STEEL STRUCTURE MANUFACTURE
JOINT STOCK COMPANY
No: 28. VNECO.SSM

SOCIALIST REPUBLIC OF VIETNAM
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Da Nang, January 28, 2026

CORPORATE GOVERNANCE REPORT
Year 2025

To: - The State Securities Commission
- The Hanoi Stock Exchange

- Name of public company: STEEL STRUCTURE MANUFACTURE JOINT STOCK COMPANY
- Head office address: Road No. 9, Hoa Khanh Industrial Park, Lien Chieu Ward, Da Nang City.
- Tel.: 02363 732998 Fax: 02363 732489 Email: ssm@ssm.com.vn
- Charter capital: VND 55,010,240,000
- Stock symbol: SSM
- Corporate governance model: General Meeting of Shareholders (GMS), Board of Directors (BoD), Supervisory Board (SB) and Director.
- Regarding the implementation of internal audit: not yet implemented.

I/ Activities of the General Meeting of Shareholders:

N^0.	Resolution No.	Date	Description
1	180 NQ/DHDCD-VNECO-SSM	June 26, 2025	- Approval of the 2024 business performance and business plan for 2025 - Approval of the BoD's report on its activities in 2024 and the plan for 2025. - Approval of the 2024 financial statements audited by MOORE AISC AUDITING AND INFORMATICS SERVICES COMPANY LIMITED; - Approval of the Supervisory Board's report on its activities in 2024. - Approval of the remuneration report for members of the Board of Directors, Supervisory Board and Company Secretary in 2024 and decision on remuneration for 2025 - Approval of the Supervisory Board's Proposal: Agreeing to authorize the BoD to select an

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			auditing firm to audit the 2025 financial statements.

II/ Board of Directors:

1- Information about members of the Board of Directors (BoD):

N⁰.	BoD member	Position	Date of appointment / resignation from the BoD	
			Date of appointment	Date of resignation
1	Nguyen Van Tinh	Chairman of Board	15/9/2020	
2	Ho Thai Hoa	BoD member	15/9/2020	
3	Nguyen Tat Anh	BoD member	24/4/2013	
4	Phan Anh Phi	BoD member	24/4/2013	
5	Nguyen Thanh Cong	BoD member	30/6/2023	

2- Meetings of the BoD

N⁰.	BoD member	Number of meetings attended	Attendance rate	Reason for absence
1	Nguyen Van Tinh	4	100%	
2	Ho Thai Hoa	4	100%	
3	Nguyen Tat Anh	4	100%	
4	Phan Anh Phi	4	100%	
5	Nguyen Thanh Cong	4	100%	

3 - Supervisory activities of the BoD to the Board of Management (BoM):

In 2025, the Company had no changes in the BoD members. The implementation of the BoD's resolutions was carried out through the Executive Board by the Corporate Governance Regulations, the Coordination Regulations between the Executive Board and each member of the BoD and the Supervisory Board to ensure regular, serious and responsible implementation.

In addition to regular meetings, the BoD and the BoM held coordination meetings combined with the executive meetings of the Company's BoM.

All activities of the Board of Directors are supervised through the Company's governance regulations.

4- Activities of subcommittees under the Board of Directors:

The structure of the Company's Board of Directors does not have subcommittees.

5- Resolutions of the BoD:

N⁰.	Resolution No.	Date	Heading
1	89/HDQT/SSM	02/4/2025	Re: Convening the 2025 Annual General Meeting of Shareholders
2	341/HĐQT/SSM	29/12/2025	Re: Appointment of the person responsible for corporate governance

III/ Activities of the Supervisory Board:

1. Information about Supervisory Board (SB) members:

N⁰.	SB member	Position	Date of appointment	Date of resignation	Professional qualifications
1	Nguyen Quang Vinh	Chief	24/4/2013		Bachelor of Economics
2	Tran Thi Tien	Member	10/4/2018		Bachelor of Economics
3	Pham Dinh Hong	Member	30/6/2023		Bachelor of IT

2. Meetinsg of the Supervisory Board:

N⁰.	SB member	Number of meetings attended	Attendance rate	Reason for absence
1	Nguyen Quang Vinh	4	100%	
2	Tran Thi Tien	4	100%	
3	Pham Dinh Hong	4	100%	

3. Supervisory activities of the SB towards the BoD, BoM and shareholders

- Supervise the activities of the BoD and BoM in implementing the resolutions of the General Meeting of Shareholders.

- Coordinate with the company's departments to inspect the production activities and production costs, and production management of the company.

