PUBLIC COMPANY INFORMATION DISCLOSURE STATEMENT

(Document No. …… dated .../.../..... of the State Securities Commission of Vietnam)

GLOBAL IT SERVICE PROVIDER

NTQ SOLUTION JOINT STOCK COMPANY

(Enterprise Registration Certificate No. 0105355296, initially issued by the Hanoi Department of Planning and Investment on 13 June 2011, and amended for the 14th time by the Hanoi Department of Finance on 26 March 2026)

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Person in Charge of Information Disclosure

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Position	:	Head of Communications Department
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2026

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LIST OF ABBREVIATIONS

The abbreviations and abbreviated terms used in this Information Disclosure Statement have the following meanings:

NTQ/Company	:	NTQ Solution Joint Stock Company
JSC	:	Joint Stock Company
FS	:	Financial Statements
SB	:	Board of Supervisors
IA	:	Internal Audit
GMS	:	General Meeting of Shareholders
ERC	:	Enterprise Registration Certificate
BOD	:	Board of Directors
PIT	:	Personal Income Tax
CIT	:	Corporate Income Tax
CC	:	Charter Capital
VND	:	Vietnamese Dong
EE	:	Employee / Employees
IT	:	Information Technology

I. OVERVIEW AND CHARACTERISTICS OF THE PUBLIC COMPANY

1. General Information about the Company

Company Name in Vietnamese	:	**CÔNG TY CỔ PHẦN NTQ SOLUTION**
Company Name in English	:	NTQ SOLUTION JOINT STOCK COMPANY
Abbreviated Company Name	:	NTQ SOLUTION., JSC
Head Office	:	10th Floor, Block B, Song Da Building, Pham Hung Street, Tu Liem Ward, Hanoi, Vietnam
Telephone	:	0243.200.8754
Website	:	https://www.ntq.com.vn/
Company Logo	:	NTQ GLOBAL IT SERVICE PROVIDER
Enterprise Registration Certificate	:	Enterprise Registration Certificate No. 0105355296, initially issued by the Hanoi Department of Planning and Investment on June 13, 2011, and amended for the 14th time by the Hanoi Department of Finance on March 26, 2026
Legal Representative	:	Mr. Pham Thai Son - Position: Chairman of the Board of Directors
Registered Charter Capital	:	VND 171.725.000.000
Paid-in Charter Capital	:	VND 171.725.000.000
Principal Business Line	:	Other Software Publishing – Business Code: 5829

2. Company Formation and Development History

2.1. Overview of Formation and Development History

Since its establishment in 2011, NTQ has undergone over 15 years of growth, marked by key milestones that have incrementally expanded its operational scale, technological capabilities, and global market presence. The Company's formation and development journey can be divided into four distinct phases:

❖ **Phase 1: Formation and Foundation (2011 – 2016)**

The 2011–2016 period laid the groundwork for NTQ's formation and growth through building an engineering team, standardizing software development processes, establishing international-standard service delivery capabilities, and gradually entering the Japanese market.

Key Milestones:

- 2011: Establishment of NTQ Solution Joint Stock Company.
- 2012 – 2015: Expanded the engineering team, scaled software service offerings, and acquired initial clients in Japan.
- 2016: Finalized organizational, HR, and governance foundations, setting the stage for an international expansion strategy.

❖ **Phase 2: Global Market Expansion (2016 – 2021)**

With a solid foundation in place, NTQ accelerated its international growth from 2016 to 2021 by establishing subsidiaries, strengthening its footprint in key markets, and steadily expanding its international customer base.

Key Milestones:

- Established and expanded operations in Japan.
- Founded subsidiaries in South Korea, Hong Kong, and other international markets.
- Increased headcount, expanded customer base, and achieved revenue growth.
- Step-by-step solidified NTQ's position in the global tech market.
- Became a strategic partner of REAS Group (Japan).

❖ **Phase 3: Strategic Pivot to a Global Tech Enterprise (2021 – 2026)**

During this phase, the Company pivoted from a volume-driven growth model to a value-driven growth strategy. The Company restructured into a tech conglomerate model, made targeted investments in R&D, Artificial Intelligence (AI), and domain-specific technology platforms, while making necessary preparations for capital raising and an initial public offering (IPO).

Key Milestones:

- Restructured organizational and corporate governance models.
- Established subsidiaries in the Netherlands, Germany, and the United States.
- Developed the "Made by NTQ" ecosystem of products and technology solutions.
- Accelerated R&D and AI integration into software development and digital transformation operations.
- Became a strategic partner of major Japanese corporations, including SoftBank, TIS, and M-Up Holdings.
- Launched the NTQ Tower project and initiated IPO preparation activities.

❖ **Phase 4: Strategic Targets toward 2031 (2026 – 2031)**

Entering the 2026–2031 period, the Company has set a strategic roadmap to achieve the following goals by 2031:

- Heading towards becoming a global technology and digital transformation partner
- Complete NTQ's strategic transformation from a company primarily providing software development services to a Global Technology & Digital Transformation Partner model.
- Focus on simultaneously developing technology services, specialized domain solutions, AI platforms, and a digital ecosystem; expand operations in international markets; put NTQ Tower into operation, thereby turning it into an executive, R&D, and innovation center; and gradually increase revenue and enhance NTQ's competitive capabilities.
- Improve growth quality, increase enterprise value, and realize the goal of becoming a global technology enterprise built from Vietnam.

2.2. Certificates, Titles, and Awards of the Company

Year Recorded	Award, Certification, and Contribution
2013-2016	ISO 27001:2013 Certification for Information Security Management System
	Sao Khue Award 2016 for Software Outsourcing Service – presented by the Vietnam Software and IT Services Association (VINASA)
2017	Sao Khue Award 2017 for Software Outsourcing Service – presented by the Vietnam Software and IT Services Association (VINASA)
2018	Sao Khue Award 2018 for Software Outsourcing Service – presented by the Vietnam Software and IT Services Association (VINASA)

2019	Sao Khue Award 2019 for Software Outsourcing Service – presented by the Vietnam Software and IT Services Association (VINASA)
	NTQ was honored by the Governor of Kanagawa Prefecture, Japan, as one of the Top 100 Outstanding Enterprises in the prefecture at the Kanagawa Festival Japan 2019 and the Vietnam–Kanagawa Investment Promotion Conference
2020	Sao Khue Award 2020 for Software Outsourcing Service – presented by the Vietnam Software and IT Services Association (VINASA)
	Promising Project Award presented by the Korea International Cooperation Agency (KOICA)
2021	TOP 10 Vietnam IT Companies Award in Software Export – presented by VINASA and representatives from the Ministry of Science and Technology
	Sao Khue Award 2021 for Software Outsourcing Service
	ISTQB (International Software Testing Qualifications Board) Gold Partner
2022	TOP 10 Vietnam IT Companies Award in Software Export – presented by VINASA and representatives from the Ministry of Science and Technology
	Certificate of Merit from the Minister of Information and Communications of Vietnam for outstanding contributions to the IT industry
	DentalFlow – Digital Transformation Platform for Dental Practice won the Sao Khue Award
	ISO 27001:2022 Certification for Information Security Management System
2023	Global Development Center Service won the Gold Award – the highest accolade at the Make in Vietnam Awards 2023 (a State-level award by the Ministry of Science and Technology) – presented by Deputy Prime Minister Tran Hong Ha and Minister of Information and Communications Nguyen Manh Hung
	TOP 10 Vietnam IT Companies Award in Software Export and A-IoT – presented by VINASA and representatives from the Ministry of Science and Technology
	Mr. Pham Thai Son – Chairman of the Board of Directors, honored to serve as a member of the "Advisory Task Force to Support Digital Enterprises Going Global" established by the Ministry of Information and Communications
	NTQ led a delegation of representatives from the Ministry of Science and

	Technology to meet with the Governor of Kanagawa Prefecture, Japan, to promote support for Vietnamese IT enterprises
2024	Achieved CMMI-DEV Level 3 international certification for software development process management capabilities (Capability Maturity Model Integration)
	DentalFlow – Digital Transformation Platform for Dental Practice won the Asia-Pacific Excellence Award in the "Health & Safety Solutions" category, organized by the South Korean Government
	NxUniverse product named "Outstanding New Digital Technology Product" at the Make in Vietnam Awards – a State-level award by the Ministry of Science and Technology
	TOP 10 Vietnam IT Companies Award in Software Export and A-IoT – presented by VINASA and representatives from the Ministry of Science and Technology
	RECO – AI-powered IT Talent Recruitment Ecosystem won the Sao Khue Award in the IT Talent Network Management System category
	NTQ Solution and SB Technology signed an investment and technology cooperation agreement in Vietnam
2025	NxFactory Solution – Smart Factory Solution won the Silver Award at the Make in Vietnam Awards 2025
	Achieved AWS Advanced Tier Services Partner status – affirming capability in deploying and operating cloud computing infrastructure on AWS
2026	Certificate of Merit from the Minister of Science and Technology honoring the outstanding achievements and contributions of NTQ Japan – awarded on the occasion of NTQ Japan's 10th anniversary
	NTQ & NxFactory won the Vietnam I4 Impact Awards in two categories: "Smart Industry" and "Outstanding Digital Platform"
	Certificate of Merit from the Minister of Science and Technology honoring the outstanding achievements and contributions of NTQ Solution JSC – awarded on the occasion of NTQ's 15th anniversary

(Source: NTQ)

2.3. Date on which the Company satisfies the conditions specified in Point a, Paragraph 1, Article 32 of the Law on Securities, as amended and supplemented by Point a, Paragraph 11, Article 1 of Law No. 56/2024/QH15

The Company satisfies the conditions specified in Point a, Paragraph 1, Article 32 of the Law on Securities, as amended and supplemented by Point a, Paragraph 11, Article 1 of Law No. 56/2024/QH15, as of **June 5, 2026.**

2.4. Information on charter capital and shareholder structure as of the date of satisfying the conditions specified in Point a, Paragraph 1, Article 32 of the Law on Securities, as amended and supplemented by Point a, Paragraph 11, Article 1 of Law No. 56/2024/QH15

- Charter capital: VND 171,725,000,000
- Owner's equity: VND 741,380,638,514
- Total number of shareholders: 123 shareholders.
- Shareholder structure: 119 non-major shareholders, holding 5,464,557 voting shares, accounting for 31.82% of the charter capital.

Table 1. Information on the Company's shareholder structure as of June 5, 2026

STT	Shareholder	Number of Shareholders (person/entity)	Number of Shares Owned (shares)	Ownership Ratio (%)
I	**Domestic & Foreign Shareholders**			
1	Domestic shareholders	119	12,068,275	70.28%
-	State	-	-	-
-	Institutional	-	-	-
-	Individual	119	12,068,275	70.28%
2	Foreign shareholders	4	5,104,225	29.72%
-	Foreign institutions and economic organizations with foreign investors holding over 50% of charter capital	4	5,104,225	29.72%
-	Individual	-	-	-
	Total	**123**	**17,172,500**	**100%**
II	**Major Shareholders & Other Shareholders**			
1	Major shareholders	4	11,707,943	68.18%
2	Other shareholders	119	5,464,557	31.82%
	Total	**123**	**17,172,500**	**100%**

(Source: Register of Shareholders of NTQ as of June 5, 2026)

2.5. Information on charter capital and shareholder structure as of the date of the most recent public company registration dossier submission

Information on charter capital and shareholder structure as of the date of the Company's submission of the public company registration dossier remains unchanged compared to June 5, 2026.

3. Organizational Structure of the Company

3.1. Organizational Structure of the Company

NTQ Solution Joint Stock Company currently has 21 subsidiaries, including 16 direct subsidiaries, 5 indirect subsidiaries, and no associates (as of December 31, 2025, there were 18 subsidiaries and 1 associate). NTQ's corporate structure is organized and operates in accordance with the Law on Enterprises. All operations of the Company comply with the Law on Enterprises, other relevant laws, and the Company's Charter. Details are as follows:

3.2. Parent companies, companies holding control or controlling shareholding over the public company

None.

3.3. Subsidiaries, companies controlled or held with controlling shares/capital contributions by the public company

Table 2. List of Subsidiaries of the Public Company

STT	Subsidiaries
1.	**NTEX Technology Company Limited** - Date of incorporation: August 25, 2017 - Enterprise Registration Certificate No.: 0107977581 - Address: 6th Floor, Viet A Building, No. 9 Duy Tan Street, Cau Giay Ward, Hanoi City, Vietnam - Charter capital as of March 31, 2026: VND 2,700,000,000 - Primary line of business: Hardware equipment manufacturing - NTQ's capital contribution as of March 31, 2026: VND 2,700,000,000 - NTQ's ownership interest as of March 31, 2026: 100% - NTQ's voting rights ratio as of March 31, 2026: 100%

STT	Subsidiaries
2.	**2B Technology Solutions Company Limited** - Date of incorporation: February 19, 2020 - Enterprise Registration Certificate No.: 0109090770 - Address: 10th Floor, Block B, Song Da Building, Pham Hung Street, Tu Liem Ward, Hanoi City, Vietnam - Charter capital as of March 31, 2026: VND 2,200,000,000 - Primary line of business: Software service provision - NTQ's capital contribution as of March 31, 2026: VND 2,200,000,000 - NTQ's ownership interest as of March 31, 2026: 100% - NTQ's voting rights ratio as of March 31, 2026: 100%
3.	**Reco HR Company Limited** - Date of incorporation: February 10, 2020 - Enterprise Registration Certificate No.: 0109081198 - Address: 10th Floor, Block B, Song Da Building, Pham Hung Street, Tu Liem Ward, Hanoi City, Vietnam - Charter capital as of March 31, 2026: VND 4,000,000,000 - Primary line of business: Software development, recruitment services - NTQ's capital contribution as of March 31, 2026: VND 4,000,000,000 - NTQ's ownership interest as of March 31, 2026: 100% - NTQ's voting rights ratio as of March 31, 2026: 100%
4.	**Dentalflow Joint Stock Company** - Date of incorporation: August 5, 2021 - Enterprise Registration Certificate No.: 0109727308 - Address: 10th Floor, Block B, Song Da Building, Pham Hung Street, Tu Liem Ward, Hanoi City, Vietnam - Charter capital as of March 31, 2026: VND 4,000,000,000 - Primary line of business: Sales of dental software packages

STT	Subsidiaries
	- Number of shares held by NTQ as of March 31, 2026: 260,000 shares - NTQ's ownership interest as of March 31, 2026: 65% - NTQ's voting rights ratio as of March 31, 2026: 65%
5.	**Shintaku Vietnam Joint Stock Company** - Date of incorporation: February 28, 2023 - Enterprise Registration Certificate No.: 0110266845 - Address: 10th Floor, Block B, Song Da Building, Pham Hung Street, Tu Liem Ward, Hanoi City, Vietnam - Charter capital as of March 31, 2026: VND 14,800,000,000 - Primary line of business: Operation of general, specialized, and dental clinics - Number of shares held by NTQ as of March 31, 2026: 1,430,000 shares - NTQ's ownership interest as of March 31, 2026: 96.6% - NTQ's voting rights ratio as of March 31, 2026: 96.6%
6.	**Software Development and Training Joint Stock Company** - Date of incorporation: September 20, 2000 - Enterprise Registration Certificate No.: 0101060439 - Address: 10th Floor, Ladeco Building, No. 266 Doi Can Street, Ngoc Ha Ward, Hanoi City, Vietnam - Charter capital as of March 31, 2026: VND 192,000,000,000 - Primary line of business: Consulting, technology transfer, and training in electronics and IT software - Number of shares held by NTQ as of March 31, 2026: 19,192,320 shares - NTQ's ownership interest as of March 31, 2026: 99.96% - NTQ's voting rights ratio as of March 31, 2026: 99.96%
7.	**NTQ Digital Joint Stock Company** - Date of incorporation: October 21, 2025 - Enterprise Registration Certificate No.: 0111255934

