

**REPORT ON CORPORATE GOVERNANCE**  
**(For the year 2025)**

**To:** - The State Securities Commission;  
- The Hanoi Stock Exchange.

- Name of company: **LICOGI 13 Joint Stock Company**
- Head Office Address: 4th Floor, LICOGI 13 Building, Khat Duy Tien Street, Thanh Xuan District, Hanoi
- Telephone: 0243 854 4623                      Email: [tonghop@licogi13.com.vn](mailto:tonghop@licogi13.com.vn)
- Charter Capital: VND 950,845,690,000 (In words: Nine hundred and fifty billion, eight hundred and forty-five million, six hundred and ninety thousand Vietnamese Dongs).
- Stock Symbol: LIG
- Corporate Governance Model: General Meeting of Shareholders, Board of Directors, Supervisory Board, and General Director.
- Internal Audit Function: Implemented.

**I. Activities of the General Meeting of Shareholders (GMS):**

Information on meetings and Resolutions/Decisions of the General Meeting of Shareholders (including Resolutions of the General Meeting of Shareholders approved in the form of written ballots):

No.	Resolution No.	Date	Content
1	27/NQ-LICOGI13-DHDCB	June 30, 2025	<p>1. Approval of annual agendas:</p> <ul style="list-style-type: none"><li>+ Approved the 2024 Business Performance Report, the 2024 Audited Consolidated Financial Statements, and the 2024 profit distribution plan of the Parent Company; the 2025 Business Plan.</li><li>+ Approved contracts/transactions between LICOGI 13 and its subsidiaries, associates, and related persons performed in 2024.</li><li>+ Approved the 2025 remuneration for the Board of Directors (BOD), the Supervisory Board (SB), the Person in charge of Corporate Governance, and the BOD's Secretariat.</li><li>+ Authorized the BOD to select one of the qualified audit firms approved by the State Securities Commission to audit public interest</li></ul>

No.	Resolution No.	Date	Content
			<p>entities in the securities field for 2025 to perform the review of the Interim Financial Statements and the audit of the 2025 Annual Financial Statements.</p> <p>+ Approved the transfer of 574,949 shares held by LICOGI 13 at LICOGI 13 Construction Materials JSC (LICOGI 13 – CMC), equivalent to 16.65% of the Charter Capital.</p> <p>+ Approved the transfer of 4,090,000 shares held by LICOGI 13 at LICOGI 13 Infrastructure and Construction Investment JSC (LICOGI 13 - ICI), equivalent to 45.43% of the Charter Capital.</p> <p>+ Approved the transfer of 100% of the shareholding owned by LICOGI 13 at LICOGI 13 Infrastructure Mechanical JSC (LICOGI 13 – IMC), equivalent to 2,084,000 shares.</p> <p>+ Approved the capital contribution to establish LICOGI 13 Hoa Lu JSC, equivalent to 98% of the charter capital, to implement real estate investment projects in Ninh Binh and neighboring provinces.</p> <p>+ Approved the capital contribution to establish Quan Ngang 3 Investment JSC, equivalent to 52% of the Charter Capital, to implement the Quan Ngang 3 Industrial Park Project.</p> <p>+ Approved the transfer of 100% of the ownership capital of LICOGI 13 at Engineering Vocational College No. 1 One-Member Co., Ltd.</p> <p>+ Approved the capital contribution to maintain a 51% ownership ratio in LICOGI13FC during the 2025 charter capital increase issuance.</p> <p>+ Approved the subscription of additional shares in the 2025 charter capital increase of LICOGI 13 Technology Investment JSC (LICOGI 13 – ITC); following the contribution, LICOGI 13 will own 10% of the charter capital at LICOGI 13 – ITC.</p> <p>+ Approved the supplemental registration of detailed business lines.</p> <p>+ Approved the amendments and supplements to the Company’s Charter.</p> <p>+ Approved the 2024 Report on Supervision Results and Activities of the Supervisory Board.</p> <p>+ Approved the authorization for the BOD to</p>



No.	Resolution No.	Date	Content
			<p>decide on certain matters within the authority of the General Meeting of Shareholders.</p> <p>2. Approved the list of personnel for the BOD for the 2025-2029 term.</p> <p>3. Approved the list of personnel for the Supervisory Board for the 2025-2029 term.</p> <p>4. The General Meeting of Shareholders of LICOGI 13 JSC assigned the BOD to direct and organize the implementation of the contents unanimously approved at this Meeting in accordance with the Law and the Company's Charter.</p>

## II. Board of Directors (BOD):

### 1. Information about Board Members:

No.	BOD Member	Position	Date of appointment	Date of resignation
1	Pham Van Thang	Chairman	June 26, 2020	
2	Bui Dinh Son	Member	Before March 30, 2010	
3	Nguyen Van Hiep	Member	Before March 30, 2010	
4	Nguyen Quoc Hung	Member	Before March 30, 2010	
5	Vu Tuan Duong	Member	Before March 30, 2010	
6	Nguyen Thanh Tu	Member	April 22, 2010	
7	Do Thanh Ha	Member	June 26, 2020	

*Note: March 30, 2010, is the date LICOGI 13 JSC was approved for listing on the Hanoi Stock Exchange.*

### 2. Board Meetings:

No.	BOD Member	Position	Meetings attended	Attendance rate	Reasons for absence
1	Pham Van Thang	Chairman	23	100%	
2	Bui Dinh Son	Member	23	100%	
3	Nguyen Van Hiep	Member	23	100%	
4	Nguyen Quoc Hung	Member	23	100%	

No.	BOD Member	Position	Meetings attended	Attendance rate	Reasons for absence
5	Vu Tuan Duong	Member	23	100%	
6	Nguyen Thanh Tu	Member	23	100%	
7	Do Thanh Ha	Member	23	100%	

### 3. Supervision by the BOD over the Board of Management (BOM):

- Assigned responsibilities to each member to monitor and evaluate BOM activities.
- Held periodic meetings to evaluate the progress of annual targets approved by the GMS.
- Conducted meetings to collect opinions on BOM proposals within the BOD's authority per the Law on Enterprises and Charter.
- Organized site visits to major projects to evaluate performance and provide support solutions for the BOM.