- Check the financial statements of the first, second, third and fourth quarters of 2025 of the Company

- Propose gorvenance and production management solutions

The BoD and BoM fully complied with the provisions of law in their management and operation actitivies. The members of the BoD and BoM performed their assigned tasks well.

The BoD implemented well the policy towards employees, maintained jobs and stabilized income for the employees during the period when the company still faced many difficulties.

4. Coordination between the SB and the BoD and the BoM and other managerial positions:

- Coordination between the SB and the BoD and the BoM took place regularly in the form of discussions in person.

- In the regular meetings of the BoD, the SB fully attanded and listened to reports on production and business activities, financial statements, production plans, bidding plans and job search, and gave opinions to the BoD and the BoM within the scope of the SB's responsibilities.

- The BoD and the BoM coordinated and created conditions for the SB to perform its functions and tasks according to regulations.

5. Other activities of the SB (if any): None

IV/ Board of Management (BoM):

N^0.	BoM member	Date of birth	Professional qualifications	Date of appoitment/ resignation
1	Ho Thai Hoa	22/2/1963	Business Administration	15/9/2020
2	Dao Ngoc Hung	20/12/1969	Mechanical Engineering	26/10/2004

V/ Chief Accountant:

Full name	Date of birth	Professional qualifications	Date of appoitment/ resignation
Nguyen Tat Anh	04/4/1965	Finance and accounting	01/4/2009

VI/ Corporate governance training:

Corporate governance training courses were fully attended by members of the BoD, members of the SB, Directors, other managers and company secretary in accordance with regulations on corporate governance.

VII/ List of related persons of the listed company in accordance with regulations in Clause 34, Article 6 of the Law on Securities (mid-year/annual reports) and transactions of related persons of the company with the company itself.

1. List of related persons of the company:

N⁰.	Name of organization/individual	Securities trading account	Position in the company (if any)	ID Card /Business Registration Number	Date of issue of ID Card/ Business Registration Certificate	Place of issue of ID Card /Business Registration Certificate	Address	Time of becoming a related person	Time of cessation a related person	Reason	Relationship with the company
1	2		3	4	5	6	7	8	9	10	11
1	Tran Thi Huong							24/4/2013			
2	Hoang Thi Thanh							24/4/2013			
3	Ho Hoang Mai Phuong							24/4/2013			
4	Ho Hoang Minh							24/4/2013			
5	Ho Thi Thanh							24/4/2013			
6	Ho Thi Hue							24/4/2013			
7	Ho Thi Ngoc							24/4/2013			
8	Ho Thi Thanh Binh							24/4/2013			
9	Ho Xuan Thang							24/4/2013			
10	Nguyen Van Tien							10/4/2018			
11	Hoang Thi Thanh Hoa							10/4/2018			
12	Vu Thi Thinh							30/6/2023			
13	Vu Thi Hoa							30/6/2023			
14	Nguyen Tat Truc							24/4/2013			
15	Phan Thi Kim Chi							24/4/2013			
16	Nguyen My Ly							24/4/2013			
17	Nguyen Sao Mai							24/4/2013			
18	Nguyen Mai Thy							24/4/2013			
19	Nguyen Thi Dieu Hien							24/4/2013			
20	Nguyen Thi Dieu Hoa							24/4/2013			
21	Nguyen Thi Dieu Ai							24/4/2013			
22	Nguyen Thi Dieu Hang							24/4/2013			
23	Nguyen Thi Dieu Huong							24/4/2013			
24	Nguyen Tat Lan							24/4/2013			
25	Nguyen Tat Nhu							24/4/2013			
26	Nguyen Xuan Phuong Khanh							24/4/2013			

N⁰.	Name of organization/individual	Securities trading account	Position in the company (if any)	ID Card /Business Registration Number	Date of issue of ID Card/ Business Registration Certificate	Place of issue of ID Card /Business Registration Certificate	Address	Time of becoming a related person	Time of cessation a related person	Reason	Relationship with the company
27	Phan Anh Truc							24/4/2013			
28	Phan Quoc Hoan							24/4/2013			
29	Phan Anh Hung							24/4/2013			
30	Nguyen Van Nam							24/4/2013			
31	Le Thi Thu Huyen							24/4/2013			
32	Nguyen Quang Anh							24/4/2013			
33	Nguyen Thi Bich Hanh							24/4/2013			
34	Mai Thi Ha							30/6/2023			
35	Pham Hong Vu							30/6/2023			
36	Pham Dinh Hcm							30/6/2023			
37	Pham Thi Danh							30/6/2023			
38	Tran Phan							10/4/2018			
39	Nguyen Thi Lo							10/4/2018			
40	Tran Ngoc Thong							10/4/2018			
41	Tran Trong Van							10/4/2018			
42	Tran Duc Minh							10/4/2018			
43	Tran Ngoc Khanh Huy							10/4/2018			
44	Tran Tien Hoang							10/4/2018			

