

REPORT ON GOVERNANCE STATUS OF LISTED COMPANIES

Reporting period: 2024 (No personal information)

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

Listed company name: Song Da 10 Joint Stock Company.

Head office address: 11th Floor, Song Da Building, Pham Hung Street - My Dinh 1 Ward - Nam Tu Liem District - Hanoi City.

Phone: 0437683998 Fax: 0437683991.

Charter capital: 427,323,100,000 VND.

Stock code: SDT - Hanoi Stock Exchange.

Corporate governance model: General meeting of shareholders, Board of Directors, Board of Supervisors, General Director.

Regarding the implementation of internal audit function: not yet implemented.

I. Activities of the General Meeting of Shareholders

Information on meetings and Resolutions/Decisions of the General Meeting of Shareholders:

No	Resolution/Decision Number	Date	Content
1	655/NQ-ĐHĐCĐ	25/6/2024	Resolution of the 2024 Annual General Meeting of Shareholders.

In 2024, the General Meeting of Shareholders will meet once annually. The Resolution and Minutes of the 2024 Annual General Meeting of Shareholders have been sent to the State Securities Commission, Hanoi Stock Exchange, and posted on the Company's Website (<https://www.songda10.com.vn>) in accordance with regulations on information disclosure on the stock market. In addition, the Company does not organize to collect shareholders' opinions in writing.

II. Board of Directors

1. Information about Board members

No	Board Member	Position	Start Date/No Longer a Board Member	
			Date of appointment	Dismissal Date
1	Tran Tuan Linh	Chairman – Non-executive Member	16/4/2013	
2	Nguyen Tuan Anh	Board Member and General Director	28/6/2022	

No	Board Member	Position	Start Date/No Longer a Board Member	
			Date of appointment	Dismissal Date
3	Pham Van Tang	Non-executive board member	30/6/2021	
4	Do Duc Manh	Non-executive board member	15/6/2018	
5	Pham Hoang Phuong	Board member and deputy general director	30/6/2021	

2. Board of Directors Meetings

In 2024, the Board of Directors of Song Da 10 Joint Stock Company met 6 times.

No	Board Member	Number of meetings attended	Attendance rate	Reason for not attending
1	Tran Tuan Linh	6	100 %	
2	Nguyen Tuan Anh	6	100 %	
3	Pham Van Tang	6	100 %	
4	Do Duc Manh	6	100%	
5	Pham Hoang Phuong	6	100%	

3. Supervisory activities of the Board of Directors over the Board of General Directors

The Board of Directors has supervised the Board of Directors in accordance with the Company Charter, the Internal Regulations on Corporate Governance, and the internal management regulations issued by the Board of Directors. The Company complies with corporate governance in accordance with the State's regulations applicable to public companies.

Every quarter or on an ad hoc basis, the Board of Directors holds meetings to:

- Review the production and business situation of the previous quarter and deploy the production and business plan for the next quarter;
- Decide or approve matters under the authority of the Board of Directors;
- Supervise the management of the General Director.

4. Activities of the subcommittee of the Board of Directors

The Board of Directors does not establish subcommittees. The members of the Board of Directors perform their duties according to their assigned tasks, including specific assignments of each area to the members.

5. Resolutions and decisions of the Board of Directors

In 2024, the Board of Directors issued 42 resolutions and decisions to direct and manage the Company's production and business activities. All resolutions and decisions were issued in accordance with the provisions of law and the Company's Charter of Organization and Operation.

