Appendix V REPORT ON CORPORATE GOVERNANCE

(Promulgated with the Circular No 96/2020/TT-BTC on November 16, 2020 of the Minister of

Finance)

SÔNG HÔNG CONSTRUCTION JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM Independence - Freedom – Happiness

No: 23 /BC-HĐQT

Ha noi, month 15 day 01 year 2025

REPORT ON CORPORATE GOVERNANCE

(Year 2024)

To: - The State Securities Commission;

- The Stock Exchange.

- Name of company: Sông Hồng Construction Joint Stock Company
- Address of headoffice: 164 Lò Đúc, Đống Mác, Hai Bà Trưng, Hà Nội

- Telephone: 024.39727296

Fax: 024.39727295 Email:

- Charter capital: 200.000.000.000đ

- Stock symbol: ICG

- Governance model:

+ General Meeting of Shareholders, Board of Directors, Board of Supervisors, General Director and Director: The company follows this model.

+ General Meeting of Shareholders, Board of Directors, General Director, Director and Audit Committee under the Board of Directors.

- The implementation of internal audit: Implemented/ Not yet implemented: No

I. Activities of the General Meeting of Shareholders

Information on meetings, resolutions and decisions of the General Meeting of Shareholders (including the resolutions of the General Meeting of Shareholders approved in the form of written comments:

No.	Resolution/Decision No.	Date	Content
01	01/NQ-ÐHĐCĐ	26/04/2024	Approval of the contents of the Annual General Meeting 2024

II. Board of Directors (Semi-annual report/annual report):

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

		Position (Independent	The date becoming/ceasing to be the member of the Board of Directors		
No.	Board of Directors' members	members of the Board of Directors, Non-executive members of the Board of Directors)	Date of appointment	Date of dismissal	
01	Mr. Phạm Hùng	Chairman			
02	Ms. Phạm Quỳnh Trang	General Director	04/04/2022		

03	Mr. Trử Hoài Nam	Member	10/03/2020	
04	Mr. Phạm Quang Huy	Member	14/10/2020	
05	Ms. Nông Thị Thu Trang	Member	27/04/2021	

2. Meetings of the Board of Directors:

No.	Board of Director' member	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
01	Mr. Phạm Hùng	05	100%	
02	Ms. Phạm Quỳnh Trang	05	100%	
03	Mr. Trử Hoài Nam	05	100%	
04	Mr. Phạm Quang Huy	05	100%	
05	Ms. Nông Thị Thu Trang	05	100%	

3. Supervising the Board of Management by the Board of Directors: The Board of Directors strictly supervises the activities of the Board of Management in directing and managing the company's business activities.

4. Activities of the Board of Directors' subcommittees (If any): No

5. Resolutions/Decisions of the Board of Directors (Semi-annual report/annual report):

No.	Resolution/Decision No.	Date	Content	Approval rate
1	01/QĐ-HĐQT	26/6/2024	Salary increase for Ms. Phạm Quỳnh Trang	
2	02/QĐ- HĐQT	30/07/2024	Selection of audit firm	
3	03/QĐ-HĐQT	15/10/2024	Purchase of Toyota Corolla car	
4	04/QĐ-HĐQT	23/10/2024	Disposal of Toyota Corolla car	
5	05/QĐ-HĐQT	27/11/2024	Issuance of salary policy for employees	
6	06/QĐ-HĐQT	09/12/2024	Approval of transfer pricing for commercial service area in the D1 building	
7	07/QÐ-HÐQT	20/12/2024	Approval of financial treatment for bad debts as of 31/12/2024	

III. Board of Supervisors/Audit Committee (Semi-annual report/annual report):

1. Information about members of Board of Supervisors or Audit Committee:

No.	Members of Board of Supervisors/ Audit Committee	Position	The date becoming/ceasing to be the member of the Board of Supervisors/ Audit	Qualification
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			Committee	
1	Ms. Mai Hồng Linh	Chair	22/4/2016	Bachelor
2	Ms. Nguyễn Hoài Thu	Member	26/4/2024	Bachelor
3	Ms. Trần Thị Thùy Linh	Member	27/4/2021	Bachelor

2. Meetings of Board of Supervisors or Audit Committee

No.	Members of Board of Supervisors/ Audit Committee	Number of meeting s attended	Attenda nce rate	Voting rate	Reasons for absence
1	Ms. Mai Hồng Linh	2	100%	100%	
2	Ms. Trần Thị Thùy Linh	2	100%	100%	
3	Mr. Lê Duy Mạnh	1	50%	100%	Resignation letter
4	Ms. Nguyễn Hoài Thu	1	50%	100%	Supplementary election

3. Supervising Board of Directors, Board of Management and shareholders by Board of Supervisors or Audit Committee: The Supervisory Board strictly monitors the activities of the Board of Directors and the Board of Management in directing and managing the company's business activities.