### 4. Activities of the Board's Sub-committees: None.

### 5. Board Resolutions and Decisions:

#### a) Board Resolutions:

No.	Resolution No.	Date	Content	Approval rate
1	01/2025/NQ-LICOGI13-HĐQT	Jan 04, 2025	Subscription of additional shares in Global Petro Energy JSC during the 2024 share issuance	100%
2	02/2025/NQ-LICOGI13-HĐQT	Jan 17, 2025	Pledging LICOGI 13's contributed capital at Song Nhiem 3 JSC and providing a guarantee for all debt obligations of Song Nhiem 3 JSC at OCB – Cho Lon Branch	100%
3	03/2025/NQ-LICOGI13-HĐQT	Mar 09, 2025	Transfer of 100% of shareholding owned by LICOGI 13 at LICOGI 13 – IMC	100%
4	04/2025/NQ-LICOGI13-HĐQT	Mar 21, 2025	Approval of the proposal from Saigon Thanh Dat Agricultural Investment JSC on capital contribution to establish a new enterprise	100%
5	05/2025/NQ-LICOGI13-HĐQT	Mar 29, 2025	Extension of the timeline for organizing LIG's 2025 Annual General Meeting of Shareholders	100%

No.	Resolution No.	Date	Content	Approval rate
6	06/2025/NQ-LICOGI13-HĐQT	Mar 31, 2025	Approval of loans, guarantees, and appointment of authorized representative to sign contracts with SeABank – Lang Ha Branch	100%
7	07/2025/NQ-LICOGI13-HĐQT	Apr 10, 2025	Pledging all of LICOGI 13's shares at Song Nhiem 3 JSC and providing a guarantee for all debt obligations of Song Nhiem 3 JSC at OCB – Cho Lon Branch	100%
8	08/2025/NQ-LICOGI13-HĐQT	Apr 17, 2025	Execution of the amendment and supplement to the Mortgage Agreement of LICOGI 13 at BIDV – Thanh Xuan Branch	100%
9	09/2025/NQ-LICOGI13-HĐQT	Apr 28, 2025	Transfer of office floor on the 15th floor of LICOGI 13 Building	100%
10	10/2025/NQ-LICOGI13-HĐQT	May 09, 2025	Capital contribution to establish a company for the investment, construction, and infrastructure operation of Quan Ngang Industrial Park Project - Phase 3	100%
11	14/2025/NQ-LICOGI13-HĐQT	May 28, 2025	Subscription of additional shares in LICOGI13FC during the 2025 charter capital increase	100%
12	16/2025/NQ-LICOGI13-HĐQT	Jun 09, 2025	Regarding: Subscription of additional shares in LICOGI 13 Technology Investment JSC during the 2025 charter capital increase	100%
13	19/2025/NQ-LICOGI13-HĐQT	July 11, 2025	Pledging LIG shares at Global Petro Energy JSC and guaranteeing debt obligations at OCB	100%
14	21/2025/NQ-LICOGI13-HĐQT	Oct 13, 2025	Subscription of additional shares in LICOGI 13 Hoa Lu JSC	100%
15	23/2025/NQ-LICOGI13-HĐQT	Oct 13, 2025	Approval of investment in soil-cement piling equipment	100%
16	26/2025/NQ-LICOGI13-HĐQT	December 11, 2025	Approval of investment in two tower cranes	100%

No.	Resolution No.	Date	Content	Approval rate
17	28/2025/NQ-LICOGI13-HĐQT	December 29, 2025	Subscription of additional shares in Global Petro Energy JSC	100%
18	29/2025/NQ-LICOGI13-HĐQT	December 30, 2025	Approval of asset mortgage to secure debt obligations at BIDV - Thanh Xuan Branch	100%

**b) Board Decisions:**

No.	Decision No.	Date	Content	Approval rate
1	01/2025/QĐ-LICOGI13-HĐQT	Jan 15, 2025	Guarantee for the loan of LICOGI 13 Thuan Phuoc Limited Liability Company	100%
2	02/2025/QĐ-LICOGI13-HĐQT	Mar 17, 2025	Capital contribution to establish LICOGI 13 Hoa Lu JSC and appointment of the authorized representative	100%
3	145/QĐ-LICOGI13-HĐQT	Apr 03, 2025	Dismissal of Ms. Nguyen Thi Thom from the position of Chief Accountant of LICOGI 13 JSC	100%
4	146/2024/QĐ-LICOGI13-HĐQT	Apr 03, 2025	Appointment of Ms. Lai Thi Tho to the position of Chief Accountant of LICOGI 13 JSC	100%
5	180/QĐ-LICOGI13-HĐQT	Apr 17, 2025	Re-appointment of Mr. Pham Van Thang to the position of General Director of LICOGI 13 JSC	100%
6	181/QĐ-LICOGI13-HĐQT	Apr 17, 2025	Re-appointment of Ms. Nguyen Thanh Tu to the position of Deputy General Director of LICOGI 13 JSC	100%
7	182/QĐ-LICOGI13-HĐQT	Apr 17, 2025	Re-appointment of Mr. Do Thanh Ha to the position of Deputy General Director of LICOGI 13 JSC	100%
8	183/QĐ-LICOGI13-HĐQT	Apr 17, 2025	Re-appointment of Mr. Tran Quang Huy to the position of Deputy General Director of LICOGI 13 JSC	100%
9	184/QĐ-LICOGI13-HĐQT	Apr 17, 2025	Re-appointment of Ms. Tran Thi Van Anh to the position of Manager of Planning and General Affairs Department of LICOGI 13 JSC	100%
10	03/2025/QĐ-LICOGI13-HĐQT	July 01, 2025	Dismissal of Mr. Pham Van Thang as General Director	100%