STT	Subsidiaries
	- Address: 20th Floor, Block B, Song Da Building, Pham Hung Street, Tu Liem Ward, Hanoi City, Vietnam - Charter capital as of March 31, 2026: VND 5,000,000,000 - Primary line of business: Information technology sector - Number of shares held by NTQ as of March 31, 2026: 499,500 shares - NTQ's ownership interest as of March 31, 2026: 99.90% - NTQ's voting rights ratio as of March 31, 2026: 99.90%
8.	**WBF Finance Company Limited** - Date of incorporation: January 3, 2024 - Enterprise Registration Certificate No.: 01105898356 - Address: No. 129 Nguyen Luong Bang Street, Dong Da Ward, Hanoi City, Vietnam - Charter capital as of March 31, 2026: VND 20,000,000,000 - Primary line of business: Information technology and financial investment - Number of shares held by NTQ as of March 31, 2026: 2,000,000 shares - NTQ's ownership interest as of March 31, 2026: 100% - NTQ's voting rights ratio as of March 31, 2026: 100%
9.	**NTQ America LLC** - Date of incorporation: January 24, 2024 - Business Registration Certificate No.: 805392179 - Address: 3901 W. Walnut St, Garland City, Texas 75042, USA - Charter capital as of March 31, 2026: USD 100,000 - Primary line of business: Information technology sector - NTQ's capital contribution as of March 31, 2026: USD 100,000 - NTQ's ownership interest as of March 31, 2026: 100% - NTQ's voting rights ratio as of March 31, 2026: 100%
10.	**NTQ Japan Inc.**

STT	Subsidiaries
	- Date of incorporation: February 8, 2016 - Business Registration Certificate No.: 0116-01-020677 - Address: 15th Floor, Hibiya Daibiru Building, 1-2-2 Uchisaiwaicho, Chiyoda-ku, Tokyo, Japan - Charter capital as of March 31, 2026: JPY 50,000,000 - Primary line of business: Information technology sector - Number of shares held by NTQ as of March 31, 2026: 500 shares - NTQ's ownership interest as of March 31, 2026: 100% - NTQ's voting rights ratio as of March 31, 2026: 100%
11.	**NTQ Korea Co., Ltd** - Date of incorporation: October 8, 2019 - Business Registration Certificate No.: 131114-0010779 - Address: 12th Floor, Joyang Main Building, 308 Samil-daero, Jung-gu, Seoul, South Korea - Charter capital as of March 31, 2026: USD 85,201 - Primary line of business: Information technology sector - NTQ's capital contribution as of March 31, 2026: USD 85,201 - NTQ's ownership interest as of March 31, 2026: 100% - NTQ's voting rights ratio as of March 31, 2026: 100%
12.	**NTQ Hongkong Limited** - Date of incorporation: January 13, 2021 - Business Registration Certificate No.: 72565323-000-01-26-4 - Address: Room 1506, Tower 2, 15th Floor, Metroplaza, No. 223 Hing Fong Road, Kwai Fong, New Territories, Hong Kong - Charter capital as of March 31, 2026: HKD 10,000 - Primary line of business: IT services - NTQ's capital contribution as of March 31, 2026: HKD 10,000

STT	Subsidiaries
	- NTQ's ownership interest as of March 31, 2026: 100% - NTQ's voting rights ratio as of March 31, 2026: 100%
13.	**NTQ Europe Holding B.V.** - Date of incorporation: February 7, 2024 - Business Registration Certificate No.: 92893406 - Address: Lipperkerkstraat 422, 7533 AN Enschede, Netherlands - Charter capital as of March 31, 2026: EUR 200,000 - Primary line of business: IT services - NTQ's capital contribution as of March 31, 2026: EUR 200,000 - NTQ's ownership interest as of March 31, 2026: 100% - NTQ's voting rights ratio as of March 31, 2026: 100%
14.	**Zoro Company Limited** - Date of incorporation: August 5, 2019 - Enterprise Registration Certificate No.: 0801294104 - Address: 10th Floor, Block B, Song Da Building, Pham Hung Street, Tu Liem Ward, Hanoi City, Vietnam - Charter capital as of March 31, 2026: VND 1,000,000,000 - Primary line of business: Scientific research and technological development in science, engineering, and technology - NTQ's ownership interest as of March 31, 2026: 100% - NTQ's voting rights ratio as of March 31, 2026: 100%
15.	**Presb Technology and Solution Joint Stock Company** - Date of incorporation: December 25, 2020 - Enterprise Registration Certificate No.: 0109470878 - Address: 6th Floor, Sannam Building, No. 78 Duy Tan Street, Cau Giay Ward, Hanoi City, Vietnam

STT	Subsidiaries
	- Charter capital as of March 31, 2026: VND 500,000,000 - Primary line of business: IT services - Number of shares held by NTQ as of March 31, 2026: 49,900 shares - NTQ's ownership interest as of March 31, 2026 (*): 99.80% - NTQ's voting rights ratio as of March 31, 2026 (*): 99.80% ** NTQ increased its ownership interest in Presb Technology and Solution Joint Stock Company to 99.80% in Q1/2026, transitioning Presb from an associate (as of December 31, 2025) into a subsidiary of NTQ (as of March 31, 2026).*
16.	**NTQ Software Joint Stock Company** - Date of incorporation: February 2, 2026 - Enterprise Registration Certificate No.: 0111375300 - Address: 20B Floor, Song Da Building, Pham Hung Street, Tu Liem Ward, Hanoi City, Vietnam - Charter capital as of March 31, 2026: VND 20,000,000,000 - Primary line of business: Software programming - Number of shares held by NTQ as of March 31, 2026: 1,998,000 shares - NTQ's ownership interest as of March 31, 2026: 99.90% - NTQ's voting rights ratio as of March 31, 2026: 99.90%
17.	**NTQ Factory Joint Stock Company (Subsidiary of NTQ Digital Joint Stock Company)** - Date of incorporation: November 5, 2025 - Enterprise Registration Certificate No.: 0111274704 - Address: 20th Floor, Block B, Song Da Building, Pham Hung Street, Tu Liem Ward, Hanoi City, Vietnam - Charter capital as of March 31, 2026: VND 4,000,000,000 - Primary line of business: IT services

STT	Subsidiaries
	- Number of shares held by NTQ (via NTQ Digital Joint Stock Company) as of March 31, 2026: 399,600 shares - NTQ's ownership interest (via NTQ Digital Joint Stock Company) as of March 31, 2026: 99.80% - NTQ's voting rights ratio (via NTQ Digital Joint Stock Company) as of March 31, 2026: 99.90%
18.	**NTEX INNOVATION Company Limited (Subsidiary of NTQ Digital Joint Stock Company)** - Date of incorporation: November 5, 2025 - Enterprise Registration Certificate No.: 0111274711 - Address: 10th Floor, Block B, Song Da Building, Pham Hung Street, Tu Liem Ward, Hanoi City, Vietnam - Charter capital as of March 31, 2026: VND 1,000,000,000 - Primary line of business: Hardware equipment manufacturing - NTQ's capital contribution (via NTQ Digital Joint Stock Company) as of March 31, 2026: VND 1,000,000,000 - NTQ's ownership interest (via NTQ Digital Joint Stock Company) as of March 31, 2026: 100% - NTQ's voting rights ratio (via NTQ Digital Joint Stock Company) as of March 31, 2026: 100%
19.	**NTQ EUROPE GMBH (Subsidiary of NTQ Europe Holdings B.V.)** - Date of incorporation: December 3, 2024 - Business Registration Certificate No.: HRB 136850 - Address: Am Seedamm 44, 60489 Frankfurt am Main, Germany - Charter capital as of March 31, 2026: EUR 100,000 - Primary line of business: Information technology sector - NTQ's capital contribution (via NTQ Europe Holdings B.V.) as of March 31, 2026: EUR 100,000

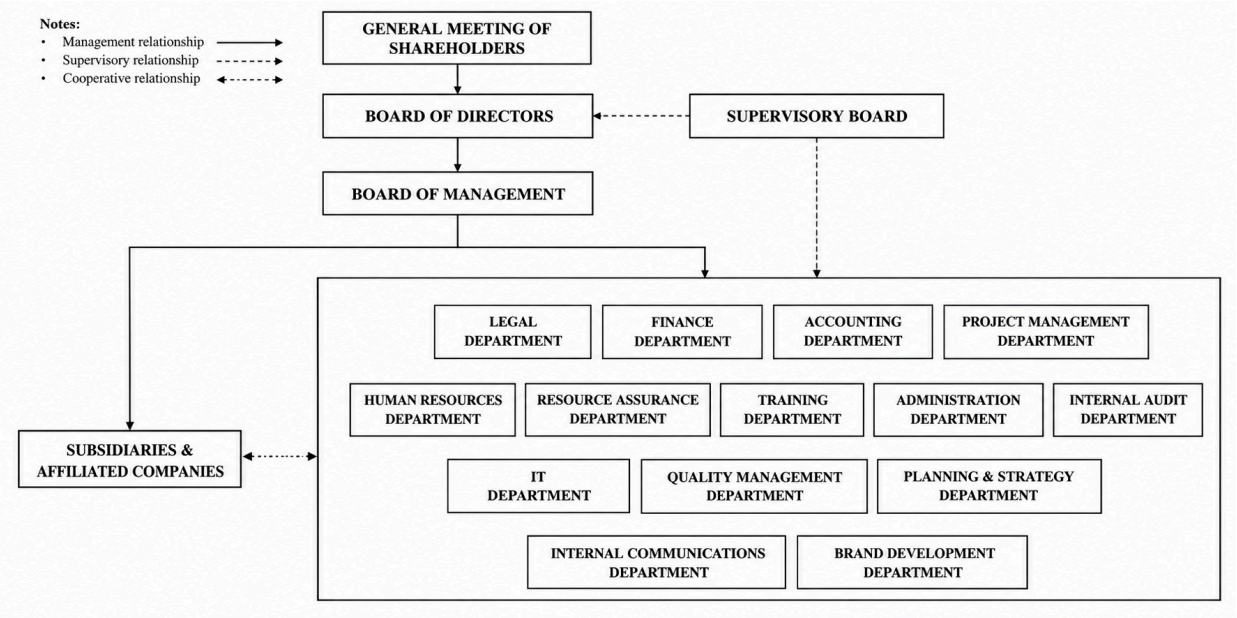
STT	Subsidiaries
	- NTQ's ownership interest (via NTQ Europe Holdings B.V.) as of March 31, 2026: 100% - NTQ's voting rights ratio (via NTQ Europe Holdings B.V.) as of March 31, 2026: 100%
20.	**NTQ Consulting Japan Inc. (Subsidiary of NTQ Japan Inc.)** - Date of incorporation: May 10, 2022 - Business Registration Certificate No.: 0200-01-146488 - Address: 15th Floor, Hibiya Daibiru Building, 1-2-2 Uchisaiwaicho, Chiyoda-ku, Tokyo, Japan - Charter capital as of March 31, 2026: JPY 20,000,000 - Primary line of business: IT services - NTQ's capital contribution (via NTQ Japan Inc.) as of March 31, 2026: JPY 20,000,000 - NTQ's ownership interest (via NTQ Japan Inc.) as of March 31, 2026: 100% - NTQ's voting rights ratio (via NTQ Japan Inc.) as of March 31, 2026: 100%
21.	**Next Digital Intelligent Solutions Joint Stock Company (Subsidiary of NTQ Digital Joint Stock Company)** - Date of incorporation: January 9, 2026 - Enterprise Registration Certificate No.: 0111339006 - Address: 10th Floor, Block B, Song Da Building, Tu Liem Ward, Hanoi City, Vietnam - Charter capital as of March 31, 2026: VND 1,000,000,000 - Primary line of business: IT services - Number of shares held by NTQ (via NTQ Digital Joint Stock Company) as of March 31, 2026: 51,000 shares - NTQ's ownership interest (via NTQ Digital Joint Stock Company) as of March 31, 2026: 50.95%

STT	Subsidiaries
	- NTQ's voting rights ratio (via NTQ Digital Joint Stock Company) as of March 31, 2026: 51%

(Source: NTQ)

4. Corporate Governance Structure

Table 3. Chart of Corporate Governance Structure



(Source: NTQ)

4.1. General Meeting of Shareholders (GMS)

The General Meeting of Shareholders (GMS) is the highest decision-making body of the Company. The Annual General Meeting of Shareholders (AGM) is held once (01) a year. The AGM must take place within four (04) months from the end of the financial year. The Board of Directors (BOD) may decide to extend the time limit for holding the AGM if necessary, provided that it does not exceed six (06) months from the end of the financial year. Aside from the annual meeting, the GMS may convene Extraordinary General Meetings. The meeting location is determined as the place where the chairperson attends the meeting and must be within the territory of Vietnam.

The GMS has the authority to elect, dismiss, remove, and replace members of the Board of Directors; approve the Company's reports (including financial statements, BOD reports, and Supervisory Board reports); approve the Company's short-term and long-term development plans; supplement and amend the Company's Charter; decide on annual dividend payout rates; select audit firms; and exercise other rights specified in the Company's Charter and in accordance with the law.

4.2. Board of Directors (BOD)

The Board of Directors (BOD) is the governing body of the Company, with full authority to act on behalf of the Company to make decisions and execute the Company's rights and obligations, except for those reserved for the General Meeting of Shareholders. The BOD is responsible for ensuring that the Company's operations strictly comply with legal regulations, the Charter, and internal policies of the Company, while treating all shareholders equally and respecting the interests of relevant stakeholders.

The rights and obligations of the BOD are stipulated by law, the Company's Charter, the Internal Corporate Governance Regulations, and Resolutions of the GMS. The Company's BOD consists of five (05) members, with each member serving a term of five (05) years. The Chairman of the BOD is elected by the BOD.

Table 4. List of Members of the Board of Directors

No.	Member	Position
1.	Pham Thai Son	Chairman of the Board of Directors
2.	Bui Duc Chuong	Member of the Board of Directors cum Chief Executive Officer
3.	Nguyen Tien Dung	Member of the Board of Directors cum Deputy Chief Executive Officer
4.	Dang Anh Trung	Member of the Board of Directors
5.	Pham Quang Tuan	Independent Member of the Board of Directors

(Source: NTQ)

4.3. Supervisory Board (BKS)

The Supervisory Board is elected by the General Meeting of Shareholders (GMS) to supervise the Board of Directors (BOD) and the Chief Executive Officer (CEO) in managing and executive

operation of the Company; inspect the reasonableness, legality, truthfulness, and prudence in managing and operating business activities, as well as the systematic, consistent, and appropriate nature of accounting, statistics, and financial reporting; appraise the completeness, legality, and accuracy of the Company's annual and semi-annual business performance reports and financial statements, as well as the BOD's management evaluation reports, and present appraisal reports at the Annual General Meeting of Shareholders; review, inspect, and evaluate the effectiveness and efficiency of the Company's internal control, internal audit, risk management, and early warning systems.

The Supervisory Board consists of three (03) members. The term of office for members of the Supervisory Board is five (05) years; members may be re-elected for an unlimited number of terms.

Table 5. List of Members of the Supervisory Board

No.	Member	Position
1.	Tran Thi Bieu	Head of the Supervisory Board
2.	Nguyen Thi Ngoc Thao	Member of the Supervisory Board
3.	Hoang Quang Huy	Member of the Supervisory Board

(Source: NTQ)

4.4. Board of Management

The Board of Directors appoints one (01) member of the Board of Directors or another individual as Chief Executive Officer (CEO). The term of office for the CEO shall not exceed five (05) years and is renewable upon re-appointment.

The Board of Management has the authority to direct business operations, execute contracts, manage personnel, and represent the Company within the scope of authority stipulated in the Company's Charter; while being obligated to organize and implement the plans and resolutions of the Board of Directors and the General Meeting of Shareholders, report to the Board of Directors, and take responsibility for operational performance.

The list of the Board of Management includes:

Table 6. List of Members of the Board of Management

STT	Member	Position
1.	Bui Duc Chuong	Chief Executive Officer

STT	Member	Position
2.	Nguyen Tien Dung	Deputy Chief Executive Officer

(Source: NTQ)

4.5. Functional Departments

4.5.1. Legal Department

- Ensure legal compliance for the Company's operations, including contract management, legal compliance control, intellectual property protection, and dispute resolution.
- Provide internal legal advisory, including advising Executive Management and operational units during business decision-making processes, as well as updating and disseminating legal regulations related to the Company's operations.

4.5.2. Finance Department

- Manage corporate finance, including financial planning, budgeting, cash flow forecasting, financial risk management (foreign exchange, interest rates), and budget execution control according to plan.
- Analyze and optimize financial efficiency, including periodic analysis, advisory reporting to Executive Management, and proposing solutions to optimize capital structure, cash flows, and financial investment activities.