No	Number	Date of issue	Content
1	18/NQ-HĐQT	05/01/2024	Approval of subcontracting of EA-Trang1 tunnel construction
2	59/NQ-HĐQT	17/01/2024	Approval of the proposal for 13th month salary bonus in 2023 for the Company's officers and employees
3	88/NQ-HĐQT	24/01/2024	Approval of contractor ranking list
4	89/QĐ-HĐQT	24/01/2024	Decision to approve contractor ranking list
5	95/NQ-HĐQT	25/01/2024	Approval of guarantee limit of Song Da 10.1 One Member Co., Ltd.
6	96/QĐ-HĐQT	25/01/2024	Decision on reappointment of staff
7	103/QĐ-HĐQT	26/01/2024	Decision on appointment of Company Secretary
8	182/NQ-HĐQT	26/02/2024	Approval of subcontracting contract for construction of part of EA-Trang1 tunnel, under package XL-02
9	232/NQ-HĐQT	07/03/2024	Approval of contractor selection results
10	233/QĐ-HĐQT	07/03/2024	Decision to approve contractor selection results
11	244/NQ-HĐQT	11/03/2024	Approval of the supplementary and revised proposal on the expenditure levels for users of Song Da 10 colleague fund
12	245/QĐ-HĐQT	11/03/2024	Decision to approve and promulgate the expenditure levels for users of Song Da 10 colleague fund
13	297/NQ-HĐQT	26/03/2024	Approval of the special subcontracting contract for the construction of the electromechanical and fire protection systems of EA-Trang1 tunne - package XL-02
14	313/NQ-HĐQT	28/03/2024	Approval of the appendix to the office lease contract
15	339/NQ-HĐQT	04/04/2024	Extension of the time for holding the General Meeting of Shareholders
16	356/NQ-HĐQT	09/04/2024	Approval of the plan for using land and houses (Cau Buu)
17	370/NQ-HĐQT	11/04/2024	Approval of the plan for supplementing the capacity of construction equipment
18	471/NQ-HĐQT	20/05/2024	Approval of the personnel work of Song da 10.1
19	493/NQ-HĐQT	24/05/2024	Approval of sending staff on business trips abroad
20	494/QĐ-HĐQT	24/05/2024	Decision on sending staff on business trips abroad
21	544/NQ-HĐQT	10/06/2024	Approval of the amendment to the appendix to the office lease contract
22	734/NQ-HĐQT	16/07/2024	Approval of the policy of reappointing Mr. Le Ngoc Sang to the position of Deputy Director of the enterprise

No	Number	Date of issue	Content
23	735/NQ-HĐQT	16/07/2024	Approval of the 2024 financial plan of Song Da 10.1 One Member Co., Ltd.
24	753/NQ-HĐQT	22/07/2024	Approval of sending staff on business trips abroad
25	754/QĐ-HĐQT	22/07/2024	Decision on sending staff on overseas business trips
26	761/NQ-HĐQT	25/07/2024	Approval of the selection of the unit to audit the 2024 Financial Statements
27	770/NQ-HĐQT	29/07/2024	Approval of the Grassroots Democracy Regulations at the workplace
28	771/QĐ-HĐQT	29/07/2024	Decision on promulgating the Grassroots Democracy Regulations at the workplace
29	817/NQ-HĐQT	08/08/2024	Resolution on approving the draft Labor Regulations
30	880/QĐ-HĐQT	29/08/2024	Decision on promulgating Labor Regulations
31	908/NQ-HĐQT	9/9/2024	Resolution on personnel work
32	913/QĐ-HĐQT	9/9/2024	Decision on reappointing staff positions
33	984/QĐ-HĐQT	4/10/2024	Decision on reappointing staff positions
34	1041/NQ-HĐQT	29/10/2024	Resolution on approving the short-term loan limit and guarantee value in 2024
35	1042/NQ-HĐQT	28/10/2024	Resolution on approving and re-issuing the Company's salary scale, payroll and salary allowance system
36	1044/QĐ-HĐQT	29/10/2024	Decision on re-issuing the Company's salary scale, payroll and salary allowance system
37	1665/NQ-HĐQT	14/11/2024	Resolution on sending staff on overseas business trips
38	1666/QĐ-HĐQT	14/11/2024	Decision on sending staff on overseas business trips
39	1744/NQ-HĐQT	16/12/24	Resolution on terminating the Labor Contract for Mr. Ha Van Dan
40	1757/NQ-HĐQT	18/12/24	Resolution on liquidating assets
41	1758/QĐ-HĐQT	18/12/24	Decision on liquidating assets
42	1770/NQ-HĐQT	19/12/24	Resolution on merging and terminating the operation of a number of affiliated units
43	1771/QĐ-HĐQT	20/12/24	Decision on terminating the operation of Song Da Enterprise Branch 10.7
44	1774/NQ-HĐQT	23/12/24	Resolution on settling management salaries in 2023

III. Board of Control

1. Information about Board of Supervisors members

No	Board Member	Position	Start Date/No Longer a Member of the Board of Supervisors		Professional qualifications
			Start date	The Day is No Longer BOS	
1	Le Thi Mai Huong	Head	16/4/2013		Bachelor of Finance and Accounting
2	Nguyen Van Thanh	Member	7/6/2019		Bachelor of Law
3	Vu Thi To Nga	Member	30/6/2021		Engineer of Construction Economics

2. Board of Supervisors Meetings

In 2024, the Board of Supervisors met twice.