No.	Decision No.	Date	Content	Approval rate
11	05/2025/QĐ-LICOGI13-HĐQT	July 01, 2025	Appointment of Mr. Do Thanh Ha as General Director	100%
12	06/2025/QĐ-LICOGI13-HĐQT	July 02, 2025	Appointment of Mr. Nguyen Quoc Thi as Deputy General Director	100%
13	07/2025/QĐ-LICOGI13-HĐQT	July 02, 2025	Promulgation of the Operational Regulation of the BOD	100%
14	08/2025/QĐ-LICOGI13-HĐQT	July 02, 2025	Operational Regulation of the Board of Management	100%
15	09/2025/QĐ-LICOGI13-HĐQT	July 02, 2025	Assignment of duties for BOD members (2025-2029 term)	100%
16	10/2025/QĐ-LICOGI13-HĐQT	July 09, 2025	Selection of independent auditor for FY 2025	100%
17	11/2025/QĐ-LICOGI13-HĐQT	July 24, 2025	Establishment of the Internal Audit Sub-committee	100%
18	12/2025/QĐ-LICOGI13-HĐQT	July 25, 2025	Remuneration for BOD, SB, Managers, and Secretariat	100%
19	13/2025/QĐ-LICOGI13-HĐQT	July 25, 2025	Appointment of capital representative at LICOGI13FC	100%
20	14/2025/QĐ-LICOGI13-HĐQT	August 20, 2025	Loans and guarantees at BIDV - Thanh Xuan Branch	100%

### III. Supervisory Board (SB):

#### 1. Information about SB Members:

No.	SB Member	SB Member	SB Member	SB Member
1	Nguyen Thi Thom	Head of the SB (2025-2029)	June 30, 2025	Bachelor of Economics
2	Duong Thi Phuong	Head of the SB (2020-2024)	From April 24, 2018	Bachelor of Economics
3	Dinh Thi Kim Anh	Member (2020-2024)	From April 25, 2015	Bachelor of Laws
4	Le Van Cuong	Member (2020-2024, 2025-2029)	June 26, 2020	Bachelor of Economics
5	Hoang Thi Tuyen	Member	June 30, 2025	Construction Economics

		(2025-2029)		Engineer
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*Note:* Ms. Duong Thi Phuong and Ms. Dinh Thi Kim Anh concluded their 2020-2024 term on June 30, 2025.

## 2. Meetings of Board of Supervisors or Audit Committee:

No.	Member of the Supervisory Board	Date of appointment	Number of meetings attended	Attendance rate	Reasons for absence
1	Nguyen Thi Thom	From June 30, 2025	2	100%	-
2	Duong Thi Phuong	From April 24, 2018	1	100%	
3	Dinh Thi Kim Anh	From April 25, 2015	1	100%	
4	Le Van Cuong	From June 26, 2020	2	100%	-
5	Hoang Thi Tuyen	From June 30, 2025	2	100%	-

## 3. Supervising Board of Directors, Board of Management and shareholders by Board of Supervisors or Audit Committee:

- Monitoring and updating the progress of the implementation of annual target programs in accordance with the Resolutions of the Annual General Meeting of Shareholders.
- Monitoring and updating the implementation status of Resolutions and Decisions issued by the Board of Directors and the Board of Management.
- Monitoring and evaluating the compliance with the Company's Charter and the Law on Enterprises by the Board of Directors and the Board of Management.

## 4. The coordination among the Board of Supervisors, Audit Committee, the Board of Management, Board of Directors and other managers:

- The Board of Directors (BOD) and the Board of Management (BOM) proactively provided information and documents related to the implementation of annual target programs as per the Resolutions of the Annual General Meeting of Shareholders.
- The BOD and the BOM proactively provided information and documents regarding the issuance of Resolutions and Decisions.
- Based on the provided information and documents, the Supervisory Board reviewed and evaluated the implementation progress and the compliance with the Company's Charter and the provisions of the Law on Enterprises.

## 5. Other activities of the Board of Supervisors and Audit Committee (if any):

None.

## IV. Board of Management (BOM):

No.	Member	Date of birth	Qualifications	Appointment Date
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1	Mr. Do Thanh Ha	27/10/1973	Civil Engineer	April 22, 2014
2	Ms. Nguyen Thanh Tu	10/02/1980	Master of Economics	April 22, 2010
3	Mr. Le Xuan Thành	27/5/1979	Master of Electronics	March 30, 2010
4	Mr. Nguyen Nam Son	30/8/1961	Bachelor of Law	July 01, 2021
5	Mr. Tran Quang Huy	17/8/1972	Irrigation Engineer	March 30, 2010
6	Mr. Nguyen Quoc Thi	1/1/1983	Road & Bridge Engineer	July 02, 2025

**V. Chief Accountant:**

TT	Full name	Qualification	Appointment Date
1	Lai Thi Tho	Bachelor of Finance & Accounting.	April 03, 2025

**VI. Training courses on corporate governance: None.**

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

1. The list of affiliated persons of the Company: **Appendix 01 - Attached to this Report.**

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

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: **None.**

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): **Appendix 04 - Attached to this Report**

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): **None.**

4.3 Other transactions of the Company (if any) may bring material or non-material benefits for members of Board of Directors, members of the Board of Supervisors, Director (General Director) and other managers: **None.**

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

1. Transactions of internal persons and affiliated persons with shares of the

Company: **Appendix 02 - Attached to this Report**

2. Transactions of internal persons and affiliated persons with shares of the company: **None.**

**IX. Other Notable Issues: None.**

**Recipients:**

- As above;
- Archived: Planning and General Affairs Department.

CHAIRMAN OF THE BOARD OF DIRECTORS



CHỦ TỊCH HĐQT  
*Phạm Văn Hằng*



**APPENDIX 1: List of related persons of LICOGI 13 Joint Stock Company - Stock code LIG**  
(Attached to the 2025 Corporate Governance Report No. 61/BCQT-LICOGI 13 dated January 27, 2026)



