operation of production and business activities, activities related to investment, recruitment, policies and regulations for employees, rights and interests of shareholders, etc.
- Supervise the preparation of quarterly, semi-annual, and annual financial reports. Review quarterly, semi-annual, and annual financial reports before the Group publishes information in the media;
- Participate in the evaluation of investment preparation projects of the Group;
- For shareholders: During the first six months of 2026, the Supervisory Board did not receive any requests or complaints from shareholders or groups of shareholders.

4. Coordination of activities between the Supervisory Board and the Board of Directors, the General Management Board, and other management personnel.

- Attending board meetings; production briefings; quarterly and semi-annual review meetings;
- Participate in the drafting and promulgation of the Group's internal governance regulations;
- Participate in the six-monthly inventory checks to prepare the Financial Statements;
- Provide input during audits of financial statements and investment projects;
- Participate in the appraisal of budget estimates and final accounts for investment projects;
- Participate in controlling operating costs and toll revenue at BOT companies.

5. Other activities of the Supervisory Board: None.

IV. BOARD OF DIRECTORS

No.	Executive Board Member	Date of birth	Professional qualifications	Position	Appointment date	Dismissal date
1	Nguyen Tuan Huynh	November 13, 1976	Master of Construction Economics	General Director	November 12, 2014	
2	Tran Thi Thu Ha	May 26,	Construction Economics	Deputy General	October 23,	

		1976	Engineer	Manager	2020	
3	Nguyen Dinh Nhuan	October 19, 1978	Civil Engineer (Road and Bridge Construction)	Deputy General Manager	July 2, 2020	
4	Ho Xuan Son	August 26, 1979	Master of Engineering	Deputy General Director and Director of the International Cooperation & Marketing Department	August 29, 2018	
5	Dam Xuan Toan	September 18, 1976	Master of Engineering	Deputy General Manager	January 20, 2015	
6	Van Hong Tuan	November 15, 1980	Master of Construction Economics	Deputy General Director and Director of Human Resources	December 12, 2022	
7	Vo Van Hoang	May 20, 1986	Bridge and tunnel construction engineer	Deputy General Manager	January 1, 2024	
8	Pham Xuan Nam	June 6, 1983	Bridge and tunnel construction engineer	Deputy General Manager	June 19, 2025	
9	Phan Sy Hung	October 9, 1979	Bachelor of Economics	Director of Finance and Chief Accountant	October 23, 2020	
10	Nguyen Trung Luong	June 19, 1991	Materials and Construction Engineer	Director of Technology Department	June 27, 2023	
11	Hoang Trung Kien	November 3, 1980	Master of Business Administration	Sales Director	April 13, 2023	
12	Nguyen Quang Dung	January 19, 1979	Construction and material handling engineer	Director of Equipment Department	July 4, 2022	
13	Vu Duc Dai	August 10, 1986	Civil Engineer (Road and Bridge Construction)	Chief of Staff of the Corporation	October 1, 2024	
14	Nguyen Duy Hung	September 21, 1978	Bachelor of Laws	Deputy Chief of Office and Head of the Southern	June 5, 2025	

				Representative Office		
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V. CHIEF ACCOUNTANT:

Chief Accountant	Date of birth	Professional qualifications	Date of appointment/dismissal
Mr. Phan Sy Hung	October 9, 1979	Bachelor of Economics	October 23, 2020

VI. TRAINING IN CORPORATE GOVERNANCE:

Training courses on corporate governance that members of the Board of Directors, members of the Supervisory Board, the General Director, other management officers, and the Company Secretary have participated in according to corporate governance regulations during the period: None

VII. LIST OF RELATED PARTIES OF PUBLIC COMPANIES IN THE FIRST 6 MONTHS OF 2026 AND TRANSACTIONS OF RELATED PARTIES WITH THE COMPANY ITSELF:

1. List of persons involved: Appendix 01
2. Transactions between a company and its related parties; or between a company and major shareholders, insiders, or related parties and insiders: Appendix 2
3. Transactions between company insiders, related parties of insiders, and subsidiaries or companies controlled by the company: None
4. Transactions between the company and other parties.
 - 4.1. Transactions between the company and companies in which the Board of Directors, Supervisory Board members, and General Director have been founding members or members of the Board of Directors, or executive directors within the last three (03) years (calculated at the time of preparing the report): Have been disclosed in the financial report.
 - 4.2. Transactions between the company and companies where related parties of Board of Directors members, Supervisory Board members, General Director and other managers are members of the Board of Directors or General Director: These transactions have been disclosed in the financial statements.
 - 4.3. Other transactions of the company (if any) that may bring material or non-material benefits to members of the Board of Directors, members of the Supervisory Board, the General Director and other managers: None.