No	Board Member	Number of meetings attended	Meeting attendance rate	Voting ratio	Reason for not attending
1	Le Thi Mai Huong	02	100%	100%	
2	Nguyen Van Thanh	02	100%	100%	
3	Vu Thi To Nga	02	100%	100%	

3. Supervisory activities of the Board of Supervisors towards the Board of Directors, the Board of General Directors and shareholders.

All resolutions/decisions of the Board of Directors, the General Director and Financial Reports are sent to the Board of Supervisors, and members of the Board of Supervisors are invited to attend meetings of the Board of Directors.

Thereby, the Board of Supervisors always grasps and closely monitors all activities of the Company. Every quarter, the Board of Supervisors reviews the Financial Reports, evaluates the Company's production and business activities and sends recommendations to the Board of Directors and the Board of General Directors.

4. Coordination of activities between the Board of Supervisors and the activities of the Board of Directors, the Board of General Directors and other management staff

The Board of Supervisors' recommendations are carefully considered and evaluated by the Board of Directors and the Board of General Directors, and many issues are discussed and answered right at the meetings. For the remaining issues in management and operation activities proposed by the Board of Supervisors, the Board of Directors and the Board of General Directors will record and consider resolving them during the process of managing and operating the Company.

IV. Executive Board

No	Board Member	Date of birth	Professional qualifications	Date of appointment	Dismissal Date
1	Mr. Nguyen Tuan Anh - General Director	10/11/1977	Underground and mining Construction Engineer	08/11/2022	
2	Mr. Tran Dinh Tu - Deputy General Director	21/05/1972	Bachelor of Finance and Accounting	10/10/2018	
3	Mr. Nguyen The Bao - Deputy General Director	02/12/1969	Mechanical engineer	23/11/2017	
4	Mr. Pham Hoang Phuong - Deputy General Director	25/11/1979	Underground and mining construction engineer	19/08/2019	

V. Chief Accountant

Full name	Date of birth	Professional qualifications	Date of appointment/removal
Mr. Nguyen Trung Kien	20/9/1981	Bachelor of Economics	31/3/2017

VI. Training on corporate governance

In 2024, the Company only arranged for the Company Secretary to attend a training course on corporate governance organized by the Hanoi Stock Exchange (HNX). Due to lack of time, members of the Board of Directors, members of the Board of Supervisors, the General Director, and other managers have not attended training courses on corporate governance.

VII. List of related persons of the company as prescribed in Clause 34, Article 6 of the Law on Securities and transactions of related persons of the Company with the Company itself

1. List of related persons of the Company:

The list of related persons of the Company or when there is a change in key personnel and related persons has been announced by the Company in accordance with the regulations on information disclosure on the stock market. The detailed list is as attached in *Appendix I*.

2. Transactions between the Company and related persons of the Company; or between the Company and major shareholders, insiders, related persons of insiders: *no transactions*.

3. Transactions between insiders of the Company, related persons of insiders and subsidiaries, companies controlled by the Company: *No transactions*.

4. Transactions between the Company and other entities

4.1. Transactions between the Company and companies in which members of the Board of Directors, members of the Supervisory Board, and the General Director have been and are founding members or members of the Board of Directors, Directors/General Directors in the past 3 years: *No transactions*.