STT	Name of organization/individual	Securities trading account	Position at the company	Time of starting to be affiliated Person	Time of ending to be affiliated person	Reason	Relationships with companies/ internal people
1	Pham Van Thang	011C126236	Chairman of the Board of Directors	22/6/2010			
<i>Affiliated person of Mr. Pham Van Thang</i>							
1.1	Pham Van Thang						Father
1.2	Nguyen Thi Lanh						Mother
1.3	Lam Dinh Vy						Father-in-law
1.4	Hoang Thi Gai						Mother-in-law
1.5	Lam Thi Thu Phuong	074C789888					Wife
1.6	Pham Lam Duc Hung						son
1.7	Pham Gia Bach						son
1.8	Pham Thi Kim Thoa						Younger sister
1.9	Hoang Van Bao						Brother-in-law
2	Do Thanh Ha	036C004042	Member of the Board of Directors - General Manager	22/4/2014			
<i>Affiliated person of Mr. Do Thanh Ha</i>							
2.1	Le Thi Oanh						Mother
2.2	Tran Van Nga						Father-in-law
2.3	Tran Thi Che						Mother-in-law
2.4	Do Lan Huong						Younger sister
2.5	Bui Quang Anh						Brother-in-law
2.6	Tran Thi Kim Hoa	045C512223					Wife
2.7	Do Duc Thang						son
3	Bui Dinh Son	036C004040	Member of the Board of Directors	Before March 30, 2010			
<i>Affiliated person of Mr. Bui Dinh Son</i>							
3.1	Bui Dinh Can						Father
3.2	Hoang Thi Hang						Wife
3.3	Bui Minh Thu						Daughter
3.4	Bui Dinh Phuc Hung						son
3.5	Bui Duong Hung	011C08499 058C880688					Older brother
3.6	Nguyen Thi Nga						Sister-in-law
3.7	Bui Thi Huong	002C052648					Younger sister
3.8	Bui Thi Tuyet	006C097321					Younger sister
3.9	Pham Ngoc Luan						Brother-in-law
3.1	Nguyen Van Sang						Brother-in-law
3.11	Bui Van Sinh	058C235566					Younger brother
3.12	Nguyen Thi Hong						Sister-in-law



STT	Name of organization/individual	Securities trading account	Position at the company	Time of starting to be affiliated Person	Time of ending to be affiliated person	Reason	Relationships with companies/ internal people
3.13	Nguyen Quang Nam						Brother-in-law
3.14	Bui Tuyet Mai	006C097925					Younger sister
4	<b>Nguyen Van Hiep</b>	<b>036C004075</b>	<b>Member of the Board of Directors</b>	<b>Before March 30, 2010</b>			
<i>Affiliated person of Mr. Nguyen Van Hiep</i>							
4.1	Pham Thi Cuc						Mother
4.2	Hoang Thi Khanh						Wife
4.3	Nguyen Khanh Huyen						Daughter
4.4	Nguyen Khanh Hang						Daughter
4.5	Nguyen Van Hai						Older brother
4.6	Nguyen Thi Ngoc						Older sister
4.7	Nguyen Thi Thu Ha						Older sister
5	<b>Nguyen Quoc Hung</b>	<b>036C000686</b>	<b>Member of the Board of Directors</b>	<b>Before March 30, 2010</b>			
<i>Affiliated person of Mr Nguyen Quoc Hung</i>							
5.1	Nguyen Lam Tung						Father
5.2	Nguyen Thi Binh						Mother
5.3	Trinh Van Dat						Father-in-law
5.4	Doan Thi Nghia						Mother-in-law
5.5	Trinh Thi Phuong Hoa	026C284264 002C194185					Wife
5.6	Nguyen Quynh Anh						Daughter
5.7	Nguyen Chau Anh	105C306593					Daughter
5.8	Nguyen Thi Hong Hanh	036C001068					Younger sister
5.9	Pham Van Trung						Son-in-law
5.10	Pham Nguyen Hong	036C001066					Brother-in-law
6	<b>Nguyen Thanh Tu</b>	<b>036C002366</b>	<b>Member of the Board of Directors -Deputy General Manager</b>	<b>22/4/2010</b>			
<i>Affiliated person of Mrs Nguyen Thanh Tu</i>							
6.1	Nguyen Kim Thanh						Mother
6.2	Nguyen Thi Lan						Mother-in-law
6.3	Nguyen The Chinh						Older brother
6.4	Dao Thi Tien Ngoc						Sister-in-law
6.5	Hoang Nguyen Ngoc	005C326118					Husband
6.6	Hoang Duc Quang						son
6.7	Hoang Duc Minh						son
7	<b>Vu Tuan Duong</b>	<b>036C005168</b>	<b>Member of the Board of Directors</b>	<b>Before March 30, 2010</b>			
<i>Affiliated person of Mr. Vu Tuan Duong</i>							
7.1	Tran Thi Ry						Mother
7.2	Khieu Thi Tam						Mother-in-law
7.3	Vu Van Duong						Younger brother
7.4	Nguyen Thi Hoa						Sister-in-law

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STT	Name of organization/individual	Securities trading account	Position at the company	Time of starting to be affiliated Person	Time of ending to be affiliated person	Reason	Relationships with companies/ internal people
7.5	Vu Minh Kim						Younger brother
7.6	Nguyen Thi Thao						Sister-in-law
7.7	Vu Thi Hong Nhung						Younger sister
7.8	Dinh Tien Hoang						Brother-in-law
7.9	Vu Thi Nhung						Younger sister
7.10	Vu Van Chi						Brother-in-law
7.11	Vu Thi Nhuan						Younger sister
7.12	Nguyen Van Thao						Brother-in-law
7.13	Vu Thi Thom						Wife
7.14	Vu Minh Duc						son
7.15	Vu Thanh Ha						Daughter
8	<b>Tran Quang Huy</b>	<b>036C004077</b>	<b>Deputy General Manager</b>	<b>Before March 30, 2010</b>			
<i>Affiliated person of Mr. Tran Quang Huy</i>							
8.1	Tran Van Loc						Father
8.2	Nguyen Thi Hoa Bac						Mother
8.3	Doan Thi Hien	011C170065					Wife
8.4	Tran Khanh Linh						Daughter
8.5	Tran Ha Anh						Daughter
8.6	Tran Thi Hang						Older sister
8.7	Tran Thu Nga						Older sister
8.8	Tran Manh Hung						Older brother
8.8	Tran Tu Hanh						Younger sister
9	<b>Le Xuan Thanh</b>	<b>105CA65666</b>	<b>Deputy General Manager</b>	<b>20/6/2017</b>			
<i>Affiliated person of Mr. Le Xuan Thanh</i>							
9.1	Nguyen Thi Chinh						Mother
9.2	Nguyen Thi Huyen Anh						Wife
9.3	Le Nguyen Gia Bao						son
9.4	Le Nguyen Bao Nam						son
9.5	Le Thi Kieu Minh						Older sister
9.6	Le Thi Minh Thu						Older sister
10	<b>Nguyen Quoc Thi</b>	<b>544615 066117</b>	<b>Deputy General Manager</b>	<b>2/7/2025</b>			
<i>Related persons of Mr. Nguyen Quoc Thi:</i>							
10.1	Nguyen Thi Ngoc						Biological mother
10.2	Nguyen Thi Tho						Older sister
10.3	Dinh Bat Dinh						Brother-in-law
10.4	Nguyen Quoc Tho						Older brother
10.5	Nguyen Thi Trang						Sister-in-law
10.6	Nguyen Quoc Thu						Younger brother
10.7	Nguyen Thi Thu Huong						Sister-in-law