II. STOCK TRANSACTIONS OF INSIDERS AND RELATED PARTIES OF INSIDERS (6-Month Report):

1. List of insiders and related parties of insiders. Appendix 03
2. Transactions by insiders and related parties involving the Company's shares: Appendix 04

VII. OTHER POINTS TO NOTE: None.

Recipient:

- As above;
- Members of the Board of Directors and Supervisory Board;
- Board of Directors;
- Website of Group;
- Saved: Office, Board of Directors.

On behalf of BOARD OF DIRECTORS
CHAIRPERSON



Nguyen Van Tuan

LIST OF COMPANY RELATED PERSONS

Reporting period: First six months of 2026

No.	Full name	Securities trading account	Position at the company	NSH number	Date issued	Issuing authority	Head office address/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
A	LIST OF INSIDERS										
I	BOARD OF DIRECTORS										
1	Nguyen Van Tuan		Chairman of the Board of Directors, Legal Representative					April 27, 2024			insider
2	Nguyen Tuan Huynh		Vice Chairman of the Board of Directors, General Director, Legal Representative					April 27, 2024			insider
3	Tran Thi Thu Ha		Board Member, Deputy General Director					April 27, 2024			insider
4	Ho Xuan Son		Board Member, Deputy General Director and Director of the International Cooperation & Marketing Department					April 27, 2024			insider

5	Nguyen Anh Tan		Board Member, Assistant General Manager					April 27, 2024			insider
6	Dam Xuan Toan		Board Member, Deputy General Director					April 27, 2024			insider
7	Van Hong Tuan		Board Member, Corporate Governance Officer, Information Disclosure Entity, Deputy General Director and Head of Human Resources Department					April 27, 2024			insider
8	Le Trung Chien		Independent member of the Board of Directors					April 27, 2024			insider
9	Nguyen Thi Xoan		Independent member of the Board of Directors					April 27, 2024			insider
10	Nguyen Thi Van		Independent member of the Board of Directors					April 27, 2024			insider
II	BOARD OF DIRECTORS										
1	Nguyen Tuan Huynh		Vice Chairman of the Board of Directors, General Director, Legal Representative					April 27, 2024			insider

2	Ho Xuan Son		Board Member, Deputy General Director and Director of the International Cooperation & Marketing Department					April 27, 2024			insider
3	Dam Xuan Toan		Board Member, Deputy General Director					April 27, 2024			insider
4	Nguyen Dinh Nhuan		Deputy General Manager					July 2, 2020			insider
5	Tran Thi Thu Ha		Board Member, Deputy General Director					April 27, 2024			insider
6	Van Hong Tuan		Board Member, Corporate Governance Officer, Information Disclosure Entity, Deputy General Director and Head of Human Resources Department					April 27, 2025			insider
7	Vo Van Hoang		Deputy General Director and Project Management Director of Bung-Van Ninh					January 1, 2024			insider
8	Pham Xuan Nam		Deputy General Director and Project Management Director of Hau Giang - Ca Mau					June 19, 2025			insider
9	Nguyen Trung Luong		Director of the Technology Department					June 27, 2023			insider

10	Hoang Trung Kien		Director of Sales Department					April 13, 2023			insider
11	Nguyen Quang Dung		Director of Equipment Department					July 4, 2022			insider
12	Vu Duc Dai		Chief of Staff					October 1, 2024			insider
13	Nguyen Duy Hung		Deputy Chief of Office and Head of the Southern Representative Office					June 5, 2025			insider
III	SUPERVISORY BOARD										
1	Dao Thi Thanh Mai		Head of the Supervisory Board					April 27, 2024			insider
2	Phan Thi Lien		Supervisory Board Member					April 25, 2025			insider
3	Pham Van Hieu		Supervisory Board Member					April 27, 2024			insider

n-in-1a	CHIEF ACCOUNTANT / Head of Finance and Accounting Department / Person in charge of accounting										
1	Phan Sy Hung		Chief Accountant and Director of the Finance Department					October 23, 2020			insider
V	LEGAL REPRESENTATIVE										
1	Nguyen Van Tuan		Chairman of the Board					April 27, 2024			insider
2	Nguyen Tuan Huynh		Vice Chairman of the Board of Directors and General Director					April 27, 2024			insider
VI	AUTHORIZED PERSON FOR DISCLOSURE										
1	Van Hong Tuan		Board Member, Deputy General Director and Director of Human Resources Department					April 27, 2024			insider
VII	PERSON IN CHARGE OF COMPANY MANAGEMENT										