4.2. Transactions between the Company and companies in which related persons of members of the Board of Directors, members of the Supervisory Board, and the General Director are members of the Board of Directors, Directors/General Directors: *No transactions.*

4.3. Other transactions of the Company that may bring material or immaterial benefits to members of the Board of Directors, members of the Supervisory Board, General Directors and other managers: *No transactions.*

VIII. Stock transactions of insiders and related parties of insiders

1. List of insiders and related persons of insiders

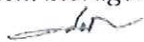
Details as attached in *Appendix II.*

2. Transactions of insiders and related persons of insiders: none.

IX. Other matters to note: none.

Recipients:

- *As above;*
- *Save at Document Storage.*



CHAIRMAN OF THE BOARD OF DIRECTORS

Tran Tuan Linh

Phụ lục I

(Attached with Corporate Governance Report No 87/BC-CBTT dated 22/01/2025 of Song Da 10 Joint Stock Company)

LIST OF RELATED PERSONS OF SONG DA 10 JSC

No	Name	Position (if any)	Start Time is Related Person	Time of no longer being a Related Person	Reason	Relationship with the Company
I	Organization					
1	Song Da Corporation - JSC		2006			Parent company
2	Song Da 10.1 One Member Co., Ltd.		2006			Subsidiary
3	Nam He Hydropower Joint Stock Company		2013			Subsidiary
II	Individual					
1	Tran Tuan Linh	Chairman of the Board	2006			
1.2	Tran Thi Nhu Sam		2006			Mr. Linh's mother
1.3	Tran Thi Tuyet Nhung		2006			Mr. Linh's sister
1.4	Tran Tuan Duong		2006			Mr. Linh's brother
1.5	Do Thi Minh Phuong		2008			Mr. Linh's wife
1.6	Song Da Corporation - JSC		6/2021			Mr. Linh is the Capital Representative.
1.7	Nam He Hydropower Joint Stock Company		2013			Mr. Linh is Chairman of the Board of Directors.
1.8	Cam Lo - Tuy Loan BT Investment Co., Ltd.		20/1/2017			Mr. Linh is a Board member.
2	Nguyen Tuan Anh	Board Member and General Director	01/6/2022			
2.1	Pham Thi Phuong		01/6/2022			Mr Tuan Anh's Wife
2.2	Nguyen Tuan Khoa		01/6/2022			Mr Tuan Anh's Son
2.3	Nguyen Gia Han		01/6/2022			Mr Tuan Anh's Daughter
2.4	Song Da Corporation - JSC		6/2022			Mr. Tuan Anh is the Capital Representative.

No	Name	Position (if any)	Start Time is Related Person	Time of no longer being a Related Person	Reason	Relationship with the Company
3	Pham Van Tang	Board Member	30/6/2021			
3.1	Phan Thi Ngoc Ha		30/6/2021			Mr. Tang's Wife
3.2	Pham Minh		30/6/2021			Mr. Tang's Son
3.3	Pham Nam Son		30/6/2021			Mr. Tang's Son
3.4	Song Da Corporation - JSC		6/2021			Mr. Tang is the Capital Representative.
4	Pham Hoang Phuong	Deputy General Manager	19/8/2019			
		Board Member	30/6/2021		Elected	
4.1	Pham Thi Hang		30/6/2021			Mr. Phuong's Wife
4.2	Pham Hoang Phuong Duc		30/6/2021			Mr. Phuong's Son
5	Do Duc Manh	Board Member	15/6/2018			
5.1	Song Da Corporation - JSC		6/2021			Mr. Manh is the Capital Representative.
6	Le Mai Huong	Head of Control Board	16/4/2013			
6.1	Ngo Tan Long		16/4/2013			Mrs. Mai Huong's husband
6.2	Ngo Tan Quang		16/4/2013			Mrs. Mai Huong's son
6.3	Ngo Mai Phuong		16/4/2013			Mrs. Mai Huong's son
7	Nguyen Van Doai	Information Disclosure Person	26/1/2024			
7.1	Do Thi Tham		26/1/2024			Mr. Doai's wife
7.2	Nguyen Van Dong		26/1/2024			Mr. Doai's father
7.3	Cao Thi Thanh		26/1/2024			Mr. Doai's mother
7.4	Nguyen Van Doan		26/1/2024			Mr. Doai's sister
7.5	Nguyen Van Nam		26/1/2024			Mr. Doai's sister