STT	Name of organization/individual	Securities trading account	Position at the company	Time of starting to be affiliated Person	Time of ending to be affiliated person	Reason	Relationships with companies/ internal people
10.8	Ta Nguyen Quan						Father-in-law
10.9	Nguyen Thi Ninh						Mother-in-law
10.10	Ta Truc Quynh						Sister-in-law
10.11	Nguyen Dinh Long						Brother-in-law
10.12	Ta Quynh Mai						Sister-in-law
10.13	Nguyen Truong Giang						Brother-in-law
10.14	Ta Duc Tien Thang						Brother-in-law
10.15	Ta Quynh Trang	439897					Wife
10.16	Nguyen Ngoc Lam Chau						Child
10.17	Nguyen Ngoc Quynh Anh						Child
10.18	Nguyen Quoc Minh						Child
<b>11</b>	<b>Nguyen Nam Son</b>	<b>116C011295</b>	<b>Deputy General Manager</b>	<b>01/7/2021</b>			
	<i>Affiliated person of Mr. Nguyen Nam Son</i>						
11.1	Nguyen Thi Thuong						Mother
11.2	Nguyen The Tang						Father-in-law
11.3	Tran Thi My Loi						Mother-in-law
11.4	Nguyen Thi Thanh Thuy						Wife
11.5	Nguyen Manh Hung						son
11.6	Nguyen Son Tung						son
11.7	Dinh My Ngoc						Daughter-in-law
11.8	Nguyen Thi Thuy						Older sister
11.9	Hoang Xuan Tham						Brother-in-law
11.1	Nguyen Thi Hoa						Younger sister
11.11	Duong Manh Hung						Brother-in-law
11.12	Nguyen Nam Ha						Younger brother
11.13	Ta Thi Cuong						Sister-in-law
<b>12</b>	<b>Nguyen Thi Thom</b>	<b>036C004005</b>	<b>Head of Supervisory Board</b>	<b>22/6/2010</b>			
	<i>Affiliated person of Mrs Nguyen Thi Thom</i>						
12.1	Mai Van Su						Husband
12.2	Mai Son						son
12.3	Nguyen Thi Huong Giang						Daughter-in-law
12.4	Mai Lam						son
12.5	Nguyen Ngoc Tinh						Older brother
12.6	Nguyen Thi Lua						Older sister
12.7	Nguyen Thi Hoi						Older sister
<b>13</b>	<b>Hoang Thi Tuyen</b>		<b>Member of Supervisory Board</b>	<b>30/6/2025</b>			
	<i>Affiliated person of Mrs Hoang Thi Tuyen</i>						
13.1	Hoang Ngoc Thuong						Father
13.2	Bui Thi Ngoi						Mother

STT	Name of organization/individual	Securities trading account	Position at the company	Time of starting to be affiliated Person	Time of ending to be affiliated person	Reason	Relationships with companies/ internal people
13.3	Vu Thi Ninh						Mother-in-law
13.4	Nguyen Van Duc						Husband
13.5	Nguyen Hoang Lan						Daughter
13.6	Nguyen Hoang Long						Daughter
13.7	Hoang Ngoc Phuc						Younger sibling
13.8	Hoang Ngoc Hau						Younger sibling
<b>14</b>	<b>Le Van Cuong</b>		<b>Member of Supervisory Board</b>	<b>26/6/2020</b>			
<i>Affiliated person of Mr. Le Van Cuong</i>							
14.1	Le Van Cuong						Father
14.2	Le Thi Thu Ha						Older sister
14.3	Nguyen Thanh Ha						Wife
14.4	Le Ha Minh						Daughter
14.5	Le Chi Tung						son
14.6	Truong Thi Thanh						Mother-in-law
14.7	Tran Ngoc Khang						Brother-in-law
<b>15</b>	<b>Duong Thi Phuong</b>	<b>056C013639</b>	<b>Head of Supervisory Board (2020-2024)</b>	<b>21/4/2018</b>			
<i>Affiliated person of Ms. Duong Thi Phuong</i>							
15.1	Ngo Thi He						Mother
15.2	Hoang Minh Tuan						Husband
15.3	Hoang Minh Ngoc						Daughter
15.4	Hoang Ngoc Minh						Daughter
15.5	Hoang Tuan Hung						son
15.6	Hoang Tuan Manh						son
15.7	Duong Xuan Bach						Older brother
15.8	Vu Thi Chanh						Sister-in-law
15.9	Duong Van Dung						Older brother
15.1	Nguyen Thi Ut						Sister-in-law
15.11	Duong Hong Diep						Older sister
15.12	Ngo Hong Oanh						Brother-in-law
15.13	Duong Van Quynh						Older brother
<b>16</b>	<b>Dinh Thi Kim Anh</b>		<b>Member of Supervisory Board (2020-2024)</b>	<b>25/4/2015</b>			
<i>Affiliated person of Ms. Dinh Thi Kim Anh</i>							
16.1	Nguyen Thi Me						Mother
16.2	Hoang Van Thung						Father-in-law
16.3	Hoang Manh Hung						Husband
16.4	Hoang Anh Truc						Daughter