4.5.3. Accounting Department

- Account for revenues and expenses, including controlling receipts and disbursements, accounting book entries, as well as preparing and archiving accounting vouchers.
- Ensure accuracy and compliance of accounting data, including preparing Financial Statements under applicable accounting standards and management reports, as well as handling tax declarations, finalizations, and tax compliance.

4.5.4. Human Resources Department

- Design organizational structure, including developing structures aligned with the Company's strategic development orientation.
- Formulate and execute HR policies, including compensation & benefits (C&B) policies and labor relations management.

4.5.5. Resource Allocation Department

- Secure and coordinate resources, including talent acquisition (TA), resource allocation

(RA), and personnel coordination across projects.

- Plan and forecast resources, including analyzing phased manpower demand, forecasting shortages/surpluses, and preparing contingency plans to ensure project business continuity.

4.5.6. Training Department

- Enhance Group workforce capability, including establishing training roadmaps, Upskilling/Reskilling programs, and internal knowledge management.
- Evaluate and develop workforce competencies, including measuring training effectiveness, building Competency Frameworks, and personal development plans tailored to each role.

4.5.7. Administration Department

- Organize administrative services, including standardizing workflows, controlling overhead costs (outsourcing, services, assets), managing working hours/attendance, and supporting lean and efficient operational expansion across the Group.
- Manage assets and facilities, including tracking and maintaining assets, office equipment, and maintaining a safe working environment that fully meets operational conditions for personnel.

4.5.8. Internal Communications Department

- Build and sustain corporate culture, including executing engagement programs and driving Core Values across the entire Company.
- Manage internal communications, including planning and implementing internal communication campaigns to connect employees across international markets, as well as managing internal communication channels.

4.5.9. Brand Development Department

- Manage corporate branding, including building corporate brand identity and facilitating Sales Enablement through collaterals, case studies, and marketing toolkits.
- Drive brand communications and promotion, including managing external media channels (website, social media, PR, etc.) and executing targeted media campaigns for each market.

4.5.10.Project Management Office (PMO)

- Centralize and standardize project management, including establishing and maintaining process frameworks (PMP, Agile, Scrum, etc.), providing project templates and tools to units, monitoring progress/costs/risks, supporting complex issue resolution, and conducting capability training for PMs and Team Leads.

- Analyze and improve project performance, including consolidating and analyzing project data to identify systemic risks, proposing process improvements, and periodically reporting portfolio status to Executive Management.

4.5.11. Quality Assurance Department

- Ensure product and process quality, including developing and deploying QA/QC processes, monitoring compliance, conducting periodic audits, reporting project quality metrics, proposing enhancements, and providing quality management training for project teams.
- Manage and improve company-wide quality systems, including establishing and maintaining quality standards (ISO, CMMI, etc.), analyzing defect/incident trends, and driving continuous improvement initiatives.

4.5.12. Strategy & Planning Department

- Advise on strategy and manage company-wide planning, including advising Executive Management on formulating NTQ's development strategy and coordinating as well as governing corporate business plans, objectives, and KPIs.
- Monitor execution and analyze operational performance, including tracking the operational and financial performance of units (SBL, OB, Digital member companies (P&L), DU, NFA, PD), and serving as the primary bridge connecting Strategy – Planning – Execution.

4.5.13. IT Department

- Operate and secure IT infrastructure, including managing and maintaining IT infrastructure to ensure stable and continuous operations, while establishing and enforcing security policies and data governance to protect digital assets and comply with information security standards.
- Provide technical support and drive internal digital transformation, including receiving and resolving SLA-based technical support tickets, as well as researching, proposing, and implementing tech solutions to optimize operations and accelerate Group-wide digital transformation.

4.5.14. Internal Audit Department

- Develop internal audit operational procedures for submission to direct supervisors for review and approval.
- Formulate annual internal audit plans for approval by competent authorities and execute internal audit activities according to the approved plan.
- Execute approved internal audit policies, processes, and procedures to ensure quality and

efficiency.

- Prepare internal audit reports.

5. Introduction to Capital Contributions and Changes in Charter Capital

The Company was established on June 13, 2011, with an initial registered charter capital of VND 1,000,000,000 (In words: One billion Vietnam Dong) contributed by 07 founding members.

Since its inception, the Company has never decreased its charter capital. The Company has completed 06 rounds of charter capital increases to expand its business operations, with the detailed history outlined below:

Table 7. Charter Capital Increases

Date	Post-Increase Charter Capital (VND)	Incremental Charter Capital (VND)	Capital Increase Method	Legal Basis
Incorporation: 06/2011	1,000,000,000	1,000,000,000		- Enterprise Registration Certificate No. 0105355296 issued by the Hanoi Department of Planning and Investment on June 13, 2011.
07/2017	5,000,000,000	4,000,000,000	Capital increase from undistributed post-tax profits	- General Meeting of Shareholders Resolution No. 42/2017/QD-CT dated July 17, 2017, accompanied by General Meeting of Shareholders Minutes No. 41/2017/BB-DHDCD dated July 17, 2017; - Enterprise Registration Certificate No. 0105355296 (4th amendment) issued by the Hanoi Department of Planning and Investment on July 25, 2017.
09/2018	5,555,560,000	555,560,000	Capital increase via private placement to foreign investors	- General Meeting of Shareholders Resolution No. 01/2018/QD-DHDCD dated July 20, 2018, accompanied by General Meeting of Shareholders Minutes No. 01/2018/BB-DHDCD dated July 20, 2018;

Date	Post-Increase Charter Capital (VND)	Incremental Charter Capital (VND)	Capital Increase Method	Legal Basis
				- Notice of Satisfaction of Eligibility Conditions for Share Acquisition by Foreign Investors No. 544011 dated August 24, 2018; - Deposit Contract No. 3108/2018/NTQ-CP between NTQ Solution Joint Stock Company and REAS Co., Ltd. dated August 31, 2018; - Share Purchase Agreement No. 1409/2018/NTQ-CP between NTQ Solution Joint Stock Company and REAS Co., Ltd. dated September 14, 2018; - Contract Liquidation Minutes No. 01/2018/BBTL for the Share Purchase Agreement between NTQ Solution Joint Stock Company and REAS Co., Ltd. dated September 14, 2018; - General Meeting of Shareholders Resolution No. 02/2018/QD-DHDCD dated September 14, 2018, accompanied by General Meeting of Shareholders Minutes No. 02/2018/BB-DHDCD dated September 14, 2018; - Enterprise Registration Certificate No. 0105355296 (5th amendment) issued by the Hanoi Department of Planning and Investment on September 25, 2018.

Date	Post-Increase Charter Capital (VND)	Incremental Charter Capital (VND)	Capital Increase Method	Legal Basis
05/2019	68,000,000,000	62,444,440,000		- General Meeting of Shareholders Resolution No. 01/2019/QD-DHDCD dated May 03, 2019, accompanied by General Meeting of Shareholders Minutes No. 01/2019/BB-DHDCD dated May 03, 2019; - Enterprise Registration Certificate No. 0105355296 (6th amendment) issued by the Hanoi Department of Planning and Investment on May 10, 2019.
07/2021	136,000,000,000	68,000,000,000	Capital increase from undistributed post-tax profits	- General Meeting of Shareholders Resolution No. 08/2021/QD-DHDCD/NTQ dated April 28, 2021; - Enterprise Registration Certificate No. 0105355296 (7th amendment) issued by the Hanoi Department of Planning and Investment on July 16, 2021.
03/2024	137,380,000,000	1,380,000,000	Capital increase via private placement to foreign investors	- General Meeting of Shareholders Resolution No. 01/2024/BB-DHDCD dated March 25, 2024, accompanied by General Meeting of Shareholders Minutes No. 01/2024/BB-DHDCD dated March 25, 2024; - Notice of Satisfaction of Eligibility Conditions for Capital Contribution, Share Purchase, or Equity Interest Purchase by Foreign Investors No. 320657 dated March 27, 2024;

Date	Post-Increase Charter Capital (VND)	Incremental Charter Capital (VND)	Capital Increase Method	Legal Basis
				- Share Purchase Agreement No. 01/2024/HD between NTQ Solution Joint Stock Company and SB Technology Corp dated March 27, 2024; - Contract Liquidation Minutes No. 01/2024/BBTL for the Share Purchase Agreement between NTQ Solution Joint Stock Company and SB Technology Corp dated March 29, 2024; - Report on Results of Private Placement submitted to the Hanoi Department of Planning and Investment on March 27, 2024; - Enterprise Registration Certificate No. 0105355296 (9th amendment) issued by the Hanoi Department of Planning and Investment on March 29, 2024.
12/2024	171,725,000,000	34,345,000,000	Capital increase via private placement to foreign investors	- General Meeting of Shareholders Resolution No. 2309/2024/QD-DHDCD dated September 23, 2024, accompanied by General Meeting of Shareholders Minutes No. 2309/2024/BB-DHDCD dated September 23, 2024; - Board of Directors Resolution No. 04.10/2024/NQ-HDQT dated October 04, 2024, accompanied by Board of Directors Meeting Minutes No. 04.10/2024/BB-HDQT dated October 04, 2024;

Date	Post-Increase Charter Capital (VND)	Incremental Charter Capital (VND)	Capital Increase Method	Legal Basis
				- Board of Directors Resolution No. 19.10/2024/NQ-HDQT dated October 19, 2024, accompanied by Board of Directors Meeting Minutes No. 19.10/2024/BB-HDQT dated October 19, 2024; - Share Subscription Agreement between NTQ Solution Joint Stock Company and TIS INC dated December 16, 2024; - Contract Liquidation Minutes for Share Subscription Agreement between NTQ Solution Joint Stock Company and TIS INC dated December 16, 2024; - Board of Directors Resolution No. 23.12/2024/NQ-HDQT dated December 23, 2024, accompanied by Board of Directors Meeting Minutes No. 23.12/2024/BB-HDQT dated December 23, 2024; - Shareholders Resolution No. 03/2024/NQ-HDQT dated December 23, 2024, accompanied by General Meeting of Shareholders Minutes No. 02/2024/BB-DHDCD dated December 23, 2024; - Board of Directors Resolution No. 05/2024/NQ-HDQT dated December 23, 2024, accompanied by Board of Directors Meeting Minutes No. 04/2024/BB-HDQT dated December 23, 2024;

Date	Post-Increase Charter Capital (VND)	Incremental Charter Capital (VND)	Capital Increase Method	Legal Basis
				- Enterprise Registration Certificate No. 0105355296 (10th amendment) issued by the Hanoi Department of Planning and Investment on December 27, 2024.

(Source: NTQ)

6. Latest Shareholding Structure

6.1. Shareholding Structure as of 5 June 2026

Table 8. Shareholder Structure as of June 05, 2026

No.	Shareholder	Number of Shareholders	Number of Shares Owned	Percentage (%)
I	**Domestic and Foreign Shareholders**			
1	**Domestic**	119	12,068,275	70.28%
1.1	State	-	-	-
1.2	Institutional	-	-	-
1.3	Individual	119	12,068,275	70.28%
2	**Foreign**	4	5,104,225	29.72%
2.1	Foreign institutions, Economic organizations with over 50% charter capital held by foreign investors	4	5,104,225	29.72%
2.2	Individual	-	-	-
Total		**123**	**17,172,500**	**100%**
II	**Major Shareholders and Other Shareholders**			

No.	Shareholder	Number of Shareholders	Number of Shares Owned	Percentage (%)
1	Major Shareholders	4	11,707,943	68.18%
2	Other Shareholders	119	5,464,557	31.82%
	Total	**123**	**17,172,500**	**100%**

(Source: Share Register of NTQ as of June 05, 2026)

6.2. List of Shareholders Holding 5% or More of Voting Shares

Table 9. List of Shareholders Holding 5% or More of the Company's Share Capital as of 31/03/2026

No.	Full Name / Organization Name	ID / Citizen ID / Passport / Business Registration Certificate No.	Address	Number of Shares Owned	Ownership Ratio (%)
1.	Pham Thai Son	022082004252	No. 10, Alley 8, 800A Street, Group 22, Nghia Do Ward, Hanoi City	4,886,672	28.46 %
2.	Bui Duc Chuong	042080000007	No. 63, Alley 12, Phan Dinh Giot Street, Phuong Liet Ward, Hanoi City	2,026,771	11.80 %
3.	REAS Company Limited	1200-01-131973	5-14-10 Nishinakajima, Yodogawa-ku, Osaka-shi, Japan	1,360,000	7.92 %
4.	TIS Inc.	0100-01-134133	17-1, Nishishinjuku 8-chome, Shinjuku-ku, Tokyo, Japan	3,434,500	20.00 %

(Source: Share Register of NTQ as of June 05, 2026)

6.3. List of Founding Shareholders and Shareholding Ratios (In case the Company has Founding

Shareholders subject to Transfer Restrictions)

According to the provisions of Clause 3, Article 120 of the Law on Enterprises No. 59/2020/QH14 issued on June 17, 2020: *"Within 03 years from the date the Company is granted the Enterprise Registration Certificate, ordinary shares of founding shareholders are freely transferable to other founding shareholders and may only be transferred to non-founding shareholders upon approval of the General Meeting of Shareholders. In this case, the founding shareholder intending to transfer ordinary shares shall not have the right to vote on the transfer of such shares"*, the Company commenced operations under the form of a Joint Stock Company on May 6, 2015. Therefore, as of the present date, the shares of founding shareholders have expired their statutory transfer restriction period.

7. Business Operations

7.1. Main Products and Services

NTQ operates in the information technology sector, providing services in consulting, development, integration, deployment, and operation of software systems, digital platforms, and technology solutions for domestic and international clients. NTQ's strategic orientation is to accompany clients throughout their digital transformation journey – from business problem consulting, solution design, system development to operation, optimization, and scaling. NTQ's primary service groups include:

- Software Development and System Integration: NTQ designs, develops, and integrates custom software systems, including enterprise management systems, internal operation systems, e-commerce platforms, mobile applications, CRM, ERP, SCM, BI systems, and data integration solutions across various platforms.
- IT Consulting and Digital Transformation: NTQ provides IT strategy consulting, digital transformation advisory, system architecture consulting, and technology deployment roadmaps tailored to each client's business goals, operational scale, and industry specifics.
- Digital Infrastructure, Cloud, and Data Platform Deployment: NTQ advises, designs, and deploys IT infrastructure, including Cloud-native, Hybrid Cloud, and On-premise models, data systems, integration platforms, as well as solutions supporting system scalability, security, and operation.
- System Operation, Maintenance, and Optimization: NTQ provides post-deployment operation, maintenance, monitoring, troubleshooting, upgrading, and system optimization services to ensure clients' systems operate stably, continuously, securely, and in alignment with evolving business needs.
- Co-development of Solutions with Clients and Partners: Beyond providing IT services on demand, NTQ collaborates with clients and partners in researching, developing, and commercializing new

technology solutions. This model enables NTQ to expand its solution capabilities, address practical challenges across various industries, and develop products with broader application potential.

In addition to providing IT services, NTQ has been developing a range of technology platforms, products, and solutions serving digital transformation needs across multiple sectors. These solutions focus on data connectivity, operational optimization, process automation, and data-driven decision-making support. Representative solution layers in NTQ's ecosystem include:

- Device, Sensor, and Physical Process Layer: NTQ researches, develops, and integrates solutions involving sensors, smart devices, embedded systems, and automation systems to serve the needs of digitizing production, operational, and monitoring activities within enterprises.
- Data Collection and Standardization Layer: NTQ's solutions support collecting, standardizing, and digitizing data from diverse sources, including PLCs, SCADA, HMIs, Smart Meters, IoT devices, and existing enterprise operating systems. Once standardized, the data can be utilized for monitoring, analytics, reporting, and operational management.
- Connectivity and Edge Computing Layer: NTQ develops and integrates IoT Gateway, Edge Computing, and Edge AI technologies to connect devices, systems, and data in real-time, helping enterprises enhance monitoring capabilities, operational control, and rapid response to operational shifts.
- Production Execution and Operations Layer: Platforms related to MES/MOM, production management, quality management, maintenance, inventory, and plant operations assist enterprises in increasing transparency, optimizing performance, and progressively building smart factory models.
- Application Layer: NTQ develops and integrates business applications, web/mobile platforms, portals, internal applications, customer-facing applications, and specialized digital solutions tailored to specific industries such as healthcare, education, e-commerce, HR, finance, and manufacturing. The application layer connects users with data, processes, and governance systems, empowering enterprises to digitize experiences, automate operations, and boost operational efficiency.
- Enterprise Management Layer: NTQ deploys and integrates ERP, CRM, SCM, BI systems, and other management platforms to connect data from the operational level to executive management, supporting data-driven governance and enhancing decision-making capabilities.