2. Transactions between the company and its related persons; or between the company and major shareholders, internal persons, and related persons of internal persons: None

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

4. Transactions between the company and other entities:

4.1 Transactions between the company and companies in which members of the BoD, members of the SB and members of the BoB have been and are founding members or members of the BoD, members of the BoD in the past 3 years (calculated at the time of making the report): None

4.2 Transactions between the company and companies in which related persons of members of the members of the BoD, members of the SB and members of the BoB: None

4.3 Other transactions of the company (if any) that may bring material or immaterial benefits to the members of the BoD, members of the SB and members of the BoB: None

VIII/ Transactions of shares of internal persons and their related persons:

LIST OF INTERNAL PERSONS AND THEIR RELATED PERSONS

N°.	Name of organization/individual	Securities trading account	Position in the company (if any)	ID Card /Business Registration Number / Number	Date of issue of ID Card/Business Registration Certificate	Place of issue of ID Card/Business Registration Certificate	Address	Number of shares taken at the end of the period	Shareholding at the end of the period	Remark
1	2		3	4	5	6	7	8	9	10
1	Ho Thai Hoa							1,010,954	20.43	
2	Tran Thi Huong									
3	Hoang Thi Thanh									
4	Ho Hoang Mai Phuong									
5	Ho Hoang Minh									
6	Ho Thi Thanh									
7	Ho Thi Hue									
8	Ho Thi Ngoc									
9	Ho Thi Thanh Binh							17,997	0.36	
10	Ho Xuan Thang									
11	Nguyen Van Tinh							844,750	17.07	
12	Nguyen Van Tien									
13	Hoang Thi Thanh Hoa									
14	Nguyen Thanh Cong							818,750	16.55	
15	Vu Thi Thinh									
16	Vu Thi Hoa									
17	Nguyen Tat Anh							23,400	0.47	
18	Nguyen Tat Truc									
19	Phan Thi Kim Chi									
20	Nguyen My Ly									
21	Nguyen Sao Mai									
22	Nguyen Mai Thy									
23	Nguyen Thi Dieu Hien									
24	Nguyen Thi Dieu Hoa									

N⁰.	Name of organization/individual	Securities trading account	Position in the company (if any)	ID Card /Business Registration Number / Number	Date of issue of ID Card/Business Registration Certificate	Place of issue of ID Card/Business Registration Certificate	Address	Number of shares taken at the end of the period	Shareholding at the end of the period	Remark
25	Nguyen Thi Dieu Ai									
26	Nguyen Thi Dieu Hang									
27	Nguyen Thi Dieu Huong									
28	Nguyen Tat Lan									
29	Nguyen Tat Nhu									
30	Phan Anh Phi							170.386	3.44	
31	Nguyen Xuan Phuong Khanh									
32	Phan Anh Truc									
33	Phan Quoc Hoan									
34	Phan Anh Hung									
35	Nguyen Quang Vinh							1.000	0.02	
36	Le Thi Thu Huyen									
37	Nguyen Quang Anh									
38	Nguyen Van Nam									
39	Nguyen Thi Bich Hanh									
40	Pham Dinh Hong							278,545	5.63	
41	Mai Thi Ha									
42	Pham Hong Vu									
43	Pham Dinh Hon									
44	Pham Thi Danh									
45	Tran Thi Tien									
46	Tran Phan									
47	Nguyen Thi Lo									
48	Tran Ngoc Thong									
49	Tran Trong Van									
50	Tran Duc Minh									
51	Tran Ngoc Khanh Huy									
52	Tran Tien Hoang									

2. Transactions of internal persons and related persons with respect to company shares:

N0.	person carrying out the transaction	Relationships with internal shareholders	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reason for increase or decrease (purchase, sale, conversion and bonus...)
			Number of shares	Shareholding %	Number of shares	Shareholding %	
	Phan Anh Phi	Phan Anh Phi	87.086	1.76%	170.386	3.44%	Buy

IX/ Other issues to note: None

Recipients:
- As mentioned above;
- Recorded: Archived

CHAIRMAN OF THE BOD

(Signed & sealed)

M.S.D.N: 0400[illegible] C.T.C.P
CÔNG TY CỔ PHẦN CHẾ TẠO KẾT CẤU THÉP VNECO.SSM
THÀNH PHỐ ĐÀ NẴNG

Nguyễn Văn Tình