STT	Name of organization/individual	Securities trading account	Position at the company	Time of starting to be affiliated Person	Time of ending to be affiliated person	Reason	Relationships with companies/ internal people
16.5	Hoang Gia Bach						son
16.6	Phan Thi Mai						Sister-in-law
16.7	Dinh Quang Tuan						Younger brother
16.8	Le Thi Thu Ha						Sister-in-law
17	<b>Lai Thi Tho</b>		<b>Chief Accountant</b>	<b>3/4/2025</b>			
<i>Affiliated person of Mr. Lai Thi Tho</i>							
17.1	Le Thi Chan						Mother
17.2	Duong Thi Chien						Mother-in-law
17.3	Nguyen Duong Tien						Husband
17.4	Nguyen Cong Hien						Son
17.5	Nguyen Ngoc Minh						Son
17.6	Nguyen Duong Tuan						Brother-in-law
17.6	Bui Thi Huong						Sister-in-law
17.8	Lai The Tai						Younger brother
17.9	Do Thi Kieu Oanh						Sister-in-law
18	<b>Tran Thi Van Anh</b>	<b>036C004045</b>	<b>Authorized Information Disclosure Officer</b>	<b>22/4/2010</b>			
<i>Affiliated person of Ms. Tran Thi Van Anh</i>							
18.1	Tran Thi Quy						Mother
18.2	To Anh Tuan						son
18.3	Tran Thi Khanh Van						Older sister
18.4	Tran Thi Phuong Hoa						Younger sister
18.5	Nguyen Van Giap						Brother-in-law
18.6	Tran Minh Duc						Younger brother

Note:

- March 30, 2010 is the day LICOGI 13 Joint Stock Company was approved to list on the Hanoi Stock Exchange.



**APPENDIX 2: List of Internal persons and their Affiliated persons of LICOGI 13  
Joint Stock Company - Stock code LIG**

*(Attached to the 2025 Corporate Governance Report No. 61/BCQT-LICOGI 13 dated January 27, 2026)*



STT	Name of organization/individual	Securities trading account	Position at the company	Number of shares owned at the end of the period (Stock)	Share ownership ratio at the end of the period	Note
1	Pham Van Thang	011C126236	Chairman of the Board of Directors-General	3,655,712	3.84%	
<i>Related person of Mr. Pham Van Thang</i>						
1.1	Pham Van Thang			0	0%	Father
1.2	Nguyen Thi Lanh			0	0%	Mother
1.3	Lam Dinh Vy			0	0%	Father-in-law
1.4	Hoang Thi Gai			0	0%	Mother-in-law
1.5	Lam Thi Thu Phuong	074C789888		0	0%	Wife
1.6	Pham Lam Duc Hung			0	0%	son
1.7	Pham Gia Bach			0	0%	son
1.8	Pham Thi Kim Thoa			0	0%	Younger sister
1.9	Hoang Van Bao					Brother-in-law
2	Do Thanh Ha	036C004042	Member of the Board of Directors - General Manager	73,743	0.08%	
<i>Related person of Mr. Do Thanh Ha</i>						
2.1	Le Thi Oanh			0	0%	Mother
2.2	Tran Van Nga			0	0%	Father-in-law
2.3	Tran Thi Che			0	0%	Mother-in-law
2.4	Do Lan Huong			0	0%	Younger sister
2.5	Bui Quang Anh			0	0%	Brother-in-law

2.6	Tran Thi Kim Hoa	045C512223		0	0%	Wife
2.7	Do Duc Thang			0	0%	son
<b>3</b>	<b>Bui Dinh Son</b>	<b>036C004040</b>	<b>Member of the Board of Directors</b>	<b>1,981,875</b>	<b>2.08%</b>	
<i>Related person of Mr. Bui Dinh Son</i>						
3.1	Bui Dinh Can			0	0%	Father
3.2	Hoang Thi Hang			0	0%	Wife
3.3	Bui Minh Thu			0	0%	Daughter
3.4	Bui Dinh Phuc Hung			0	0%	son
3.5	Bui Duong Hung	011C08499 058C880688		0	0%	Older brother
3.6	Nguyen Thi Nga			0	0%	Sister-in-law
3.7	Bui Thi Huong	002C052648		0	0%	Younger sister
3.8	Bui Thi Tuyet	006C097321		0	0%	Younger sister
3.9	Pham Ngoc Luan			0	0%	Brother-in-law
3.1	Nguyen Van Sang			0	0%	Brother-in-law
3.11	Bui Van Sinh	058C235566		0	0%	Younger brother
3.12	Nguyen Thi Hong			0	0%	Sister-in-law
3.13	Nguyen Quang Nam			0	0%	Brother-in-law
3.14	Bui Tuyet Mai	006C097925		0	0%	Younger sister
<b>4</b>	<b>Nguyen Van Hiep</b>	<b>036C004075</b>	<b>Member of the Board of Directors</b>	<b>526,290</b>	<b>0.55%</b>	
<i>Related person of Mr. Nguyen Van Hiep</i>						
4.1	Pham Thi Cuc			0	0%	Mother
4.2	Hoang Thi Khanh			0	0%	Wife
4.3	Nguyen Khanh Huyen			0	0%	Daughter
4.4	Nguyen Khanh Hang			0	0%	Daughter
4.5	Nguyen Van Hai			0	0%	Older brother

4.6	Nguyen Thi Ngoc			0	0%	Older sister
4.7	Nguyen Thi Thu Ha			0	0%	Older sister
<b>5</b>	<b>Nguyen Quoc Hung</b>	<b>036C000686</b>	<b>Member of the Board of</b>	<b>630,000</b>	<b>0.66%</b>	
<i>Related person of Mr. Nguyen Quoc Hung</i>						
5.1	Nguyen Lam Tung			0	0%	Father
5.2	Nguyen Thi Binh			0	0%	Mother
5.3	Trinh Van Dat			0	0%	Father-in-law
5.4	Doan Thi Nghia			0	0%	Mother-in-law
5.5	Trinh Thi Phuong Hoa	026C284264 002C194185		0	0%	Wife
5.6	Nguyen Quynh Anh			0	0%	Daughter
5.7	Nguyen Chau Anh	105C306593		0	0%	Daughter
5.8	Nguyen Thi Hong Hanh	036C001068		0	0%	Younger sister
5.9	Pham Van Trung			0	0%	Son-in-law
5.10	Pham Nguyen Hong	036C001066		0	0%	Brother-in-law
<b>6</b>	<b>Nguyen Thanh Tu</b>	<b>036C002366</b>	<b>Member of the Board of Directors - Deputy</b>	<b>270,062</b>	<b>0.28%</b>	
<i>Related person of Mrs. Nguyen Thanh Tu</i>						
6.1	Nguyen Kim Thanh			0	0%	Mother
6.2	Nguyen Thi Lan			0	0%	Mother-in-law
6.3	Nguyen The Chinh			0	0%	Older brother
6.4	Dao Thi Tien Ngoc			0	0%	Sister-in-law
6.5	Hoang Nguyen Ngoc	005C326118		0	0%	Husband
6.6	Hoang Duc Quang			0	0%	son
6.7	Hoang Duc Minh			0	0%	son
<b>7</b>	<b>Vu Tuan Duong</b>	<b>036C005168</b>	<b>Member of the Board of</b>	<b>531,484</b>	<b>0.56%</b>	
<i>Related person of Mr. Vu Tuan Duong</i>						
7.1	Tran Thi Ry			0	0%	Mother
7.2	Khieu Thi Tam			0	0%	Mother-in-law