4. The coordination among the Board of Supervisors, Audit Committee, the Board of Management, Board of Directors and other managers: The Supervisory Board coordinates closely with the Board of Directors and the Board of Management in directing and managing the company's business activities.

5. Other activities of the Board of Supervisors and Audit Committee (if any): No

IV. Board of Management

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment / dismissal of members of the Board of Management /
1	Phạm Quỳnh Trang – General Director	29/07/1982	Engineer	01/06/2021
2	Nông Thị Thu Trang – Deputy General Director	22/04/1979	Bachelor	14/09/2009
3		05/04/1982	Bachelor	01/06/2021

Phạm Tiến Thành – Deputy General Director

V. Chief Accountant

Name	Date of birth	Qualification	Date of appointment/ dismissal
Lương Thị Ánh Phượng	10/09/1979	Bachelor	01/06/2021

VI. Training on Corporate Governance:

Training courses on corporate governance were involved by members of the Board of Directors, the Board of Supervisors, Director (General Director), other managers and secretaries in accordance with regulations on corporate governance:

VII. The list of affiliated people of the public company (Semi-annual report/annual report) and transactions of affiliated people of the Company)

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No	Name of organiz a tion/ind i vidual	Securitie s trading account (if any)	Position at the Compan y (if any)	No.*, date of issue, place of issue	Addre ss	Time of starting to be affiliated person	Time of ending to be affiliated person	Reaso ns	Relat ionship with the Compa ny

1.	The list of affiliated p	eople of the C	Company (Appen	dix attached)
			· · · · · · · · · · · · · · · · · · ·	·····

No.: ID card No./Passport No. (As for individuals) or Business Registration Certificate No., License on Operations or equivalent legal documents (As for organisations).

2. Transactions between the Company and its affiliated people or between the Company and its major shareholders, internal people and affiliated persons.

No.	Name of organizatio n/ individual	Relations hip with the Compan y	No.* date of issue, place of issue	Addres s	Time of transacti ons with the Compan y	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transactio n	No te

Note: NSH No.: ID card No./Passport No. (As for individuals) or Business Registration Certificate No., License on operations or equivalent legal documents (As for organizations).

3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power.

No.	Transaction	Relationship		ID card	Address	Name of	Time of	Content,	
	executor	with	at the	No.		subsidiaries	transaction	quantity,	

internal persons	listed Company	/Passport No., date of issue, place of	or companies which the Company	total value of transaction	
		Issue	control		

4. Transactions between the Company and other objects

4.1. Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, Director (General Director) have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting).

4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director (General Director) and other managers as a member of Board of Directors, Director (General Director or CEO).

4.3. Other transactions of the Company (if any) may bring material or non- material benefits for members of the Board of Directors, members of the Board of Supervisors, Director (General Director) and other managers.

VIII. Share transactions of internal persons and their affiliated persons (Semi-annual report/annual report)

1. The list of internal persons and their affiliated persons công ty / Transactions of internal persons and affiliated persons with shares of the Company (Appendix attached)

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1	Name of internal person)							
2	Name affiliated persons							

2. Transactions of internal people and affiliated people with shares of the company

No.	Transaction executor	Relationship with internal persons	Number of shares owned at the beginning of the period	Number of shares owned at the end of the period	Reasons for increasing, decreasing (buying, selling, converting, rewarding, etc.)
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					converting, rewarding, etc.)
5	Number of shares	Percentage	Number of shares	Percentage	

IX. Other significant issues

Recipients: Jul - Archived: ...

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CHAIRMAN OF THE BOARD OF DIRECTORS



chủ tịch hoại Phạm Hùng Th

SONG HONG CONSTRUCTION JOINT STOCK COMPANY

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SOCIALIST REPUBLIC OF VIET NAM Independence- Freedom- Happiness

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Ha noi, January 15, 2025

LIST OF INSIDERS AND RELATED PERSONS OF INSIDERS

No	Name of Organization/ Individual	Securit ies Tradin g	Position in the	ID/ Business Registration No	Date of Issue	Place of Issue	Address	Number of Shares Owned at the End of	hip Percent	Notes
1	CTCP Xây dựng Sông Hồng		Major Shareholder					2,428,000	13.82	
2	Phạm Hùng		Chairman of the Board of Directors					3,401,499	19.36	
3	Phạm Chuyên						*			Biological father
4	Hà Thị Chinh					(a)				Biological ² mother *
5	Trử Hồng Nhung									Wife
6	Phạm Thu Hiền									Biological sister
7	Phạm Minh Quang							1		Biological son
8	Phạm Quang Anh			12						Biological son
9	Trử Hoài Nam		Member of the Board of Directors					999,000	5.69	
10	Trử Văn Thìn							5	p.	Biological father
11	Lê Thị Hải Châu			×						Biological mother