Product Portfolio and Technology Solutions

In addition to providing software development and digital transformation services, NTQ identifies the research and development of technology products and solutions as one of its core strategic directions to enhance value addition, strengthen intellectual property assets, and gradually shift its business model toward sustainable growth.

NTQ's products and solutions are built upon extensive practical execution experience for clients in Japan and international markets, combined with the Company's R&D capabilities. The product portfolio focuses on domains where NTQ holds strong expertise, including Artificial Intelligence (AI), healthcare, manufacturing, enterprise management, and digital transformation.

Under the strategic development direction for the 2026–2031 period, NTQ's product ecosystem is structured into three main groups:

- **AI Platforms:** AI platforms researched and developed by NTQ to assist enterprises in elevating labor productivity, optimizing software development processes, managing corporate knowledge, and driving digital transformation. This product group is expected to become a new growth engine for the Company in the coming period.
- **Industry Solutions:** Domain-specific solutions serving healthcare, manufacturing, finance, and enterprise sectors, developed based on real-world execution experience for global clients. This suite helps clients optimize operations, improve management efficiency, and accelerate their digital transformation.
- **Digital Platforms:** Recurring Revenue digital platforms serving businesses and organizations, aimed at scalability across global markets and generating stable, long-term revenue streams.

Through the expansion of its product and technology solution ecosystem, NTQ is progressively transitioning from a traditional IT service provider model into an integrated model combining services, solutions, platforms, and intellectual property. This represents a vital strategic direction to sharpen competitive edge, enhance growth quality, and build long-term enterprise value.

Product group	
AI Platforms:	NxUniverse, Next ODC Suite, AI Agent Platform...
Healthcare Solutions:	DentalFlow, EMR DX...
Manufacturing:	NxFactory...
Enterprise Solutions:	ERP, HRM, Workplace,...
EdTech Solution:	KoniaLMS, SMS, AI Mail, AI English, AI Note, AI Chatbox ,…

The aforementioned products, platforms, and solutions reflect NTQ's direction in gradually expanding from a software development service provider model into developing practical technology solutions applicable across various domains, with key focus areas including:

- Finance, Banking, Securities, and Insurance: NTQ deploys software solutions, system integration, digital trading platform upgrades, business process optimization, and supports the development of systems with stringent requirements for security, performance, and compliance.
- Healthcare and Medical Care: NTQ develops management solutions for clinics, hospitals, user profiles, operational optimization, and AI applications in supporting healthcare operations. Solutions in this sector demand high data security, precision, and operational stability.
- E-Commerce, Logistics, and Transportation: NTQ participates in developing e-commerce platforms, warehouse management systems, order management, supply chain optimization, payment and shipping integration, and large-scale operational systems.
- Manufacturing and Industry: NTQ develops smart factory solutions, including production management, equipment monitoring, operational data analytics, AI-based defect detection, process automation, and real-time risk control.
- Education and Human Resources: NTQ develops learning management systems, e-learning platforms, and solutions supporting IT talent recruitment, assessment, and management.
- Telecommunications, Media, and Digital Content: NTQ participates in developing, optimizing, and operating systems related to digital content distribution, big data analytics, media platforms, and high-traffic systems.
- Energy and Utilities: NTQ deploys software solutions, IoT, SCADA, energy management, and equipment monitoring, helping enterprises enhance resource efficiency and operational management.
- Entertainment and Lifestyle: NTQ participates in developing digital platforms, applications, and systems serving entertainment, social networks, simulation sports, and end-user-facing digital services.

Through the aforementioned service groups, products, and solutions, NTQ is progressively expanding its capability from an IT service provider into a technology enterprise model capable of consulting, developing, integrating, operating, and co-developing digital solutions for clients across multiple sectors.

7.1.3. Seasonality of Business Operations

Since NTQ's primary business activity is software publishing, the Company's business operations run steadily and consistently throughout the year, with no seasonal fluctuations.

7.2. Applied Technologies

NTQ focuses on developing technological capabilities in Cloud, Data, AI, IoT, Cybersecurity, and modern software architectures. These technologies are applied throughout the processes of consulting, developing, deploying, and operating tech products, services, and solutions for clients.

- Artificial Intelligence, Machine Learning, and Generative AI: NTQ applies AI/ML, Generative AI, Large Language Models, Retrieval-Augmented Generation, Computer Vision, OCR, and Natural Language Processing to various use cases such as process automation, AI-assisted coding, software testing, data analytics, image recognition, document processing, chatbots, knowledge assistants, and enterprise operational optimization. In addition to utilizing existing AI platforms, NTQ researches and develops proprietary AI models, tools, and platforms for internal operations and solution commercialization. Solutions such as NxChat, NxCode, NxTest, and The Next ODC Suite serve as prime examples of integrating AI into software development, knowledge management, testing, and labor productivity enhancement.

- Cloud Computing and Digital Infrastructure: NTQ possesses deployment capabilities across major cloud platforms such as AWS, Microsoft Azure, and Google Cloud, while assisting clients in building Cloud-native, Hybrid Cloud, and On-premise models tailored to operational, security, cost, and scalability requirements. Cloud technologies are leveraged to build highly scalable systems, optimize resources, automate deployment, improve high availability, and ensure stable operation for large-scale software systems.

- Data and Data Analytics: NTQ deploys data collection, standardization, storage, integration, analytics, and visualization solutions to help clients establish data-driven governance foundations. Data solutions include BI systems, Data Warehouses, Data Lakes, executive dashboards, operational reporting systems, and analytics platforms supporting decision-making.

- Internet of Things, Embedded Devices, and Edge Computing: NTQ applies IoT technologies, embedded systems, IoT Gateways, Edge Computing, and Edge AI in equipment monitoring, production management, energy management, factory automation, and field data collection. These technologies enable device connectivity, near-source data processing, latency reduction, and enhanced responsiveness in real-world operating environments.

- Cybersecurity and Information Security: NTQ implements security technologies and standards throughout system design, development, deployment, and operation, including access control, data encryption, data protection, security monitoring, data loss prevention,

and compliance with relevant security standards. These capabilities are crucial for systems in finance, healthcare, e-commerce, corporate data, and high-traffic platforms.

- Blockchain and Authentication Technologies: NTQ researches and applies Blockchain technology in select use cases involving data verification, traceability, digital asset management, transaction security, and digital identity. Blockchain applications are deployed based on actual client needs and suitability for specific business problems.

- Software Engineering and System Architecture: NTQ utilizes diverse programming languages, frameworks, and modern architectures in software development, including Java, .NET, Python, C/C++, PHP, JavaScript/TypeScript, and related technologies. The Company adopts architectures such as Microservices, API-first, Serverless, Event-driven Architecture, and Low-code/No-code where appropriate to enhance system scalability, maintainability, and integration. Additionally, NTQ employs DevOps methodologies, CI/CD pipelines, automated testing, system monitoring, and software quality management tools to increase stability, reduce deployment risks, and improve product development efficiency.

- Research and Development (R&D) Activities: NTQ identifies R&D as a vital strategic pillar for enhancing long-term competitiveness. The Company has allocated resources toward AI, IoT, Cloud, Blockchain, Data, and next-generation digital platforms. As of 2024, NTQ's dedicated R&D team comprises approximately 30 specialists. R&D activities concentrate on researching emerging technologies, developing practical application solutions, enhancing internal productivity, and creating commercializable products and platforms. Notable R&D outputs include the NxUniverse AI solution ecosystem, software development and testing support tools, smart factory solutions like NxFactory, and digital transformation enablement platforms across diverse sectors.

7.3. Net Revenue and Gross Profit Structure

7.3.1. Net Revenue Structure by Business Activity Over the Years

Table 10. Net Revenue Structure of the Parent Company Over the Years

Unit: Million VND

STT	Indicator	2024		2025		% Increase / (Decrease)
		Value	Proportion (%)	Value	Proportion (%)	

1	Software production and outsourcing	403,174	100%	446,319	100%	10.70%
	Total	**403,174**	**100%**	**446,319**	**100%**	**10.70%**

(Source: Audited separate financial statements for the year 2025 of NTQ)

Table 11. Consolidated Net Revenue Structure Over the Years

Unit: Million VND

STT	Indicator	2024		2025		% Increase / (Decrease)
		Value	Proportion (%)	Value	Proportion (%)	
1	Software production and outsourcing	622,198	95.54%	652,611	92.63%	4.89%
2	Other activities	29,047	4.46%	51,911	7.37%	78.71%
	Total	**651,246**	**100.00%**	**704,522**	**100.00%**	**8.18%**

(Source: Audited Consolidated financial statements for the year 2025 of NTQ)

NTQ's revenue structure during the 2024–2025 period remained generally stable, with software production and outsourcing continuing to serve as the key revenue driver, contributing 100% of the Parent Company's revenue and over 90% of consolidated revenue. In 2025, the Parent Company's net revenue reached VND 446,319 million, up 10.70% compared to 2024, while consolidated net revenue reached VND 704,522 million, an increase of 8.18%. In addition, revenue from other activities (consolidated) – such as IT staffing services, hardware sales, software license fees, revenue from dental clinics, etc., grew sharply by 78.71%, raising its proportion from 4.46% to 7.37%, indicating that the Company has begun expanding revenue streams beyond its core business. However, overall, software production and outsourcing remain the main revenue foundation and play a dominant role in NTQ's revenue structure.

7.3.2. Net Profit Structure by Business Activity Over the Years

Table 12. Gross Profit Structure of the Parent Company Over the Years

Unit: Million VND

No.	Indicator	2024		2025		% Increase / (Decrease)
		Value	Proportion (%)	Value	Proportion (%)	
1	Software production and outsourcing	128,208	100%	155,410	100%	21.22%

	Total	**128,208**	**100%**	**155,410**	**100%**	**21.22%**

(Source: Audited separate financial statements for the year 2025 of NTQ)

Table 13. Consolidated Gross Profit Structure Over the Years

Unit: Million VND

No.	Indicator	2024		2025		% Increase / (Decrease)
		Value	Proportion (%)	Value	Proportion (%)	
1	Software production and outsourcing	232,359	96.10%	223,785	94.39%	-3.69%
2	Others	9,429	3.90%	13,301	5.61%	41.07%
	Total	**241,787**	**100.00%**	**237,086**	**100.00%**	**-1.94%**

(Source: Audited separate financial statements for the year 2025 of NTQ)

NTQ's gross profit structure during the 2024–2025 period continued to focus primarily on software production and outsourcing, accounting for 100% of the Parent Company's gross profit and approximately 95% of consolidated gross profit. In 2025, the Parent Company's gross profit reached VND 155,410 million, an increase of 21.22% compared to 2024, reflecting positive operational performance in core business operations. At the consolidated level, gross profit reached VND 237,086 million, a slight decrease of 1.94% compared to the previous year. The main reason for this decline was the Company's intensified market development efforts and increased R&D investment in AI Platforms such as NxUniverse, Next ODC Suite, etc. As a result, short-term gross profit saw a slight decline; however, these investment activities are expected to contribute to revenue growth in subsequent periods.

Overall, software production and outsourcing remain the primary source of profit for NTQ.

7.4. Cost Structure

Table 14. Historical Cost Structure of the Parent Company

Unit: Million VND

No.	Indicator	2024		2025		% Increase / (Decrease)
		Value	Proportion (%)	Value	Proportion (%)	

No.	Indicator	2024		2025		% Increase / (Decrease)
1	Cost of goods sold and services provided	274,967	70.65 %	290,909	69.32 %	5.80%
2	Financial expenses	22,227	5.71%	15,228	3.63%	-31.49%
	- Of which: Interest expense	2,956	0.76%	3,653	0.87%	23.58%
3	Selling expenses	5,602	1.44%	12,825	3.06%	128.94%
4	General and administrative expenses	86,211	22.15 %	100,631	23.98 %	16.73%
5	Other expenses	170	0.04%	81	0.02%	-52.35%
	Total	**389,177**	**100.00 %**	**419,674**	**100.00 %**	**7.84%**

(Source: Audited separate financial statements for the year 2025 of NTQ)

Table 15. Historical Consolidated Cost Structure

Unit: Million VND

No.	Indicator	2024		2025		% Increase / (Decrease)
		Value	Proportion (%)	Value	Proportion (%)	
1	Cost of goods sold and services provided	409,458	63.99 %	467,436	61.93 %	14.16%
2	Financial expenses	38,137	5.96%	90,249	11.96 %	136.64%
	- Of which: Interest expense	4,137	0.65%	4,820	0.64%	16.51%
3	Selling expenses	30,450	4.76%	44,116	5.85%	44.88%
4	General and administrative expenses	159,852	24.98 %	148,531	19.68 %	-7.08%
5	Other expenses	2,008	0.31%	4,432	0.59%	120.72%

No.	Indicator	2024		2025		% Increase / (Decrease)
		Value	Proportion (%)	Value	Proportion (%)	
	Total	**639,905**	**100.00 %**	**754,764**	**100.00 %**	**17.95%**

(Source: Audited Consolidated financial statements for the year 2025 of NTQ)

NTQ's cost structure in the 2024–2025 period generally aligns with the characteristics of a technology enterprise, in which cost of goods sold and services provided continues to account for the largest proportion of total costs for both the Parent Company and on a consolidated basis. In 2025, the total costs of the Parent Company reached VND 419,674 million, an increase of 7.84% year-on-year, primarily driven by increases in cost of goods sold, selling expenses, and general and administrative expenses, while financial expenses decreased by 31.49%. On a consolidated level, total costs reached VND 759,583 million, up by 18.70%; this growth was mainly due to a 14.16% increase in cost of goods sold, a sharp 136.47% surge in financial expenses resulting from the recognition of costs related to financial investments, and a 44.51% rise in selling expenses as a result of expanding market development efforts and investing in research for AI Platform solutions such as NxUniverse, Next ODC Suite, etc. These investment activities are expected to contribute to the Company's revenue growth in the coming period.

In addition, looking at net profit from financial activities, NTQ still recorded a growth rate of nearly 200%, demonstrating that financial activities continue to make a positive contribution to the Company's overall business performance.

7.5. Marketing Activities

NTQ defines its market approach based on the philosophy of "Go Global – Act Local":

- Positioning Strategy: Asserting its position as a *Global IT Service & Digital Transformation Partner* through the production of highly professional content (thought-leadership, whitepapers) and participation in international tech associations and events.
- Integrated Marketing Communications (IMC): Combining Digital Marketing (LinkedIn ads, Google, SEO) with 1-on-1 consulting activities and direct solution demonstrations (demos) at international offices.

- Strategic Partner Network (4P): Developing an ecosystem of partners including: sales partners, technology partners (AWS Advanced Tier), consulting partners, and alliance partners (such as TIS Inc, SB Technology) to expand market reach.
- Dedicated Department (MCS): The Marketing & Customer Service unit takes on the role of market research, brand promotion, and professional customer care support throughout the engagement journey.
- "Hook" Strategy: Leveraging Vietnam's market advantages (large, fast-growing population) to establish initial collaborative ties with foreign enterprises.

7.6. Research and Development Policy

Research and Development (R&D) is identified by NTQ as the core engine for creating differentiation and long-term competitive advantage:

- Investment Budget: Annually, NTQ may allocate up to 10% of revenue to R&D activities depending on the specific phase.
- Research Focus: Focusing on core and emerging technologies such as AI (Generative AI), Cloud, IoT, Blockchain, Big Data, Low-code, and Automotive.
- Organizational Model: Operating the NTQ.AI R&D Center and NTQ Product Center to nurture creative ideas and convert them into practical applied products (SaaS, AI-integrated hardware).
- Strategic Goals: Driving revenue growth and creating competitive advantages for NTQ in the process of delivering products and services.
- Research Collaboration: Partnering with leading universities (Hanoi University of Science and Technology, University of Engineering and Technology, etc.) and startups to co-develop pioneering tech solutions.