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7.3	Vu Van Duong			0	0%	Younger brother
7.4	Nguyen Thi Hoa			0	0%	Sister-in-law
7.5	Vu Minh Kim			0	0%	Younger brother
7.6	Nguyen Thi Thao			0	0%	Sister-in-law
7.7	Vu Thi Hong Nhung			0	0%	Younger sister
7.8	Dinh Tien Hoang			0	0%	Brother-in-law
7.9	Vu Thi Nhung			0	0%	Younger sister
7.10	Vu Van Chi			0	0%	Brother-in-law
7.11	Vu Thi Nhuan			0	0%	Younger sister
7.12	Nguyen Van Thao			0	0%	Brother-in-law
7.13	Vu Thi Thom			0	0%	Wife
7.14	Vu Minh Duc			0	0%	son
7.15	Vu Thanh Ha			0	0%	Daughter
<b>8</b>	<b>Tran Quang Huy</b>	<b>036C004077</b>	<b>Deputy General</b>	<b>0</b>	<b>0%</b>	
<i>Related person of Mr. Tran Quang Huy</i>						
8.1	Tran Van Loc			0	0%	Father
8.2	Nguyen Thi Hoa Bac			0	0%	Mother
8.3	Doan Thi Hien	011C170065		0	0%	Wife
8.4	Tran Khanh Linh			0	0%	Daughter
8.5	Tran Ha Anh			0	0%	Daughter
8.6	Tran Thi Hang			0	0%	Older sister
8.7	Tran Thu Nga			0	0%	Older sister
8.8	Tran Manh Hung			0	0%	Older brother
8.8	Tran Tu Hanh			0	0%	Younger sister
<b>9</b>	<b>Le Xuan Thanh</b>	<b>105CA65666</b>	<b>Deputy General Manager</b>	<b>1,050</b>	<b>0.00%</b>	
<i>Related person of Mr. Le Xuan Thanh</i>						
9.1	Nguyen Thi Chinh			0	0%	Mother

9.2	Nguyen Thi Huyen Anh			0	0%	Wife
9.3	Le Nguyen Gia Bao			0	0%	son
9.4	Le Nguyen Bao Nam			0	0%	son
9.5	Le Thi Kieu Minh			0	0%	Older sister
9.6	Le Thi Minh Thu			0	0%	Older sister
10	<b>Nguyen Quoc Thi</b>	<b>544615, 066117</b>	<b>Deputy General Manager</b>	0	0%	
<b><i>Related persons of Mr. Nguyen Quoc Thi:</i></b>						
10.1	Nguyen Thi Ngoc			0	0%	biological mother
10.2	Nguyen Thi Tho			0	0%	Older sister
10.3	Dinh Bat Dinh			0	0%	Brother-in-law
10.4	Nguyen Quoc Tho			0	0%	Older brother
10.5	Nguyen Thi Trang			0	0%	Sister-in-law
10.6	Nguyen Quoc Thu			0	0%	Younger brother
10.7	Nguyen Thi Thu Huong			0	0%	Sister-in-law
10.8	Ta Nguyen Quan			0	0%	Father-in-law
10.9	Nguyen Thi Ninh			0	0%	Mother-in-law
10.10	Ta Truc Quynh			0	0%	Sister-in-law
10.11	Nguyen Dinh Long			0	0%	Brother-in-law
10.12	Ta Quynh Mai			0	0%	Sister-in-law
10.13	Nguyen Truong Giang			0	0%	Brother-in-law
10.14	Ta Duc Tien Thang			0	0%	Brother-in-law
10.15	Ta Quynh Trang	439897		0	0%	Wife
10.16	Nguyen Ngoc Lam Chau			0	0%	Child
10.17	Nguyen Ngoc Quynh Anh			0	0%	Child
10.18	Nguyen Quoc Minh			0	0%	Child
11	<b>Nguyen Nam Son</b>	<b>116C011295</b>	<b>Deputy General Manager</b>	<b>10,000</b>	<b>0.01%</b>	
<b><i>Related person of Mr. Nguyen Nam Son</i></b>						
11.1	Nguyen Thi Thuong			0	0%	Mother
11.2	Nguyen The Tang			0	0%	Father-in-law

11.3	Tran Thi My Loi			0	0%	Mother-in-law
11.4	Nguyen Thi Thanh Thuy			0	0%	Wife
11.5	Nguyen Manh Hung			0	0%	son
11.6	Nguyen Son Tung			0	0%	son
11.7	Dinh My Ngoc			0	0%	Daughter-in-law
11.8	Nguyen Thi Thuy			0	0%	Older sister
11.9	Hoang Xuan Tham			0	0%	Brother-in-law
11.1	Nguyen Thi Hoa			0	0%	Younger sister
11.11	Duong Manh Hung			0	0%	Brother-in-law
11.12	Nguyen Nam Ha			0	0%	Younger brother
11.13	Ta Thi Cuong				0%	Sister-in-law
<b>12</b>	<b>Nguyen Thi Thom</b>	<b>036C004005</b>	<b>Head of control committee</b>	<b>100,536</b>	<b>0.11%</b>	
<i>Related person of Ms. Nguyen Thi Thom</i>						
12.1	Mai Van Su			0	0%	Husband
12.2	Mai Son			0	0%	son
12.3	Nguyen Thi Huong Giang			0	0%	Daughter-in-law
12.4	Mai Lam			0	0%	son
12.5	Nguyen Ngoc Tinh			0	0%	Older brother
12.6	Nguyen Thi Lua			0	0%	Older sister
12.7	Nguyen Thi Hoi			0	0%	Older sister
<b>13</b>	<b>Hoang Thi Tuyen</b>		<b>Member of Supervisory Board</b>	<b>0</b>	<b>0%</b>	
<i>Affiliated person of Mrs Hoang Thi Tuyen</i>						
13.1	Hoang Ngoc Thuong			0	0%	Father
13.2	Bui Thi Ngoi			0	0%	Mother
13.3	Vu Thi Ninh			0	0%	Mother-in-law
13.4	Nguyen Van Duc			0	0%	Husband
13.5	Nguyen Hoang Lan			0	0%	Daughter
13.6	Nguyen Hoang Long			0	0%	Daughter