	an a			 			
12	Nguyễn Phương Loan						Wife
13	Trử Bảo Anh						Biological daughter
14	Trử Nam Anh						Biological son
15	Trử Hồng Nhung						Biological sister
16	Phạm Quang Huy	Member of the Board of Directors					
17	Phạm Văn Nhị						Biological father
18	Lê Thị Lý						Biological mother
19	Nguyễn Nguyên Hương						Wife
20	Phạm Cát Minh An			nn an the second standard and defined when the second standard standard standard standard standard standard sta			Biological daughter
21	Phạm Gia Minh						Biological son
22	Phạm Phương Anh			b			Biological sister
23	Nông Thị Thu Trang	Member of the Board of Directors/Depu ty General Director			74,545	0.42	
24	Nông Văn Trân						Biological father
25	Nguyễn Thị Vinh						Biological mother
26	Nguyễn Hữu Thắng				222	0.0013	Husband

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27	Nguyễn Trang Nhung							Biologica daughter
28	Nguyễn Phương Nhung							Biologica daughter
29	Nông Trung Kiên							younger brother
30	Phạm Quỳnh Trang	Member of the Board of Directors/Gene ral Director				84	0.0005	
31	Phạm Văn Long							Biologica father
32	Bùi Thị Thược							Biologica mother
33	Trần Tuấn Đạt							Husband
34	- Trần Tuấn Minh		na fa a na 1979, a 1980, a 1980		· · · · · · · · · · · · · · · · · · ·			Biologica son
35	Trần Bình							Biologica son
36	Phạm Thùy Giang				h			Biologica sister
37	Phạm Tiến Thành	Deputy General Director				57	0.0003	
38	Phạm Đình Thi							Biologica father
39	Phạm Thị Vóc		,					Biologica mother
40	Phạm Thị Hồng Hạnh							Biologica sister
41	Phạm Thị Hiền							Biologica sister
42	Phạm Thị Hà							Biologica sister

43	Phạm Thị Huệ						Biological sister
44	Bùi Thị Phương		 he				Biological sister
45	Phạm Minh Trường						Biological son
46	Phạm Phương Chi						Biologica daughter
47	Lương Thị Ánh Phượng	Chief Accountant			13	0.0001	
48	Lương Đức Duyên						Biologica father
49	Trần Thị Phúc						Biologica mother
50	Lương Thị Kim Hậu			•			Biologica sister
51	Lương Ngọc Duy						younger brother
52	Bùi Thanh Hùng						Husband
53	Bùi Lâm An		 	Þ			Biologica daughter
54	Bùi Quang Huy		 				Biologica son
55	Mai Hồng Linh	Head of the Supervisory Board					
56	Mai Xuân Thực						Biologica father
57	Vũ Thị Lê		1971 - 1971 - 1971 - 1972 - 19				Biologica mother
58	Mai Xuân Khánh		 				Biologica brother

59	Vũ Quốc Phong				Husband
60	Vũ Minh Anh				 Biologic daughte
61	Vũ Bảo Ngọc				Biologic daughte
62	Lê Duy Mạnh	Member of the Supervisory Board			
63	Phạm Hồng Hạnh				Wife
64	Lê Phương Linh				Biologic daughte
65	Lê Duy				Biologic son
66	Lê Ngọc Tiến				Biologic father
67	Đỗ Thị Bình				Biologic mother
68	Lê Thị Thu Quỳnh				Biologic sister
69	Trần Thị Thùy Linh	Member of the Supervisory Board		k	
70	Trần Ngọc Lâm				Biologic father
71	Nguyễn Thị Vân				Biologic mother
72	Trần Thiện Nam				younge brothe
73	Nguyễn Khánh Thuận				Husban
74	Nguyễn Trần Khánh Vy		 		Biologic

75	Nguyễn Hoài Thu	Member of the Supervisory Board				93	0.0005	
76	Nguyễn Tiến Anh							Biological father(deac
77	Đào Thị Kim Liên							Biologica mother
78	Nguyễn Anh Phong					 		younger brother
79	Lưu Thị Thu Hiền							Sister-in-la
80	Nguyễn Công Đức							Husband
81	Nguyễn Linh Chi	· · · ·			-			Biologica daughter
82	Nguyễn Ánh Dương							Biologica daughter
83	Nguyễn Mạnh Đề		- Ala Mini Mini A					Father-in-la
84	Nguyễn Thị Bích			ann a' Chailean Ann Ann Ann Ann Ann Ann Ann Ann Ann A				Mother
85	Nguyễn Thu Điệp							brother-in law
86	Vũ Trường Giang							brother-in law
87	Nguyễn Hồng Thái	Information Disclosure Officer	,					
88	Nguyễn Thái Khanh							Biologica son