No	Name	Position (if any)	Start Time is Related Person	Time of no longer being a Related Person	Reason	Relationship with the Company
8	Vu Thi To Nga	Controller	30/6/2021		Elected	
8.1	Vu Hong Phuong		30/6/2021			Mrs. Nga's father
8.2	Do Quang Thanh		30/6/2021			Mrs. Nga's husband
8.3	Do Tue Minh		30/6/2021			Mrs. Nga's son
8.4	Do Bao Chau		30/6/2021			Mrs. Nga's son
8.5	Vu Minh Thu		30/6/2021			Mrs. Nga's sister
9	Tran Dinh Tu	Deputy General Manager	10/10/2018			
9.1	Dinh Thi Loan		10/10/2018			Mr. Tu's mother
9.2	Ly Thi Thu		19/5/2023			Mr. Tu's wife
9.3	Tran Binh Minh		10/10/2018			Mr. Tu's son
9.4	Tran Cam Linh		10/10/2018			Mr. Tu's son
9.5	Tran Ly Nam Khanh		17/7/2023			Mr. Tu's son
9.6	Tran Quoc Tan		10/10/2018			Mr. Tu's brother
9.7	Tran Dinh Toan		10/10/2018			Mr. Tu's brother
9.8	Tran Thi Ngoan		10/10/2018			Mr. Tu's sister
9.9	Tran Van Tuan		10/10/2018			Mr. Tu's brother
9.10	Tran Dinh Tru		10/10/2018			Mr. Tu's younger brother
9.11	Vu Thi Tan		10/10/2018			Mr. Tu's sister-in-law
9.12	Cu Thi Huyen		10/10/2018			Mr. Tu's sister-in-law
9.13	Pham Hong Thin		10/10/2018			Mr. Tu's brother-in-law
9.14	Hoang Thi Lan Huong		10/10/2018			Mr. Tu's sister-in-law
10	Nguyen The Bao	Deputy General Manager	23/11/2017			
10.1	Nguyen Thi Huyen		23/11/2017			Mr. Bao's wife
10.2	Nguyen The Dung		23/11/2017			Mr. Bao's child
10.3	Nguyen Ha My		23/11/2017			Mr. Bao's child
11	Nguyen Trung Kien	Chief Accountant	27/4/2016			
11.1	Pham Thi Nhung		27/4/2016			Mr. Kien's wife

No	Name	Position (if any)	Start Time is Related Person	Time of no longer being a Related Person	Reason	Relationship with the Company
11.2	Nguyen Ha Anh		27/4/2016			Mr. Kien's son
11.3	Nguyen Chau Anh		27/4/2016			Mr. Kien's son

Phụ lục II

(Attached with Corporate Governance Report No 87/BC-CBTT dated 22/01/2025 of Song
Da 10 Joint Stock Company)

LIST OF INSIDERS AND RELATED PERSONS OF INSIDERS

No	Name	Position in the Company	Number of shares at the end of the period		Note
			Quantity	Ratio %	
1	Tran Tuan Linh	Chairman of the Board	0	0 %	
1.2	Tran Thi Nhu Sam	Mr. Linh's mother	0	0 %	
1.3	Tran Thi Tuyet Nhung	Mr. Linh's sister	0	0 %	
1.4	Tran Tuan Duong	Mr. Linh's brother	0	0 %	
1.5	Do Thi Minh Phuong	Mr. Linh's wife	0	0 %	
1.6	Song Da Corporation	Mr. Linh is the Capital Representative.	26.607.407	62,27%	
1.7	Nam He Hydropower Joint Stock Company	Mr. Linh is Chairman of the Board of Directors.	0	0%	
1.8	Cam Lo - Tuy Loan Investment Company Limited	Mr. Linh is a Board member	0	0%	
2	Nguyen Tuan Anh	Board Member and General Director	0	0%	
2.1	Pham Thi Phuong	Mr Tuan Anh's Wife	0	0%	
2.2	Nguyen Tuan Khoa	Mr Tuan Anh's Son	0	0%	
2.3	Nguyen Gia Han	Mr Tuan Anh's Daughter	0	0%	
2.4	Song Da Corporation	Mr. Tuan Anh is the Capital Representative.	26.607.407	62,27%	
3	Pham Van Tang	Board Member	0	0%	
3.1	Phan Thi Ngoc Ha	Mr. Tang's Wife	0	0%	
3.2	Pham Minh	Mr. Tang's Son	0	0%	
3.3	Pham Nam Son	Mr. Tang's Son	0	0%	
3.4	Song Da Corporation	Mr. Tang is the Capital Representative.	26.607.407	62,27%	
4	Pham Hoang Phuong	Board Member and Deputy General Manager	0	0%	
4.1	Pham Thi Hang	Mr. Phuong's Wife			