13.7	Hoang Ngoc Phuc			0	0%	Younger sibling
13.8	Hoang Ngoc Hau			0	0%	Younger sibling
14	<b>Le Van Cuong</b>		<b>Member of Supervisory Board</b>	<b>0</b>	<b>0%</b>	
<i>Affiliated person of Mr. Le Van Cuong</i>						
14.1	Le Van Cuong			0	0%	Father
14.2	Le Thi Thu Ha			0	0%	Older sister
14.3	Nguyen Thanh Ha			0	0%	Wife
14.4	Le Ha Minh			0	0%	Daughter
14.5	Le Chi Tung			0	0%	son
14.6	Truong Thi Thanh			0	0%	Mother-in-law
14.7	<b>Duong Thi Phuong</b>	<b>056C013639</b>	<b>Head of control committee (2020-2024)</b>	<b>68</b>	<b>0.0001%</b>	
15	<i>Related person of Ms. Duong Thi Phuong</i>					
	Ngo Thi He			0	0%	Mother
15.1	Hoang Minh Tuan			0	0%	Husband
15.2	Hoang Minh Ngoc			0	0%	Daughter
15.3	Hoang Ngoc Minh			0	0%	Daughter
15.4	Hoang Tuan Hung			0	0%	son
15.5	Hoang Tuan Manh			0	0%	son
15.6	Duong Xuan Bach			0	0%	Older brother
15.7	Vu Thi Chanh			0	0%	Sister-in-law
15.8	Duong Van Dung			0	0%	Older brother
15.9	Nguyen Thi Ut			0	0%	Sister-in-law
15.1	Duong Hong Diep			0	0%	Older sister
15.11	Ngo Hong Oanh			0	0%	Brother-in-law
15.12	Duong Van Quynh			0	0%	Older brother
15.13	<b>Dinh Thi Kim Anh</b>		<b>Member of Supervisory Board (2020-2024)</b>	<b>0</b>	<b>0%</b>	
16	<i>Related person of Ms. Dinh Thi Kim Anh</i>					

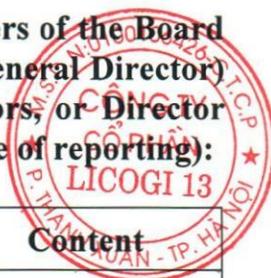
	Nguyen Thi Me			0	0%	Mother
16.1	Hoang Van Thung			0	0%	Father-in-law
16.2	Hoang Manh Hung			0	0%	Husband
16.3	Hoang Anh Truc			0	0%	Daughter
16.4	Hoang Gia Bach			0	0%	son
16.5	Phan Thi Mai			0	0%	Sister-in-law
16.6	Dinh Quang Tuan			0	0%	Younger brother
16.7	Le Thi Thu Ha			0	0%	Sister-in-law
16.8	Tran Ngoc Khang			0	0%	Brother-in-law
17	<b>Lai Thi Tho</b>		<b>Chief Accountant</b>	<b>0</b>	<b>0%</b>	
<i>Affiliated person of Mr. Lai Thi Tho</i>						
17.1	Le Thi Chan			0	0%	Mother
17.2	Duong Thi Chien			0	0%	Mother-in-law
17.3	Nguyen Duong Tien			0	0%	Husband
17.4	Nguyen Cong Hien			0	0%	Son
17.5	Nguyen Ngoc Minh			0	0%	Son
17.6	Nguyen Duong Tuan			0	0%	Brother-in-law
17.6	Bui Thi Huong			0	0%	Sister-in-law
17.8	Lai The Tai			0	0%	Younger brother
17.9	Do Thi Kieu Oanh			0	0%	Sister-in-law
18	<b>Tran Thi Van Anh</b>	<b>036C004045</b>	<b>Authorized Information Disclosure Officer</b>	<b>7,938</b>	<b>0.01%</b>	
<i>Affiliated person of Ms. Tran Thi Van Anh</i>						
18.1	Tran Thi Quy			0	0%	Mother
18.2	To Anh Tuan			0	0%	son
18.3	Tran Thi Khanh Van			0	0%	Older sister
18.4	Tran Thi Phuong Hoa			0	0%	Younger sister
18.5	Nguyen Van Giap			0	0%	Brother-in-law
18.6	Tran Minh Duc			0	0%	Younger brother

Note:

- March 30, 2010 is the day LICOGI 13 Joint Stock Company was approved to list on the Hanoi Stock Exchange.

**APPENDIX 04**

**Transactions between the Company and companies in which members of the Board of Directors, members of the Supervisory Board, or the Director (General Director) have been founding members or members of the Board of Directors, or Director (General Director) for the past three (03) years (calculated at the time of reporting):**



No.	Entity Name	Contract No.	Content
1	LICOGI 13 FC Joint Stock Company	0503/HĐNT/LICOGI13FC-LIG13 dated March 05, 2025	Purchase of materials
2	LICOGI 13 FC Joint Stock Company	804/HĐNT/LIG13-LICOGI 13FC dated April 08, 2025	Sale of materials
3	LICOGI 13 Construction Materials Joint Stock Company - Thanh Nam Branch	0809/HĐNT/TN-LIG13 kí ngày 08/9/2025	Purchase of materials
4	LICOGI 13 Construction Materials Joint Stock Company - Thanh Nam Branch	2003/HĐNT/LIG13-TN	Sale of materials
5	LICOGI 13 Infrastructure Mechanization Joint Stock Company	1009/HĐNT/LIG13-IMC dated September 10, 2025	Purchase of materials
6	LICOGI 13 Infrastructure Mechanization Joint Stock Company	1009/HĐNT/LIG13-IMC dated September 10, 2025	Sale of materials
7	Global Petroleum Energy Joint Stock Company	0407/2025/HĐNT/LIG-VK dated July 04, 2025	Purchase of materials