[illegible]

[illegible]

13	Phuc Thanh Hung Investment Joint Stock Company										Joint venture company
14	Quang Tri Airport Company Limited										Joint venture company

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

First 6 Months of 2026

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								7.950.632.455	
1.1							Contract No. 13389/2024/C4-499 dated November 20, 2024; No. 15.3/2024/C4-499 dated March 15, 2024; Contract No. 12206/2023/C4-499 dated August 1, 2023.		Purchase machinery and equipment	7.950.632.455	
2	422 Joint Stock Company	Affiliated company								70.569.436.469	
2.1							Contract No. 13670/2017/HDKT dated December 28, 2017, Contract Appendix No. 03 dated December 31, 2023, term December 31, 2024 and Contract No. 1008/2023/HDTB/C4-422 dated August 1, 2023; Contract No. 307/2025/HDTB/C4-422 dated September 7, 2025; Contract No. 245/2025/HDTB/422-C4 dated July 1, 2025.	Resolution No. 12/2024/NQ-HDQT dated December 31, 2024	Rental of machinery, equipment and office space.	87.372.171	

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 and supply of materials for projects	70.482.064.298	
3	412 Joint Stock Company	Affiliated company								65.989.197.477	
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.	590.273.859	
3.2							No. 12900/2019/C4-412 dated December 25, 2019; No. 1652/2023/HĐKT/C4-412 dated March 22, 2023; No. 12384/2020/HĐ/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/HĐ/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 and supply of materials for projects	65.398.923.618	

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[illegible]

LIST OF INSIDERS AND RELATED PERSONS TO INSIDERS

Reporting period: First six months of 2026

No.	Full name	Securities trading account (if any)	Job title at the company (if any)	Relationships with insiders	NSH number	Date of issuance of NSH certificate	Contact address	Number of shares held at the end of the period	Ending shareholding percentage (%)	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			biological 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				0	-	
1.08	Nguyen Tuan Anh			biological child				-		
1.09	Nguyen Nhat Minh			biological child				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 company	Mr. Nguyen Van Tuan is the Representative of the Board of Directors at the company and the Chairman of the Board of Directors.				0	-	

1.17	Green Tea Islands Joint Stock Company		Subsidiary company	Mr. Nguyen Van Tuan is the Representative of the Board of Directors at the company and the Chairman of the Board of Directors.				-	-	
2	Nguyen Tuan Huynh		Vice Chairman of the Board of Directors, General Director, Legal Representative					6.239.916	1,75	
2.01	Nguyen Tuan Oanh			biological 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				5.064.999	1,42	
2.10	Dinh Thi Anh Phuong		Human Resources Specialist	Wife				7.444.444	2,08	
2.11	Nguyen Thi Phuong Chi			biological child				-	-	
2.12	Nguyen Tuan Phuc			biological child				-	-	
2.13	Ho Thi Que			Sister-in-law				-	-	
2.14	Manh Duong Street			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 company	Mr. Nguyen Tuan Huynh is the Vice Chairman of the Board of Directors and the legal representative of the company.				-	-	
3	Tran Thi Thu Ha		Board Member, Deputy General Director					872.380	0,24	

3.01	Trieu Duc Hung			Husband				-	-	
3.02	Tran Duc Huy			biological father				-	-	Lost
3.03	Nguyen Thi Bach Yen			Mother						Lost
3.04	Tran Thai Hoang			Younger brother				-	-	
3.04	Tran Thai Hoang			Younger brother				-	-	
3.05	Trieu Ha My			biological child				-	-	
3.06	Trieu Yen Nhi			biological child				-	-	
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 company	Ms. Tran Thi Thu Ha is the authorized representative of the company and the Chairwoman of the Board of Directors.				-	-	
3.10	3 Regions Foundation Joint Stock Company			Ms. Tran Thi Thu Ha is a founding shareholder of the company.				-	-	
4	Ho Xuan Son		Board Member - Deputy General Director and Director of the International Cooperation & Marketing Department					-	-	
4.01	Ho Xuan Trung			biological 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				-	-	
4.09	Ho Xuan Khoi Nguyen			Boy				-	-	