8. Business Operations Report for the Most Recent Year and Most Recent Period (if any)

8.1. Summary of Key Business Performance Indicators

The Company's business operations and financial condition for the last 02 years are summarized as follows:

Table 16. Parent Company Financial Results

Unit: Million VND

No.	Indicator	2024	2025	% Increase/ (Decrease)
1	Total Assets	747,772	903,678	20.86%
2	Owner's Equity	656,131	729,658	11.21%
3	Net Revenue from Sales and Service Provision	403,174	446,319	10.70%
4	Cost of Goods Sold and Services Rendered	274,967	290,909	5.80%
5	Gross Profit from Sales and Service Provision	128,208	155,410	21.22%
6	Net Profit from Operating Activities	39,106	80,159	104.98%
7	Other Profit/(Loss)	273	-58	-121.25%
8	Total Accounting Profit Before Tax	39,379	80,101	103.41%
9	Profit After Corporate Income Tax	34,486	73,527	113.21%
10	Dividend Rate (%)	3.64%	0.00%	-
11	Profit After Tax / Average Owner's Equity (ROE) (%)	8.72%	10.61%	-

(Source: Audited Separate Financial Statements 2025 of NTQ)

Table 17. Consolidated Financial Results

Unit: Million VND

No.	Indicator	2024	2025	% Increase/ (Decrease)
1	Total Assets	958,552	1,037,677	8.25%
2	Owner's Equity	696,325	743,494	6.77%
3	Net Revenue from Sales and Service Provision	651,246	704,522	8.18%
4	Cost of Goods Sold and Services Rendered	409,458	467,436	14.16%
5	Gross Profit from Sales and Service Provision	241,787	237,086	-1.94%
6	Net Profit from Operating Activities	63,935	83,350	30.37%
7	Other Profit	508	-335	-165.94%

No.	Indicator	2024	2025	% Increase/ (Decrease)
8	Total Accounting Profit Before Tax	64,443	83,015	28.82%
9	Profit After Corporate Income Tax	52,903	63,507	20.04%
10	Dividend Rate (%)	3.64%	0.00%	-
11	Profit After Tax / Average Owner's Equity (ROE) (%)	5.30%	6.36%	-

(*Source: Audited Consolidated Financial Statements 2025 of NTQ*)

The Parent Company's business results for the 2024–2025 period demonstrate strong growth in total assets, increasing from VND 747,772 million to VND 903,678 million, reflecting a significant expansion of operations. Net revenue grew by 10.70%, while cost of sales grew at a slower pace, boosting gross profit by 21.22% and driving a sharp 104.98% surge in net operating profit to reach VND 80,159 million. Operational efficiency improved, with ROE rising to 10.61%.

On a consolidated basis, total assets increased by 8.25% and net revenue grew by 8.18%. However, a 14.16% increase in cost of sales slightly narrowed the gross profit margin (-1.94%). Despite this, net operating profit still rose by 30.37%, driven by positive contributions from financial activities. Profit after tax increased by 20.04% to VND 63,507 million, with operational efficiency showing improvement as ROE expanded to 6.36%.

8.2. Advantages and Challenges

❖ **Advantages**

- Favorable Global Industry Trends: The information technology and digital transformation industry continues to maintain positive global growth momentum, particularly across Artificial Intelligence (AI), cloud computing, data, and automation. This creates substantial growth opportunities for companies capable of delivering tech services and solutions.

  Specifically: According to Gartner, global IT spending is projected to grow at a Compound Annual Growth Rate (CAGR) of 8.5% over the 2025–2030 period, reaching USD 2.6 trillion by 2030. Meanwhile, spending on AI services is expected to expand even faster, with a 23.6% CAGR reaching USD 1.3 trillion, propelled by emerging AI spending categories and AI-powered software developments.
- Established Global Customer Base: After more than 15 years of development, the Company has built a stable client network across key target markets, including Japan, South Korea, the United States, Europe, and the APAC region. Combined with its network of overseas subsidiaries and representative offices, this creates a solid foundation for

expanding international business operations.

- Strong Position in Japan: In the Japanese market, ongoing trends toward digital transformation, supply chain diversification, and expanded technology partnerships with Vietnamese enterprises continue to generate abundant opportunities for companies with international deployment capabilities. Leveraging over a decade of operating experience in Japan, a stable client base, a workforce deeply familiar with Japanese corporate culture and business environments, and local subsidiaries, the Company holds a competitive edge in expanding market share and acquiring new clients. Furthermore, the acute IT talent shortage in Japan, coupled with enterprise demand for legacy system modernization and AI integration, provides sustained growth momentum for the Company's IT services and tech solutions.
- Product Portfolio Diversification: Beyond traditional software development services, the Company is progressively expanding into high-value-added tech products and solutions. This initiative helps diversify revenue streams, enhance market competitiveness, and reduce reliance on any single service segment or market.

❖ **Challenges**

- Intense Market Competition & AI Dynamics: The IT sector faces fierce competition, particularly in recruiting high-caliber talent and expanding internationally. Additionally, rapid technological advancements, especially in AI, require the Company to continuously invest in R&D, technology innovation, and workforce upskilling.
- Macroeconomic and Regulatory Exposure: The Company’s operations across multiple jurisdictions are subject to macroeconomic headwinds, exchange rate fluctuations, trade policy shifts, regulatory changes, and evolving client IT spending priorities.
- In response to these opportunities and challenges, the Company actively invests in R&D, workforce quality, product ecosystem expansion, risk management, and market diversification to sustain steady growth and long-term sustainable development.

9. Industry Position

9.1. Company Positioning Compared with Competitors

NTQ Solution Joint Stock Company operates in the IT sector, providing consulting, development, integration, deployment, and operational services for software systems, digital platforms, and technology solutions to domestic and international clients. With an export-oriented strategy established early on, the Company has built a stable operational foothold in key export markets, with Japan and Europe (EU) serving as its two core markets. Currently employing over 1,000 personnel, NTQ ranks among the larger IT enterprises in the private software export and tech services segment in Vietnam.

Compared to industry peers, NTQ occupies a strong position as a provider of software development and digital solutions to global clients, gradually transitioning from a traditional software outsourcing model to a technology enterprise capable of consulting, developing, integrating, deploying, and operating end-to-end digital transformation solutions. The Company's service portfolio spans IT and digital transformation consulting; software development and system integration; deployment of digital infrastructure, cloud, and data platforms; system operations, maintenance, and optimization; as well as joint solution co-development with clients and partners. Alongside its service offerings, the Company develops proprietary platforms, products, and solutions tailored for digital transformation across sectors such as manufacturing, healthcare, education, HR, finance, and services.

A key competitive advantage lies in the Company's capability to deploy tech solutions across a broad tech stack – including Cloud, Data, AI, IoT, Cybersecurity, and modern software architectures. Beyond custom software development, the Company is building an in-depth ecosystem of technology products, solutions, and capabilities. Key highlights include the NxFactory smart factory solution ecosystem, the DentalFlow dental digital transformation platform, the NxUniverse AI ecosystem, The Next ODC Suite, the RECO tech recruitment platform, alongside specialized solutions in hardware security, digital education, and learning management. Concurrently advancing tech services and practical enterprise solutions enables the Company to maximize client value delivery and expand future commercialization potential.

NTQ's industry position is further strengthened by its proven track record in executing projects for international clients in demanding markets that mandate strict standards for quality, timelines, security, and project governance – such as Japan, South Korea, APAC, the US, and Europe. The Company has invested heavily in international-standard quality management and information security frameworks, earning certifications and recognitions including ISO 27001 (Information Security Management System), CMMI-DEV Level 3, AWS Advanced Tier Services Partner, and ISTQB Gold Partner. Additionally, NTQ has been consistently recognized at the Sao Khue Awards, named among the TOP 10 Vietnam IT Companies in Software Export and A-IoT, and featured in Make in Vietnam and various domestic and international tech awards. These milestones reflect the Company's execution capabilities, technological maturity, and solidifying position among leading Vietnamese technology enterprises in software export and digital solutions.

9.2. Industry Growth Outlook

The information technology and software services sector in Vietnam is projected to maintain positive growth prospects over the medium to long term, driven by accelerating digital

transformation demands across enterprises, financial institutions, government agencies, and other economic sectors. The ongoing digitization of business operations, coupled with increasing demand for operational optimization, data management, process automation, cloud computing adoption, artificial intelligence, and enhanced customer experiences, is propelling investment in software, digital platforms, and technology solutions both globally and within Vietnam.

In the software export and offshore IT services segment, Vietnam remains a highly attractive market with strong development potential. This position is supported by a competitive technology workforce, cost advantages, adaptability to diverse international client requirements, and the accelerating global IT outsourcing trend. As international enterprises continue to optimize operational costs and increase outsourcing across software development, testing, system maintenance, IT operations, and digital solution deployment, Vietnamese technology companies have substantial opportunities to expand foreign market share, particularly in high-tech, value-added segments.

Beyond traditional software development, future industry growth is expected to focus increasingly on specialized services and solutions, including cloud computing, data analytics, artificial intelligence, IoT, cybersecurity, automation, vertical digital transformation, and smart manufacturing platforms. This shift enables technology providers to transition from pure software outsourcing to end-to-end solution providers – partnering with clients throughout the entire lifecycle from consulting and design to development, deployment, operations, and system optimization. For enterprises that have invested in Cloud, AI, Data, IoT capabilities, and proprietary products or solutions, this trend offers favorable conditions to increase contract values, expand service scopes, and enhance profit margins.

For NTQ, industry prospects are further supported by sustained demand across key export markets such as Japan and the EU. These markets maintain a strong appetite for software development, system testing and maintenance, digital transformation, data governance, and enterprise technology solutions. Concurrently, digital transformation demand across sectors such as finance, healthcare, e-commerce, logistics, manufacturing, education, energy, and corporate governance continues to unlock growth opportunities for technology providers capable of delivering domain-specific solutions. NTQ's progressive establishment of a comprehensive service, product, and platform ecosystem across multiple industries positions the Company effectively to capitalize on broader industry momentum.

However, alongside these growth opportunities, the IT industry faces several challenges, including intense competition for high-caliber talent, continuous investment requirements in emerging technologies, pressure to elevate labor productivity, and increasingly stringent standards for information security, data privacy, and international compliance. In this environment, enterprises that maintain service quality, invest in core technologies, cultivate a stable workforce,

diversify client bases, and upgrade portfolios toward higher value-added offerings will hold a distinct competitive edge in sustaining growth and driving operational efficiency.

Based on general industry trends and existing operational foundations, Executive Management assesses the outlook for the IT, software export, and digital solutions sectors to be positive in the coming period. This serves as a solid foundation for the Company to continue expanding its presence in key target markets, investing in technology and human capital, developing next-generation products, platforms, and technology solutions, and reinforcing its industry standing.

10. Human Resources Policy

10.1. Number of Employees

As of March 31, 2026, NTQ's total headcount stands at 913 employees. The labor structure categorized by gender, professional qualification, and employment contract type is detailed in the table below:

Table 18. Workforce Profile of the Company

Workforce Classification	Dec 31, 2024		Dec 31, 2025		Mar 31, 2026	
	Headcount	Share (%)	Headcount	Share (%)	Headcount	Share (%)
By Qualification						
Post-graduate	32	3.23%	32	3.65%	29	3.18%
Bachelor's Degree	852	86.06%	751	85.63%	718	78.64%
Associate's Degree (College)	81	8.18%	70	7.98%	46	5.04%
Vocational / Intermediate	3	0.30%	3	0.34%	22	2.41%
Unskilled Labor	22	2.22%	21	2.39%	6	0.66%
By Employment Contract Type						
Permanent Employees	990	100%	877	100%	913	100%
Temporary / Seasonal Employees	-	-	-	-	-	-
Total	**990**	**100%**	**877**	**100%**	**913**	**100%**

(Source: NTQ)

In addition, the Company maintains active collaboration with over 300 experts and personnel from domestic and international partners.

10.2. Training, Compensation, and Benefits Policies

- Compensation Policy: The Company's compensation policy is structured under two distinct mechanisms tailored to specific employee groups:
  + Production Division: The Company applies a 3P compensation framework, where monthly income comprises a base salary fixed by rank and position (80%), combined with performance-linked pay (20%).
  + Non-Production Divisions: The Company applies a 2P compensation framework, under which monthly income is determined based on base salary and job-position salary.
  + These policies are designed to maintain market competitiveness while directly aligning income with job roles and individual contributions.
- **Training Policy:**
  + The Company has established a structured training system to develop professional qualifications, technical skills, and overall workforce quality. Training programs are rolled out according to career stages and job categories, encompassing onboarding training, foundational training, soft skills development, department-specific technical training (Engineering, Sales, QA/Testing, Project Management, etc.), and language training.
  + In addition to internal training, the Company encourages employees to participate in online courses and external training programs. Furthermore, the Company provides financial support for examination and certification fees for professional and language credentials that align with its strategic growth trajectory. Mechanisms are also in place to incentivize and support internal trainers participating in corporate training delivery.
- **Benefits Policy:**
  + The Company maintains a comprehensive employee benefits program caring for physical and mental well-being. Core benefits include annual health checkups and voluntary health insurance for eligible employees, offering coverage for outpatient care, hospitalization, surgery, and maternity.
  + The Company implements life-support policies, including maternity benefits (reduced working hours, financial support during maternity leave, and prenatal care leave), annual leave entitlements, sickness visits, bereavement allowances, and monetary gifts for personal events such as marriage and childbirth. Attention is also extended to employees' families through children's gift programs and healthcare coverage.
  + Concurrently, team-building activities, annual company trips, internal connection funds, and corporate events are organized to foster employee engagement and team cohesion.
- **Bonus and Recognition Policy:**

+ The Company builds bonus and recognition policies to reward high performance, acknowledge contributions, and promote long-term employee retention. Bonus schemes include performance-based bonuses, year-end bonuses (13th-month salary), internal merit awards, and long-service awards for long-term employees.
+ Additionally, annual and project-based recognition programs honor outstanding individuals and teams for exceptional operational contributions. Bonus decisions are evaluated based on performance appraisals, contribution levels, and length of service.

11. Dividend Policy

The Company pays dividends to shareholders when operating at a profit, provided that all tax and financial obligations required by law have been fully satisfied and the dividend payout is approved by the General Meeting of Shareholders. Dividend payouts are governed by the Company's Charter; the dividend payout ratio is determined by the General Meeting of Shareholders based on Board of Directors proposals considering annual business performance and future operational plans. Dividends are distributed to shareholders in proportion to their shareholding percentages, provided that the Company maintains its ability to meet all mature debt obligations and other liabilities post-distribution.

The Company's dividend distribution history over the last 03 years is summarized as follows:

Table 19. Company's Dividend Payout Ratios Over the Most Recent Three Years

Indicator	2023	2024	2025
Payment Method	No dividend payout	Cash	No dividend payout
Payout Ratio	-	3.64%	-

(Source: NTQ)

During recent periods, the Company has limited cash dividend payouts to retain capital for core business operations and strategic investments.

12. Financial Position in the Most Recent Year and Latest Quarter

12.1. Basic Financial Indicators

The Company's fiscal year begins on January 01 and ends on December 31. Financial statements are prepared in Vietnamese Dong (VND) in compliance with current Vietnamese Accounting Standards (VAS) and applicable accounting regimes.

12.1.1. Capital Structure, Operating Capital, and Capital Usage

NTQ consistently manages and utilizes shareholder capital and operating funds in compliance with applicable laws and for the purposes defined in the Company's Charter.