No	Name	Position in the Company	Number of shares at the end of the period		Note
			Quantity	Ratio %	
4.2	Pham Hoang Phuong Duc	Mr. Phuong's Son			
5	Do Duc Manh	Board Member	0	0%	
5.1	Song Da Corporation	Mr. Manh is the Capital Representative.	26.607.407	62,27%	
6	Le Mai Huong	Head of Supervisory Board	0	0%	Head of Supervisory Board from 30/6/2021
6.1	Ngo Tan Long	Mrs. Huong's husband	0	0%	
6.2	Ngo Tan Quang	Mrs. Huong's son	0	0%	
6.3	Ngo Mai Phuong	Mrs. Huong's son	0	0%	
7	Nguyen Van Doai	Information Disclosure Person	0	0%	
7.1	Do Thi Tham	Mr. Doai's Wife	0	0%	
7.2	Nguyen Van Dong	Mr. Doai's Father	0	0%	
7.3	Cao Thi Thanh	Mr. Doai's Mother	0	0%	
7.4	Nguyen Van Doan	Mr. Doai's Sister	0	0%	
7.5	Nguyen Van Nam	Mr. Doai's Sister	0	0%	
8	Vu Thi To Nga	controller	0	0%	KSV từ 30/6/2021
8.1	Vu Hong Phuong	Mrs. Nga's father	0	0%	
8.2	Do Quang Thanh	Mrs. Nga's husband	0	0%	
8.3	Do Tue Minh	Mrs. Nga's son	0	0%	
8.4	Do Bao Chau	Mrs. Nga's son	0	0%	
8.5	Vu Minh Thu	Mrs. Nga's sister	0	0%	
9	Tran Dinh Tu	Deputy General Manager	0	0%	
9.1	Dinh Thi Loan	Mr. Tu's mother	0	0%	
9.2	Ly Thi Thu	Mr. Tu's wife	0	0%	
9.3	Tran Binh Minh	Mr. Tu's son	0	0%	
9.4	Tran Cam Linh	Mr. Tu's daughter	0	0%	
9.5	Tran Ly Nam Khanh	Mr. Tu's son	0	0%	
9.6	Tran Quoc Tan	Mr. Tu's brother	0	0%	
9.7	Tran Dinh Toan	Mr. Tu's brother	0	0%	

No	Name	Position in the Company	Number of shares at the end of the period		Note
			Quantity	Ratio %	
9.8	Tran Thi Ngoan	Mr. Tu's sister	0	0%	
9.9	Tran Van Tuan	Mr. Tu's brother	0	0%	
9.10	Tran Dinh Tru	Mr. Tu's younger brother	0	0%	
9.11	Vu Thi Tan	Mr. Tu's sister-in-law	0	0%	
9.12	Cu Thi Huyen	Mr. Tu's sister-in-law	0	0%	
9.13	Pham Hong Thin	Mr. Tu's brother-in-law	0	0%	
9.14	Hoang Thi Lan Huong	Mr. Tu's sister-in-law	0	0%	
10	Nguyen The Bao	Deputy General Manager	0	0%	
10.1	Nguyen Thi Huyen	Mr. Bao's wife	0	0%	
10.2	Nguyen The Dung	Mr. Bao's son	0	0%	
10.3	Nguyen Ha My	Mr. Bao's son	0	0%	
11	Nguyen Trung Kien	Chief accountant	1.170	0,0027%	
11.1	Pham Thi Nhung	Mr. Kien's wife	0	0%	
11.2	Nguyen Ha Anh	Mr. Kien's son	0	0%	
11.3	Nguyen Chau Anh	Mr. Kien's son	0	0%	

In 2024, Insiders and related persons of Song Da 10 Joint Stock Company will not have any stock transactions./.