4.10	Nguyen Thi Khanh Van			Sister-in-law				-	-	
4.11	414 Joint Stock Company			Mr. Ho Xuan Son is a member of the company's Board of Directors.				-	-	
4.12	Phuc Thanh Hung Investment Joint Stock Company		Joint venture company	Mr. Ho Xuan Son is the authorized representative of the company; 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 of the company.				-	-	
5	Nguyen Anh Tan		Board Member, Assistant General Manager					279.003	0,08	
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 the Business Department	Wife				-	-	
5.06	Nguyen Minh Thu			biological child				-	-	Still 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				-	-	
5.12	3 Regions Foundation Joint Stock Company			Mr. Nguyen Anh Tan is a founding shareholder of the company.				-	-	
6	Dam Xuan Toan		Board Member, Deputy General Director					-	-	
6.01	Dam Xuan Thung			biological 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			biological child				-	-	Still young
6.08	Dam Thu Binh			biological child				-	-	Still 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	Van Hong Tuan		Board Member - Deputy General Director and Director of Human Resources, Person in charge of corporate governance					20.696	0,01	
7.01	Van Thanh Tinh			biological father				-	-	
7.02	Nguyen Thi Dung			Mother				-	-	
7.03	Van Thanh Danh			Younger brother				-	-	
7.04	Nguyen Thi Linh Chi			Wife				-	-	
7.05	Van Tan Sang			biological child				-	-	Still young
7.06	Van Tan Phat			biological child				-	-	Still 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 the Chairman of the Board of Directors of the company.				37.064.779	10,37	
7.10	415 Construction and Investment Joint Stock Company			Mr. Van Hong Tuan is the Vice Chairman of the Board of Directors of the Company.				-	-	

7.11	Cienco4 Japan Bridge Joint Stock Company		Affiliated company	Mr. Van Hong Tuan is a member of the company's Board of Directors.					-	-	
7.12	Thai Nguyen - Cho Moi BOT Company Limited		Joint venture company	Mr. Van Hong Tuan is the Chairman of the Board of Directors of the company.					-	-	
7.13	3 Regions Foundation Joint Stock Company			Mr. Van Hong Tuan is a founding shareholder and Chairman of the Board of Directors of the Company.					-	-	
8	Le Trung Chien		Independent member of the Board of Directors						-	-	
8.01	Le Quang Diem			biological 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			biological child					-	-	
8.07	Le Hien Anh			biological child					-	-	Still young
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	Nguyen Thi Xoan		Independent member of the Board of Directors						-	-	
9.01	Nguyen Van Thai			biological 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			biological child				-	-	
9.13	Hoang Minh Duy			biological child				-	-	Still young
10	Nguyen Thi Van		Independent member of the Board of Directors					-	-	
10.01	Bui Xuan Thanh			Husband				-	-	
10.02	Bui Thi Quynh Chi			biological child				-	-	Still young
10.03	Bui Bich Ngoc			biological child				-	-	Still young
10.04	Nguyen Van An			biological 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			biological father						Lost
11.03	Nguyen Dinh Quang Vinh			biological child				-	-	Still young
11.04	Nguyen Phuong Anh			biological child				-	-	Still young
11.05	Nguyen Phuong Nhi			biological child				-	-	Still young
11.06	Nguyen Thi Tra My			Younger sister				-	-	
11.07	Tran Chau At			Brother-in-law				-	-	
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			biological child						
12	Vo Van Hoang		Deputy General Director and Director of the Bung - Van Ninh Management Board					-	-	
12.01	Vo Khac Sung			biological 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				-	-	Still young
12.14	Vo Thanh Binh			Boy				-	-	Still young
12.15	Vo Thanh Minh			Boy				-	-	Still young

13	Pham Xuan Nam		Deputy General Director and Director of Hau Giang - Ca Mau Management Board					-	-	
13.01	Pham Van Dieu			biological 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		Head of the Supervisory Board, Deputy Director of the Business Department					2.423	0,00%	
14.01	Dao Xuan Mai			biological 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			biological child				-	-	
14.09	Le Minh Duc			biological child				-	-	