Table 20. Parent Company Charter Capital Report

Unit: Million VND

Indicator	Dec 31, 2024	Dec 31, 2025
Charter Capital	171,725	171,725

(Source: Audited Separate Financial Statements 2025 of NTQ)

Table 21. Consolidated Charter Capital Report

Unit: Million VND

Indicator	Dec 31, 2024	Dec 31, 2025
Charter Capital	171,725	171,725

(Source: Audited Consolidated Financial Statements 2025 of NTQ)

Table 22. Parent Company Capital Structure

Unit: Million VND

Indicator	Dec 31, 2024	Dec 31, 2025
I. Owner's Equity	**656,131**	**729,658**
Paid-in Capital	171,725	171,725
Share Premium	456,180	456,180
Undistributed Post-Tax Profits	28,226	101,753
II. Liabilities	**91,580**	**174,020**
Short-term Liabilities	91,580	174,020
Long-term Liabilities	-	-
Total Capital Structure	**747,712**	**903,678**

(Source: Audited Separate Financial Statements 2025 of NTQ)

Table 23. Consolidated Capital Structure

Unit: Million VND

Indicator	Dec 31, 2024	Dec 31, 2025
I. Owner's Equity	**696,325**	**743,494**

Indicator	Dec 31, 2024	Dec 31, 2025
Paid-in Capital	171,725	171,725
Share Premium	456,180	456,180
Other Owner's Capital	9,530	9,530
Foreign Exchange Differences	-20,689	-23,666
Other Equity Funds	-	1,286
Undistributed Post-Tax Profits	79,197	128,420
Non-Controlling Interest	382	19
II. Liabilities	**262,227**	**249,183**
Short-term Liabilities	249,351	279,808
Long-term Liabilities	12,876	14,375
Total Capital Structure	**958,552**	**1,037,677**

(Source: Audited Consolidated Financial Statements 2025 of NTQ)

Table 24. Parent Company Capital Allocation / Asset Usage

Unit: Million VND

Indicator	Dec 31, 2024	Dec 31, 2025
Cash and Cash Equivalents	494,042	89,079
Short-term Financial Investments	33,520	88,496
Short-term Receivables	115,274	227,397
Inventories	5,362	1,609
Other Current Assets	7,856	10,715
Long-term Receivables	749	3,199
Fixed Assets	11,929	37,525
Construction in Progress	17,385	312
Long-term Financial Investments	52,423	435,918

Indicator	Dec 31, 2024	Dec 31, 2025
Other Non-current Assets	9,170	9,427
Total Assets	747,712	903,678

(Source: Audited Separate Financial Statements 2025 of NTQ)

Table 25. Use of Consolidated Capital Allocation

Unit: Million VND

Indicator	Dec 31, 2024	Dec 31, 2025
Cash and Cash Equivalents	571,488	222,759
Short-term Financial Investments	159,511	304,045
Short-term Receivables	136,381	136,734
Inventories	7,877	5,219
Other Current Assets	12,207	16,439
Long-term Receivables	3,312	11,740
Fixed Assets	18,498	44,494
Construction in Progress	19,045	270,859
Long-term Financial Investments	11,717	12,905
Other Non-current Assets	18,517	12,481
Total Assets	**958,552**	**1,037,677**

(Source: Audited Consolidated Financial Statements 2025 of NTQ)

12.1.2. Fixed Asset Depreciation

Tangible fixed assets are stated at historical cost less accumulated depreciation. Cost includes the purchase price and all directly attributable expenses incurred to bring the asset to a working condition for its intended use. During use, tangible fixed assets are presented at cost less accumulated depreciation.

Fixed assets are depreciated on a straight-line basis over their estimated useful lives as follows:

Table 26. Tangible Fixed Asset Depreciation Period (Parent Company)

Tangible fixed assets	Depreciation Period
Machinery & Equipment	03 – 10 years
Transportation Equipment	10 years
Office Equipment	08 – 10 years

(Source: Audited Separate Financial Statements 2025 of NTQ)

Table 27. Tangible Fixed Asset Depreciation Period (Consolidated)

Tangible fixed assets	Depreciation Period
Buildings & Structures	10 – 25 years
Machinery & Equipment	03 – 10 years
Transportation Equipment	10 years
Office Equipment	08 – 10 years

(Source: Audited Separate Financial Statements 2025 of NTQ)

Intangible fixed assets are initially recognized at historical cost. During use, intangible fixed assets are presented at cost less accumulated amortization and are amortized on a straight-line basis over their estimated useful lives as follows:

Table 28. Intangible Fixed Asset Depreciation Period (Parent Company)

Intangible fixed assets	Amortization Period
Computer Software	05 – 08 years

(Source: Audited Separate Financial Statements 2025 of NTQ)

Table 29. Intangible Fixed Asset Depreciation Period (Consolidated)

Intangible fixed assets	Amortization Period
Computer Software	05 – 08 years

(Source: Audited Consolidated Financial Statements 2025 of NTQ)

12.1.3. Settlement of Due Debts

The Company has fully fulfilled its payment obligations to suppliers and partners. Currently, the Company has no due or overdue debts. Short-term, medium-term, and long-term liabilities have all been fully and punctually settled in recent years

12.1.4. Statutory Obligations and Taxes

The Company strictly and fully complies with its obligations regarding Value Added Tax (VAT), Corporate Income Tax (CIT), Personal Income Tax (PIT), fees, charges, and other statutory payables in accordance with current regulations, with no overdue state obligations. The outstanding balance of taxes and payables to the State Budget as of December 31, 2024, and December 31, 2025, is as follows:

Table 30. Taxes and Statutory Payables to the State Budget (Parent Company)

Unit: Million VND

Indicator	Dec 31, 2024	Dec 31, 2025
Corporate Income Tax	5,807	9,335
Personal Income Tax	709	730
Fees, Charges, and Other Payables	5,807	9,335
Total	**6,558**	**10,113**

(Source: Audited Separate Financial Statements 2024 and 2025 of NTQ)

Table 31. Taxes and Statutory Payables to the State Budget (Consolidated)

Unit: Million VND

Indicator	Dec 31, 2024	Dec 31, 2025
Value Added Tax	11,412	12,460
Import-Export Tax	-	3
Corporate Income Tax	11,788	13,219
Personal Income Tax	1,931	3,215
Land Tax and Land Rental Fees	-	-
Other Taxes	0.05	0.16
Other Fees, Charges, and Payables	42	79
Total	25,173	28,976

(Source: Audited Consolidated Financial Statements 2024 and 2025 of NTQ)

12.1.5. Statutory Fund Provisioning

In 2024 and 2025, the Company did not make provisions to statutory funds in order to concentrate resources on business operations and future strategic projects.

12.1.6. Overview of Receivables and Payables

Table 32. Total Receivables and Liabilities (Parent Company)

Unit: Million VND

No.	Indicator	Dec 31, 2024	Dec 31, 2025

1	Total Receivables	116,023	230,596
2	Total Liabilities	91,580	174,020

(Source: Audited Separate Financial Statements 2025 of NTQ)

Table 33. Total Consolidated Receivables and Payables

Unit: Million VND

STT	Indicator	Dec 31, 2024	Dec 31, 2025
1	Total Receivables	139,693	148,474
2	Total Liabilities	262,227	294,183

(Source: Audited Consolidated Financial Statements 2025 of NTQ)

12.1.7. Payables

Table 34. Detail of Receivables of Parent Company

Unit: Million VND

No.	Indicator	Dec 31, 2024	Dec 31, 2025
I	**Short-term Receivables**	**115,274**	**227,397**
1	Short-term Trade Receivables	73,438	90,724
2	Short-term Prepayments to Suppliers	1,248	4,190
3	Short-term Loan Receivables	17,965	115,707
4	Other Short-term Receivables	27,377	39,613
5	Provision for Short-term Doubtful Debts	-4,754	-22,837
II	**Long-term Receivables**	**749**	**3,199**
1	Other Long-term Receivables	749	3,199
	Total	**116,023**	**230,596**

(Source: Audited Separate Financial Statements 2025 of NTQ)

Table 35. Detail of Consolidated Receivables

Unit: Million VND

No.	Indicator	Dec 31, 2024	Dec 31, 2025

I	**Short-term Receivables**	**136,381**	**136,734**
1	Short-term Trade Receivables	97,077	103,346
2	Short-term Prepayments to Suppliers	1,737	10,028
3	Other Short-term Receivables	42,583	28,735
4	Provision for Short-term Doubtful Debts	-5,016	-5,374
II	**Long-term Receivables**	**3,312**	**11,740**
1	Other Long-term Receivables	3,312	11,740
	Total	**139,693**	**148,474**

(Source: Audited Consolidated Financial Statements 2025 of NTQ)

Overdue Receivables Position:

Table 36. Overdue Receivables Position (Parent Company)

Unit: Million VND

Customer Receivables	Dec 31, 2024			Dec 31, 2025		
	Overdue Period	Gross Value	Provision Amount	Overdue Period	Gross Value	Provision Amount
Trade Receivables						
AGT Consulting Limited	Over 3 years	3,120	3,120	Over 3 years	3,222	3,222
Astics	From 2 to under 3 years	400	280	Over 3 years	413	413
Lord Howe	Over 3 years	276	276	Over 3 years	306	306
NTQ Korea Co.,Ltd				6 to 12 months	31,738	15,475
NTQ Hong Kong Limited				6 to 12 months	2,944	2,258
Other entities	Over 3 years	494	494	1 year and over	713	578
Other Receivables						
Trung Nam Construction Investment JSC	6 to 12 months	707	585	1 to 2 years	646	585
Total		**4,997**	**4,755**		**39,982**	**22,837**

(Source: NTQ)

Table 37. Overdue Receivables Position (Consolidated)

Unit: Million VND

Customer Receivables	Dec 31, 2024			Dec 31, 2025		
	Overdue Period	Gross Value	Provision Amount	Overdue Period	Gross Value	Provision Amount
Trade Receivables						
AGT Consulting Limited	Over 3 years	3,120	3,120	Over 3 years	3,222	3,222
Astics	Over 3 years	400	280	Over 3 years	413	413
Lord Howe	Over 3 years	276	276	Over 3 years	306	306
Other entities	1 year and over	777	755	1 year and over	984	848
Other Receivables						
Trung Nam Construction Investment JSC	6 to 12 months	707	585	1 to 2 years	646	585
Total		**5,280**	**5,016**		**5,571**	**5,374**

(Source: NTQ)

- Collectibility Assessment:

  + Trade Receivables: The Company is actively collaborating and working with clients. It is expected that these receivables will be fully recovered during 2026–2027.

  + Other Receivables: The other receivable balance from Trung Nam Construction Investment JSC was fully collected in Q2 2026.

12.1.8. Liabilities Breakdown

Table 38. Liabilities Breakdown (Parent Company)

Unit: Million VND

No.	Indicator	Dec 31, 2024	Dec 31, 2025
I	**Short-term Liabilities**	**91,580**	**174,020**
1	Short-term Trade Payables	2,449	1,009
2	Short-term Advances from Customers	380	7,625
3	Taxes and Payables to the State Budget	6,558	10,113

No.	Indicator	Dec 31, 2024	Dec 31, 2025
4	Payables to Employees	47,583	42,215
5	Short-term Accrued Expenses	841	2,581
6	Other Short-term Payables	2,783	3,067
7	Short-term Loans and Financial Leases	30,986	107,410
II	**Long-term Liabilities**	**-**	**-**
	Total	**91,580**	**174,020**

(Source: Audited Separate Financial Statements 2025 of NTQ)

Table 39. Liabilities Breakdown (Consolidated)

Unit: Million VND

No.	Indicator	Dec 31, 2024	Dec 31, 2025
I	**Short-term Liabilities**	**249,351**	**279,808**
1	Short-term Trade Payables	6,400	11,320
2	Short-term Advances from Customers	2,920	12,211
3	Taxes and Payables to the State Budget	25,173	28,976
4	Payables to Employees	60,927	58,735
5	Short-term Accrued Expenses	2,696	5,633
6	Short-term Unearned Revenue	892	1,118
7	Other Short-term Payables	8,637	11,217
8	Short-term Loans and Financial Leases	141,706	150,598
II	**Long-term Liabilities**	**12,876**	**14,375**
1	Other Long-term Payables	-	16
2	Long-term Loans and Financial Leases	12,876	14,359
	Total	**262,227**	**294,183**

(Source: Audited Consolidated Financial Statements 2025 of NTQ)

- Debt Settlement Status:
  + The Company has no overdue unpaid debts.
  + The Company and its subsidiaries have not breached any covenants or terms under contractual agreements.

12.1.9. Inventories

Table 40. Inventory Balances (Parent Company)

Unit: Million VND

STT	Indicator	Dec 31, 2024	Dec 31, 2025
1	Inventories	5,362	1,609
	Total	**5,362**	**1,609**

(Source: Audited Separate Financial Statements 2025 of NTQ)

Table 41. Inventory Balances (Consolidated)

Unit: Million VND

No.	Indicator	Dec 31, 2024	Dec 31, 2025
1	Inventories	7,877	5,219
	Total	**7,877**	**5,219**

(Source: Audited Consolidated Financial Statements 2025 of NTQ)

12.1.10. Material events occurring after the end of the most recent financial year that may affect the Financial Position of the Company:

None.

12.2. Key Financial Ratios

Table 42. Key Financial Indicators of the Parent Company

No.	Indicator	Dec 31, 2024	Dec 31, 2025	Year 2025
1	**Liquidity Ratios**			
	Current ratio *(Current assets / Current liabilities)*	Times	7.16	2.40
	Quick ratio *(Current assets - Inventories) / Current liabilities*	Times	7.11	2.39
2	**Capital Structure Ratios**			
	Liabilities / Total assets	Times	0.12	0.19
	Liabilities / Owner's equity	Times	0.14	0.24
3	**Operating Efficiency Ratios**			
	Total asset turnover *(Net revenue / Average total assets)*	Turns	0.80	0.54
	Working capital turnover *(Net revenue / Average current assets)*	Turns	0.92	0.83
4	**Profitability Ratios**			

No.	Indicator	Dec 31, 2024	Dec 31, 2025	Year 2025
	Net profit margin *(NPAT / Net revenue)*	%	8.55%	16.47%
	Return on Equity *(ROAE - NPAT / Average owner's equity)*	%	8.72%	10.61%
	Return on Assets *(ROAA - NPAT / Average total assets)*	%	6.86%	8.90%
	Operating profit margin *(Net operating profit / Net revenue)*	%	9.70%	17.96%

(Source: Audited Separate Financial Statements 2025 of NTQ)

Table 43. Key Consolidated Financial Indicators

No.	Indicator	Unit	Year 2024	Year 2025
1	**Liquidity Ratios**			
	Current ratio *(Current assets / Current liabilities)*	Times	3.56	2.45
	Quick ratio *(Current assets - Inventories) / Current liabilities*	Times	3.53	2.43
2	**Capital Structure Ratios**			
	Liabilities / Total assets	Times	0.27	0.28
	Liabilities / Owner's equity	Times	0.38	0.40
3	**Operating Efficiency Ratios**			
	Total asset turnover *(Net revenue / Average total assets)*	Turns	0.65	0.71
	Working capital turnover *(Net revenue / Average current assets)*	Turns	0.83	0.90
4	**Profitability Ratios**			
	Net profit margin *(NPAT / Net revenue)*	%	8.12%	9.01%
	Return on Equity *(ROAE - NPAT / Average owner's equity)*	%	7.35%	8.82%
	Return on Assets *(ROAA - NPAT / Average total assets)*	%	5.30%	6.36%
	Operating profit margin *(Net operating profit / Net revenue)*	%	9.82%	11.83%

(Source: Audited Consolidated Financial Statements 2025 of NTQ)

13. Fixed Assets

The asset value of the Company according to the audited separate and consolidated financial statements as of December 31, 2025, is as follows:

Table 44. Fixed Assets of the Parent Company as of December 31, 2025

Unit: VND million

No.	Asset Description	Historical Cost	Net Book Value	Net Book Value / Historical Cost (%)
I	**Tangible Fixed Assets**	10,947	7,006	64.00%
1	Machinery and equipment	7,631	4,776	62.59%
2	Means of transportation and transmission	2,708	1,900	70.16%
3	Fixed assets used for management	607	329	54.20%
II	**Intangible Fixed Assets**	31,883	30,519	95.72%
1	Software programs	31,883	30,519	95.72%
	Total	42,830	37,525	87.61%

(Source: Audited Separate Financial Statements 2025 of NTQ)

Table 45. Consolidated Fixed Assets as of December 31, 2025

Unit: Million VND

No.	Asset Description	Historical Cost	Net Book Value	Net Book Value / Historical Cost (%)
I	**Tangible Fixed Assets**	13,222	8,060	60.96%
1	Buildings and structures	401	231	57.61%
2	Machinery and equipment	7,680	4,817	62.72%
3	Means of transportation and transmission	2,848	1,900	66.71%
4	Fixed assets used for management	2,293	1,112	48.50%

5	Other tangible fixed assets	-	-	-
II	**Intangible Fixed Assets**	43,591	36,434	83.58%
1	Software programs	43,591	36,434	83.58%
	Total	56,813	44,494	78.32%

(Source: Audited Consolidated Financial Statements 2025 of NTQ)

14. Projects of the Company

Projects currently being directly implemented, as well as indirectly implemented through business cooperation for service development and commercialization up to the present date, include:

Table 46. Company Projects

No.	Project Name	Location	Total Area	Total Investment Capital	Implementation Schedule
1.	Office Building combined with IT Training Center	Land plot designated X1, Phu Dien Ward, Hanoi City	3,626m2	VND 910.58 billion	August 2028

(Source: NTQ)

15. Profit Target and Dividend Plan

15.1. Projected Profit and Dividend Targets

Table 47. Profit and Dividend Plan

Unit: VND million

Indicator	FY2025 Actual	FY2026 Target	Ratio (%) vs 2025
Net revenue	704,522	803,000	13.98%
Net profit after tax (NPAT) of Parent Company	63,507	69,300	9.12%
NPAT / Net revenue	9.01%	8.63%	-
NPAT / Owner's equity	8.54%	9.32%	-

Indicator	FY2025 Actual	FY2026 Target	Ratio (%) vs 2025
Dividend payout ratio	-	-	-

15.2. Basis for Profit and Dividend Targets

The revenue, profit, and dividend targets for 2026 are established based on the evaluation of historical business performance, the execution status of existing contracts, the growth outlook of the information technology industry, and the Company's internal capabilities, specifically:

- Maintaining a stable customer base in key markets, particularly Japan, South Korea, EU, US, APAC, and other international markets, while continuing to acquire new clients through member companies and its global footprint network.
- Rising demand for digital transformation, artificial intelligence (AI), cloud computing, and advanced tech solutions, creating favorable conditions for the Company's business activities.
- Accelerating the development of high-value-added products, solutions, and services, contributing to revenue diversification and enhanced operational efficiency.
- Investing in research and development (R&D), upgrading workforce quality, standardizing governance workflows, and promoting technology integration to boost labor productivity and business performance.
- The 2026 business plan is formulated on the basis of previously executed contracts, active sales pipelines, current client portfolios, and strategic customer acquisition plans across targeted markets.