15	Pham Van Hieu		Member of the Supervisory Board, Deputy Director of the Human Resources Department					725	0,00%	
15.01	Ho Thi Hang			Wife				-	-	
15.01	Ho Thi Hang			Wife				-	-	
15.02	Pham Tung Lam			Boy				-	-	Still young
15.03	Pham Quang Anh			Boy				-	-	Still young
15.04	Pham Van Mich			biological father				-	-	
15.05	Nguyen Thi Dan			Mother						Lost
15.06	Pham Van Hanh			Younger brother				-	-	
15.07	Pham Thi Thuy			Younger sister				-	-	
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				-	-	
15.12	Vo Ngoc Chon			Brother-in-law				-	-	
16	Phan Thi Lien		Member of the Supervisory Board, Human Resources Department Staff					-		
16.01	Phan Van Phu			biological 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		Sales Department Specialist	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 and Chief Accountant					53.000	0,01%	
17.01	Phan Sy Thach			biological 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		Corporate Office Specialist	Wife				-	-	
17.13	Phan Sy Nguyen			Boy				-	-	
17.14	Phan Sy Linh			Boy				-	-	Still young
17.15	Educational Equipment Joint Stock Company 2		Subsidiary company	Mr. Phan Sỹ Hùng is the Representative of the Board of Directors at the company.				-	-	
17.16	3 Regions Foundation Joint Stock Company			Mr. Phan Sỹ Hùng is a founding shareholder and a member of the Board of Directors of the Company.				-	-	
18	Nguyen Trung Luong		Director of the Technology Department					-	-	
18.01	Pham Anh Thu			Wife				-	-	
18.02	Nguyen Minh Quan			biological child				-	-	
18.03	Nguyen Minh Khoi			biological child						

18.04	Nguyen Trung Sa			biological 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					-	-	
18.10	3 Regions Foundation Joint Stock Company			Mr. Nguyen Trung Luong is a founding shareholder of the company.					-	-	
19	Hoang Trung Kien		Director of Sales Department						-	-	
19.01	Trinh Thi Van Dai			Wife					-	-	
19.02	Hoang Trung Hai			Boy					-	-	
19.03	Hoang Trung Nguyen			Boy					-	-	Still young
19.04	Hoang Van Cam			biological 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					-	-	
19.09	3 Regions Foundation Joint Stock Company			Mr. Hoang Trung Kien is a founding shareholder and a member of the Board of Directors of the Company.					-	-	
20	Nguyen Quang Dung		Director of Equipment Department						-	-	
20.01	Nguyen Thi Phuong Thao			Wife					-	-	
20.02	Nguyen Quang Tue Minh			Boy					-	-	
20.03	Nguyen Hanh Lam			Daughter					-	-	Still young

20.04	Nguyen Duc Long			Boy				-	-	Still young
20.05	Nguyen Quang My			biological 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				-	-	
20.11	3 Regions Foundation Joint Stock Company			Mr. Nguyen Quang Dung is a founding shareholder of the company.				-	-	
21	Vu Duc Dai		Chief of Staff					-	-	
21.01	Phan Thi Nga			Wife				-	-	
21.02	Vu Tai Manh			biological child				-	-	Still young
21.03	Vu Minh Khoi			biological child				-	-	Still young
21.04	Vu Van Hung			biological 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				-	-	
21.14	3 Regions Foundation Joint Stock Company			Mr. Vu Duc Dai is a founding shareholder and Head of the Supervisory Board of the Company.				-	-	

22	Nguyen Duy Hung		Deputy Chief of Office and Head of the Southern Representative Office					-	-	
22.01	Nguyen Van Dung			biological father				-	-	Lost
22.02	Nguyen Thi Hong			Mother				-	-	
22.03	Recruitment Campaign			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			biological child				-	-	
22.07	Nguyen Doan Minh Anh			biological child				-	-	
22.08	Nguyen Thi Ha			My older sister				-	-	
22.09	Phan Duc Ngoan			Brother-in-law				-	-	
22.10	Nguyen Duy Nghi			younger sibling				-	-	
22.11	Le Nguyen Tuong Van			sister-in-law				-	-	
22.12	Nguyen Duy Ky			younger sibling				-	-	
22.13	Nguyen Thi Duy Ai			sister-in-law				-	-	
22.14	Educational Equipment Joint Stock Company 2		Subsidiary company	Mr. Nguyen Duy Hung is a member of the Board of Directors and Deputy Director of the Company.				-	-	

TRANSACTIONS BY INSIDERS AND RELATED PARTIES REGARDING CIENCO4 SHARES

Reporting period: First six months of 2026

Serial Number	The person executing the transaction	Relationships with insiders	Beginning stock holdings		Ending stock holdings		Reasons for increase or decrease (buying, selling, conversion, bonus, etc.)
			SL	Percentage (%)	SL	Percentage (%)	
1	Mr. Ho Xuan Son	Board Member, Deputy General Director and Director of the International Cooperation & Marketing Department	208.000	0,06%	-	0,00%	Sell