Regarding profitability, the Company aims for profit growth aligned with its revenue expansion speed, while maintaining a balance between sustainable growth and continued investment in high-quality human resources, R&D, market expansion, and infrastructure development to support long-term strategic goals. Consequently, target profit margins have been set conservatively, reflecting the priority placed on growth-oriented investments during the current phase.

16. Unfulfilled Commitments of the Company

The Company has entered into office lease agreements (operating leases). As of December 31, 2025, future minimum lease payments under non-cancellable operating leases are scheduled as follows:

Unit: VND million

	Separate	Consolidated
Within 1 year	17,730	19,019
Over 1 year to 5 years	9,343	25,449
Total	**27,073**	**44,468**

17. Business Strategy and Development Orientation

17.1 Strategic Development Orientation for the 2026–2031 Period

Entering the 2026–2031 development phase, NTQ identifies this as a strategic transformation period to evolve from a software development service provider into a Global Technology & Digital Transformation Partner, while gradually building technology platforms and digital ecosystems capable of delivering long-term value to clients and shareholders.

The Company's business model is structured across value tiers as follows:



Technology service provision will continue to serve as the foundational driver generating stable revenue, profit, and cash flow for the Company. On this basis, NTQ will progressively develop industry-specific solutions and AI-driven technology platforms, while building an ecosystem connecting customers, partners, and data to enhance value across the entire value chain.

Through this development strategy, the Company aims to shift its growth model from headcount-driven expansion to a growth model led by technology, knowledge, intellectual property, and proprietary digital platforms. This diversification of growth engines is expected to improve revenue quality, enhance operational efficiency, increase the share of recurring revenue, and lay the foundation for long-term sustainable growth.

In parallel with business model transformation, the Company will continue targeted investments in high-quality human resource development, research and development (R&D), corporate governance capacity enhancement, global market expansion, and innovation acceleration – thereby strengthening the core foundation to achieve sustainable growth targets and build long-term shareholder value.

The business model described above also serves as the framework for the Company to realize its "Beyond Global" strategy: moving beyond tech service exports, NTQ aims to gradually

bring "Made by NTQ" solutions, platforms, and technology products to international markets, thereby boosting its competitive edge and real enterprise value.

17.2 Key Strategic Pillars for the 2026–2031 Period

Operating Model Standardization & Growth Strategy:

- NTQ aims to become a technology conglomerate operating under the **"One Holding – Multiple Strategic Business Lines (SBLs)"** model. Under this framework, each business unit operates as an entity with its own strategy, capability, and governance system, while adhering to a unified Group-wide operating framework. This approach minimizes reliance on key individuals, strengthens management succession, improves internal controls, and enhances system-level risk management.
- Concurrently, NTQ will restructure its capability model toward deep specialization along vertical industries and core technology domains, transitioning from "growth by headcount" to "growth through capability platforms." Solutions and services will be tailored to the specific characteristics of each industry segment, focusing on core competencies such as AI, Migration, Cloud, Data, and specialized digital platforms across Healthcare, Finance, Manufacturing, and Digital Government. Beyond organic growth, NTQ will proactively leverage strategic partnerships and selective M&A to rapidly acquire technology capabilities, domain expertise, and market reach, creating step-change leaps in scale, revenue quality, and market positioning.
- In governance and operations, NTQ is undergoing a comprehensive corporate restructuring, standardizing its process workflows, credential portfolios, financial reporting, and sustainability-aligned governance systems. The objective extends beyond compliance to build a cohesive, transparent, and compelling enterprise structure that reflects its business model, long-term competitive advantages, and future growth potential. This serves as a crucial foundation for NTQ to become a leading tech enterprise operating by international standards, offering high reliability, stable delivery execution, and superior risk control to clients, while elevating the competitiveness and standing of Vietnam's technology industry globally.

Technology Strategy – AI-First Strategy:

- NTQ designates Artificial Intelligence (AI) as a strategic pillar for the 2026–2031 development phase. The Company is committed to embedding AI across its entire value chain, spanning consulting, software engineering, testing, knowledge management, enterprise operations, and the research and development of new tech products and platforms.

- Alongside delivering AI development and implementation services to clients, NTQ will continue investing in its proprietary **NxUniverse AI Ecosystem**. This suite includes AI platforms, tools, and assistants designed to boost productivity, streamline software development life cycles, optimize knowledge management, and drive digital transformation for enterprises.
- Through its AI-First strategy, NTQ aims to enhance competitiveness, elevate service quality, drive operational efficiencies, develop high-IP products, and gradually build recurring revenue streams from technology platforms, establishing a long-term sustainable growth driver.

Globalization Strategy:

- Under the "Beyond Global" strategy, NTQ aims to transform from an IT service exporter into a **Global Technology & Digital Transformation Partner**, capable of concurrently providing services, solutions, platforms, and technology ecosystems to clients across multiple regions.
- During 2026–2031, Japan remains designated as the Company's strategic market. Alongside expanding operational scale, NTQ will deepen relationships with major enterprise accounts, developing specialized solutions and tech platforms tailored to Japanese market needs. Simultaneously, the Company will expand into other key markets including South Korea, the United States, Europe, and Southeast Asia to diversify revenue streams and mitigate single-market concentration risk.
- Alongside its international expansion, NTQ will broaden its partner network with technology corporations, local enterprises, consulting partners, trade promotion agencies, and industry associations to increase market reach, build partner ecosystems, and accelerate global business activities.
- Looking ahead, NTQ's globalization strategy encompasses not only tech service exports, but also the rollout of "Make by NTQ" solutions, platforms, and products, increasing the revenue share from intellectual property (IP), recurring revenue, and scalable business models. This is identified as a critical catalyst for driving international competitiveness, quality of growth, and long-term corporate value.
- Beyond commercial operations, NTQ will actively collaborate with government bodies, trade promotion agencies, and domestic and international associations to foster cross-border cooperation, support digital transformation initiatives, and promote Vietnamese tech capabilities worldwide, contributing to elevating Vietnam's IT sector standing.

- Domestic Market Focus (Vietnam):
  Parallel to its international growth, NTQ is expanding its presence domestically by consulting, developing, and deploying digital transformation solutions for state administrative bodies, local governments, public service agencies, and large enterprises. The Company aims to partner with Vietnam's vision for Digital Government, Digital Economy, and Digital Society, helping optimize administration, streamline operations, and enhance public service delivery. Delivering large-scale domestic projects enables NTQ to build execution capabilities and refine its "Made by NTQ" solutions and platforms, laying a strong foundation for exporting Vietnamese tech solutions internationally.

Infrastructure Investment:

- The 26-story **NTQ Tower** project in Hanoi is envisioned as the Company's key hub for operations, technology R&D, and talent development during 2026–2031. Designed to support expansion to 5,000–6,000 employees, the building will serve as core infrastructure for standardizing operating models, strengthening management capabilities, expanding R&D, and launching high-value-added technology offerings.
- Serving as Group Strategic Headquarters, NTQ Tower will consolidate technology business units, training centers, innovation hubs, product development teams, and executive management. This investment underscores the Company's long-term commitment to building internal capability, attracting top talent, enhancing brand value, and establishing the physical infrastructure required to become a Global Technology & Digital Transformation Partner. Construction of the building is scheduled for completion in October 2028.

18. Litigation and Legal Disputes Involving the Company

None.

II. CORPORATE GOVERNANCE

1. Structure, Composition, and Activities of the Board of Directors

The Board of Directors (BOD) of NTQ Solution operates in accordance with the Regulations on Board Operations, the Internal Regulations on Corporate Governance, and the Company's Charter.

1.1. Members of the Board of Directors

Table 48. Board of Directors Members

NO.	Member Name	Position
1.	Pham Thai Son	Chairman of the Board of Directors
2.	Bui Duc Chuong	Member of the Board of Directors cum Chief Executive Officer
3.	Nguyen Tien Dung	Member of the Board of Directors cum Executive Vice President
4.	Dang Anh Trung	Member of the Board of Directors
5.	Pham Quang Tuan	Independent Member of the Board of Directors

(Source: NTQ)

1.2. Biographies of Board Members

1.2.1. **Pham Thai Son - Chairman of the Board of Directors**

- Full Name: Pham Thai Son
- Year of Birth: 1982
- Gender: Male
- Nationality: Vietnamese
- Permanent Address: Hanoi City
- Professional Qualifications: Bachelor of Applied Mathematics and Computer Science
- Work Experience:

Period	Company / Organization	Position
2004 – 2006	FPT Software Co., Ltd.	Production Unit Manager (G21.D2)
2006 – 2011	FPT Software Co., Ltd.	Production Manager (FPT Japan)
2012 – 2021	NTQ Solution Joint Stock Company	Director
Jul 2021 – Mar 2026	NTQ Solution Joint Stock Company	Chief Executive Officer cum Chairman of the Board
Feb 2016 – Present	NTQ JAPAN INC.	Member of the Board of Directors
Oct 2019 – Present	NTQ Korea Co., Ltd.	Director
Jan 2024 – Present	NTQ America LLC	Director

Period	Company / Organization	Position
Jan 2025 – Present	Software Development and Training Joint Stock Company	Chairman of the Board of Directors
Apr 2025 – Present	NTQ HongKong Limited	Director
Oct 2025 – Present	NTQ Digital Joint Stock Company	Chairman of the Board of Directors
Jan 2026 – Present	Next Digital Intelligent Solutions Joint Stock Company	Chairman of the Board of Directors
Feb 2026 – Present	NTQ Software Joint Stock Company	Chairman of the Board of Directors cum Director
Mar 2026 – Present	NTQ Solution Joint Stock Company	Chairman of the Board of Directors

- Positions held at the Company: Chairman of the Board of Directors
- Positions held at other organizations:
    + Director of NTQ Korea Co., Ltd.
    + Director of NTQ HongKong Limited
    + Chairman of the Board of Directors cum Director of NTQ Software Joint Stock Company
    + Chairman of the Board of Directors of NTQ Digital Joint Stock Company
    + Chairman of the Board of Directors of Software Development and Training Joint Stock Company
    + Director of NTQ America LLC
    + Chairman of the Board of Directors of Next Digital Intelligent Solutions Joint Stock Company
    + Member of the Board of Directors of NTQ JAPAN INC.
- Violations of Law: None

- Shareholding of Individual and Related Persons in the Company:

  + Direct ownership: 4,886,672 shares, accounting for 28.46% of total voting shares
  + Representative ownership: 0 shares (0% of total voting shares)
  + Ownership by related persons: 67,720 shares, accounting for 0.3944% of total voting shares:

No.	Full Name	Relationship with Insider	Position held at the Company	Number of Shares Held	Ratio (%)
1	Cao Phuong Hien	Wife	None	50,000	0.2912%
2	Pham Thi Thu Huong	Sister	None	5,000	0.0291%
3	Pham Thi Tuyet Nhung	Sister	None	5,000	0.0291%
4	Pham Van Nam	Brother	None	5,000	0.0291%
5	Do Thuy Trang	Sister-in-law	Head of Human Resources	2,720	0.0158%
Total				**67,720**	**0.3944%**

- Debts owed to the Company: None
- Remuneration, salary, and other benefits received from the Company:

Year	Remuneration	Salary & Bonus
FY2024	VND 30,000,000	VND 1,286,108,296
FY2025	VND 60,000,000	VND 1,640,575,195

- Related interests in other businesses operating in the same industry or major customers/suppliers of the Company: None.

1.2.2. **Bui Duc Chuong – Member of the Board of Directors cum Chief Executive Officer**

- Full Name: Bui Duc Chuong
- Year of Birth: 1980
- Gender: Male

- Nationality: Vietnamese
- Permanent Address: Hanoi City
- Professional Qualifications: IT Engineer
- Work Experience:

Period	Company / Organization	Position
2003 – 2006	FPT Software Co., Ltd.	Software Developer
2006 – 2009	FPT Software Co., Ltd.	Project Manager
2009 – 2011	FPT Software Co., Ltd.	Software Architect
Jul 2012 – May 2023	NTQ Solution Joint Stock Company	Technical Manager
Mar 2021 – Present	NTQ Solution Joint Stock Company	Member of the Board of Directors
Jun 2025 – Present	Software Development and Training Joint Stock Company	Member of the Board of Directors cum Director
Oct 2025 – Present	NTQ Digital Joint Stock Company	Member of the Board of Directors cum Director
Nov 2025 – Present	NTQ Factory Joint Stock Company	Chairman of the Board of Directors
Nov 2025 – Present	NTEX INNOVATION Co., Ltd.	Chairman of the Board of Directors
Jan 2026 – Present	Presb Technology & Solutions Joint Stock Company	Director
Feb 2026 – Present	NTQ Software Joint Stock Company	Member of the Board of Directors
Mar 2026 – Present	NTQ Solution Joint Stock Company	Chief Executive Officer, Member of the Board

- Positions held at the Company: Chief Executive Officer cum Member of the Board of Directors

- Positions held at other organizations:
  + Member of the Board of Directors cum Director of NTQ Digital Joint Stock Company
  + Member of the Board of Directors cum Director of Software Development and Training Joint Stock Company
  + Chairman of the Board of Directors of NTQ Factory Joint Stock Company
  + Member of the Board of Directors of NTQ Software Joint Stock Company
  + Chairman of the Board of Directors of NTEX INNOVATION Co., Ltd.
  + Director of Presb Technology & Solutions Joint Stock Company
- Violations of Law: None
- Shareholding of Individual and Related Persons in the Company:
  + Direct ownership: 2,026,771 shares, accounting for 11.8024% of total voting shares
  + Representative ownership: 0 shares (0% of total voting shares)
  + Ownership by related persons: 0 shares (0% of total voting shares)
- Debts owed to the Company: None
- Remuneration, salary, and other benefits received from the Company:

Year	Remuneration	Salary & Bonus
FY2024	VND 21,000,000	VND 772,144,976
FY2025	VND 14,000,000	VND 218,408,978

- Related interests in other businesses operating in the same industry or major customers/suppliers of the Company: None.

1.2.3. **Nguyen Tien Dung – Member of the Board of Directors cum Executive Vice President**

- Full Name: Nguyen Tien Dung
- Year of Birth: 1983
- Gender: Male
- Nationality: Vietnamese

- Permanent Address: Hanoi City
- Professional Qualifications: Bachelor of Information Technology
- Work Experience:

Period	Company / Organization	Position
2005 – 2006	FPT Software Co., Ltd.	Software Developer
2006 – 2007	FPT Software Co., Ltd.	Team Lead
2007 – 2008	FPT Software Co., Ltd.	Project Manager
2008 – 2013	FPT Software Co., Ltd.	Technology Specialist
2013 – 2017	FPT Software Co., Ltd.	Department Head
2017 – 2019	FPT Software Co., Ltd.	Vice Director of F500 Strategic Software Unit
2019 – 2021	FPT Software Co., Ltd.	Vice Director of FHN Strategic Software Unit
Jun 2025 – Present	NTQ Solution Joint Stock Company	Executive Vice President, Board Member
Feb 2026 – Present	NTQ Software Joint Stock Company	Member of the Board of Directors

- Positions held at the Company: Executive Vice President cum Member of the Board of Directors
- Positions held at other organizations: Member of the Board of Directors of NTQ Software Joint Stock Company
- Violations of Law: None
- Shareholding of Individual and Related Persons in the Company:
  + Direct ownership: 206,582 shares, accounting for 1.2030% of total voting shares
  + Representative ownership: 0 shares (0% of total voting shares)
  + Ownership by related persons: 0 shares (0% of total voting shares)
- Debts owed to the Company: None

- Remuneration, salary, and other benefits received from the Company:

Year	Remuneration	Salary & Bonus
FY2024 (*)	None	None
FY2025	VND 17,500,000	VND 833,987,500

(*) In 2024, Mr. Nguyen Tien Dung did not yet hold the position of Board Member cum Executive Vice President at the Company.*

- Related interests in other businesses operating in the same industry or major customers/suppliers of the Company: None.

1.2.4. **Dang Anh Trung – Member of the Board of Directors**

- Full Name: Dang Anh Trung
- Year of Birth: 1972
- Gender: Male
- Nationality: Vietnamese
- Permanent Address: Ho Chi Minh City
- Professional Qualifications: Master of Engineering, Expert in Information Technology and Business Planning
- Work Experience:

Period	Company / Organization	Position
1998 – 2003	JUSTSYSTEMS CORPORATION	Team Lead
2003 – Present	TIS INC.	Chief Representative of TIS INC. Representative Office in Ho Chi Minh City
2022 – Present	Tinhvan Technologies Joint Stock Company	Member of the Board of Directors
Jan 2025 – Present	NTQ Solution Joint Stock Company	Member of the Board of Directors

- Positions held at the Company: Member of the Board of Directors
- Positions held at other organizations: Member of the Board of Directors at Tinhvan

Technologies Joint Stock Company

- Violations of Law: None
- Shareholding of Individual and Related Persons in the Company:
  + Direct ownership: 0 shares (0% of total voting shares)
  + Representative ownership: 0 shares (0% of total voting shares)
  + Ownership by related persons: 0 shares (0% of total voting shares)
- Debts owed to the Company: None
- Remuneration, salary, and other benefits received from the Company: None.

  In 2024, Mr. Dang Anh Trung was not yet a Board Member at the Company.

  In 2025, Mr. Dang Anh Trung did not receive any remuneration, salary, or other benefits from the Company.
- Related interests in other businesses operating in the same industry or major customers/suppliers of the Company: None.

1.2.5. **Pham Quang Tuan – Independent Member of the Board of Directors**

- Full Name: Pham Quang Tuan
- Year of Birth: 1982
- Gender: Male
- Nationality: Vietnamese
- Permanent Address: Hanoi City
- Professional Qualifications: Bachelor of Mathematics and Computer Science
- Work Experience:

Period	Company / Organization	Position
2004 – 2012	FPT Software Co., Ltd.	Department Head of Software Center No. 13
2012 – Present	Thinh Hung Software Solutions Co., Ltd.	Director
Mar 2026 – Present	NTQ Solution Joint Stock Company	Independent Member of the Board

Mar 2026 – Present	NTQ Solution Joint Stock Company	Head of Internal Audit Committee

- Positions held at the Company: Independent Member of the Board of Directors cum Head of the Internal Audit Committee
- Positions held at other organizations: Director of Thinh Hung Software Solutions Co., Ltd.
- Violations of Law: None
- Shareholding of Individual and Related Persons in the Company:
  + Direct ownership: 0 shares (0% of total voting shares)
  + Representative ownership: 0 shares (0% of total voting shares)
  + Ownership by related persons: 0 shares (0% of total voting shares)
- Debts owed to the Company: None
- Remuneration, salary, and other benefits received from the Company: None.

  In 2024 and 2025, Mr. Pham Quang Tuan did not hold a Board Member position at the Company.
- Related interests in other businesses operating in the same industry or major customers/suppliers of the Company: None.

2. Supervisory Board

2.1. Members of the Supervisory Board

Table 49. Members of the Supervisory Board

No.	Member	Title
1	Tran Thi Bieu	Head of Supervisory Board
2	Nguyen Thi Ngoc Thao	Member of Supervisory Board
3	Hoang Quang Huy	Member of Supervisory Board

(Source: NTQ)

2.2. Biographies of Supervisory Board Members

2.2.1. **Tran Thi Bieu – Head of Supervisory Board**

- Full name: Tran Thi Bieu
- Year of birth: 1989
- Gender: Female
- Nationality: Vietnam
- Permanent address: Hanoi City
- Professional qualification: Master of Business Administration and Master of Law
- Work history:

Time	Company / Organization	Position
2012 – 2016	Viewfinder Media Joint Stock Company	In charge of Corporate Legal Affairs
2017 – 2020	GreenVet Vietnam Joint Stock Company	In charge of Corporate Legal Affairs
2020 – Present	European Plastics Joint Stock Company	In charge of Corporate Legal Affairs
05/2024 – Present	NTQ Solution Joint Stock Company	Head of Supervisory Board

- Positions held at the Company: Head of Supervisory Board
- Positions held at other organizations: None
- Legal violations: None
- Shareholding of individual and related persons in the Company:
    - Personal ownership: 509 shares, accounting for 0.0030% of the total voting shares of the Company
    - Representative ownership: 0 shares, accounting for 0% of the total voting shares of the Company
    - Ownership of related persons: 0 shares, accounting for 0% of the total voting shares of the Company
- Debts owed to the Company: None
- Remuneration, salary, and other benefits received from the Company:

Year	Remuneration	Salary & Bonus
2024	VND 18,000,000	VND 272,000,000
2025	VND 24,000,000	VND 333,200,000

- Related interests in other enterprises operating in the same line of business as the Company or major customers/suppliers of the Company: None

2.2.2. **Nguyen Thi Ngoc Thao – Member of Supervisory Board**

- Full name: Nguyen Thi Ngoc Thao
- Year of birth: 1999
- Gender: Female
- Nationality: Vietnam
- Permanent address: Hanoi City
- Professional qualification: Bachelor of Banking and Finance
- Work history:

Time	Company / Organization	Position
2022 – 2024	NTQ Solution Joint Stock Company	Financial Specialist
2024 – Present	WBF Finance Company Limited	Financial Specialist
05/2024 – Present	NTQ Solution Joint Stock Company	Member of Supervisory Board

- Positions held at the Company: Member of Supervisory Board
- Positions held at other organizations: None
- Legal violations: None
- Shareholding of individual and related persons in the Company:
    - Personal ownership: 50,769 shares, accounting for 0.2956% of the total voting shares of the Company
    - Representative ownership: 0 shares, accounting for 0% of the total voting shares of the Company
    - Ownership of related persons: 0 shares, accounting for 0% of the total voting shares of the Company.

- Debts owed to the Company: None
- Remuneration, salary, and other benefits received from the Company:

Year	Remuneration	Salary & Bonus
2024	None	VND 17,000,000
2025	None	None

- Related interests in other enterprises operating in the same line of business as the Company or major customers/suppliers of the Company: None

2.2.3. **Hoang Quang Huy – Member of Supervisory Board**

- Full name: Hoang Quang Huy
- Year of birth: 2000
- Gender: Male
- Nationality: Vietnam
- Permanent address: Cao Bang Province
- Professional qualification: Bachelor of Law
- Work history:

Time	Company / Organization	Position
01/2023 – 06/2023	IPVC Company Limited	Specialist
06/2023 – 03/2026	NTQ Solution Joint Stock Company	Specialist
03/2026 – Present	NTQ Solution Joint Stock Company	Member of Supervisory Board

- Positions held at the Company: Member of Supervisory Board
- Positions held at other organizations: None
- Legal violations: None
- Shareholding of individual and related persons in the Company:
    - Personal ownership: 291 shares, accounting for 0.0017% of the total voting shares of the Company
    - Representative ownership: 0 shares, accounting for 0% of the total voting shares of

the Company

- Ownership of related persons: 0 shares, accounting for 0% of the total voting shares of the Company

- Debts owed to the Company: None
- Remuneration, salary, and other benefits received from the Company: None.*(In 2024 and 2025, Mr. Hoang Quang Huy did not hold the position of Member of the Supervisory Board at the Company.)*
- Related interests in other enterprises operating in the same line of business as the Company or major customers/suppliers of the Company: None

3. Board of Management and Other Executives

3.1. Members of the Board of Management and Other Executives

Table 50. Members of Board of Managements

No.	Member	Title
1.	Bui Duc Chuong	Chief Executive Officer (General Director)
2.	Nguyen Tien Dung	Deputy Chief Executive Officer (Deputy General Director)
3.	Nguyen Thi Thanh Ha	Chief Accountant

(Source: NTQ)

3.2. Biographies of Board Members and Other Executives

3.2.1. Bui Duc Chuong - Chief Executive Officer

Information is presented in item 1.2.2.

3.2.2. Nguyen Tien Dung - Deputy Chief Executive Officer

Information is presented in item 1.2.3.

3.2.3. Nguyen Thi Thanh Ha - Chief Accountant

- Full name: Nguyen Thi Thanh Ha

- Year of birth: 1976
- Gender: Female
- Nationality: Vietnam
- Permanent address: Hanoi City
- Professional qualification: Master of Banking and Finance
- Work history:

Time	Company / Organization	Position
10/1998 – 06/1999	Cultural Works Construction and Consultancy Company	Accountant
07/1999 – 04/2011	Vietnam Insurance Corporation	Accountant
04/2011 – 11/2024	Bao Viet Insurance Corporation	Deputy Head of Accounting Department
12/2024 – Present	Bao Viet Insurance Corporation	Deputy Director in charge of General Accounting Department
2025 – Present	NTQ Solution Joint Stock Company	Chief Accountant
02/2026 – Present	NTQ Software Joint Stock Company	Chief Accountant

- Positions held at the Company: Chief Accountant
- Positions held at other organizations: Chief Accountant of NTQ Software Joint Stock Company, Deputy Director in charge of General Accounting Department at Vietnam Insurance Corporation.
- Legal violations: None
- Shareholding of individual and related persons in the Company:
  + Personal ownership: 2,125 shares, accounting for 0.0124% of the total voting shares of the Company
  + Representative ownership: 0 shares, accounting for 0% of the total voting shares of the Company
  + Ownership of related persons: 0 shares, accounting for 0% of the total voting shares of the Company

- Debts owed to the Company: None
- Remuneration, salary, and other benefits received from the Company:

Year	Remuneration	Salary & Bonus
2024	None	None
2025	None	VND 88,616,666

- Related interests in other enterprises operating in the same line of business as the Company or major customers/suppliers of the Company: None

4. Corporate Governance Enhancement Plan

The plan to enhance corporate governance in the upcoming period is developed with the following main contents:

- Continue to supplement and complete corporate governance policies and procedures for the Company as a whole and for each direct department/unit in particular to match the nature and operational characteristics of each department/unit; simultaneously, perfect the corporate governance apparatus toward a lean and efficient structure. Monitor changes in relevant legal documents concerning company governance to make timely adjustment plans in line with practical legal regulations;
- Encourage and organize training sessions to enhance governance capacity for the management and leadership teams of the Company and its subsidiaries, combined with training successor management personnel;
- Upgrade and continue to deploy advanced technology solutions into the control and management processes at each governance level; synchronize governance data between the parent company and subsidiaries;
- Research and hire professional consulting firms to implement governance structure solutions within the Company, aiming to improve and enhance management operational efficiency;
- Strengthen direction, inspection, and supervision of the execution of Resolutions of the General Meeting of Shareholders and Board of Directors in actual business operations, complying with legal regulations on governance and information disclosure.

5. List of Internal Persons and Their Related Persons

The list of internal persons and their related persons is presented in *Appendix I attached to this Information Disclosure Document.*

6. Summary of Transactions with Related Parties

Table 51. Transactions between the Company and Related Parties

Unit: Million VND

No.	Related Party Name	Relationship	Year 2025	Year 2024
Revenue from sales and service provision				
1.	NTQ Hong Kong Limited	Subsidiary	2,144	3,230
2.	NTQ Japan Inc.	Subsidiary	206,606	170,593
3.	NTQ Korea Co,.Ltd	Subsidiary	60,322	50,192
4.	NTQ Europe GmbH	Subsidiary	339	-
5.	NTQ America LLC	Subsidiary	35,531	15,116
Purchases				
6.	2B Technology Solutions Company Limited	Subsidiary	-	2,126
7.	Reco Human Resources Company Limited	Subsidiary	962	1,231
Financial Income				
8.	DentalFlow Joint Stock Company	Subsidiary	3	-
9.	NTQ Digital Joint Stock Company	Subsidiary	0.50	-
10.	NTQ Factory Joint Stock Company	Subsidiary of subsidiary	0.53	-
11.	Software Development and Training Joint Stock Company	Subsidiary	326	-
12.	Shintaku Vietnam Joint Stock Company	Subsidiary	29	28
13.	NTEX Technology Company Limited	Subsidiary	4	-
14.	NTQ Korea Co., Ltd	Subsidiary	12,032	-
15.	Reco Human Resources Company Limited	Subsidiary	4,072	11

No.	Related Party Name	Relationship	Year 2025	Year 2024
16.	WBF Finance Company Limited	Subsidiary	19,880	1,480
Lending Out / Loans Granted				
17.	WBF Finance Company Limited	Subsidiary	150,780	45,000
18.	Reco Human Resources Company Limited	Subsidiary	-	2,000
19.	Software Development and Training Joint Stock Company	Subsidiary	10,362	-
20.	Shintaku Vietnam Joint Stock Company	Subsidiary	-	130
21.	NTEX Technology Company Limited	Subsidiary	7,600	-
22.	DentalFlow Joint Stock Company	Subsidiary	270	-
23.	NTQ Digital Joint Stock Company	Subsidiary	105	-
24.	NTQ Factory Joint Stock Company	Subsidiary of subsidiary	105	-
Loan Principal Collections				
25.	WBF Finance Company Limited	Subsidiary	64,720	29,500
26.	Reco Human Resources Company Limited	Subsidiary	2,000	-
27.	Software Development and Training Joint Stock Company	Subsidiary	4,685	-
28.	Shintaku Vietnam Joint Stock Company	Subsidiary	65	-
29.	NTQ Digital Joint Stock Company	Subsidiary	5	-
30.	NTQ Factory Joint Stock Company	Subsidiary of subsidiary	5	-
Capital Contributions / Investment Outflows				
31.	Software Development and Training Joint Stock Company	Subsidiary	107,000	-

No.	Related Party Name	Relationship	Year 2025	Year 2024
32.	NTEX Technology Company Limited	Subsidiary	2,500	-
33.	NTQ Digital Joint Stock Company	Subsidiary	1,000	-
34.	Reco Human Resources Company Limited	Subsidiary	3,000	-
35.	Shintaku Vietnam Joint Stock Company	Subsidiary	2,800	7,000
36.	WBF Finance Company Limited	Subsidiary	-	20,000
37.	NTQ Europe Holdings B.V	Subsidiary	-	5,435
38.	NTQ America LLC	Subsidiary	-	2,521

(Source: 2025 Audited Separate Financial Statement of NTQ)

III. PERSONS PRINCIPALLY RESPONSIBLE FOR THE CONTENTS OF THE PUBLIC COMPANY INFORMATION DISCLOSURE STATEMENT AND COMPANY UNDERTAKINGS

1. Persons Principally Responsible for the Contents of the Public Company Information Disclosure Statement

- Mr. Pham Thai Son – Chairman of the Board of Directors of NTQ Solution Joint Stock Company.
- Mr. Bui Duc Chuong – Chief Executive Officer (General Director) of NTQ Solution Joint Stock Company.
- Ms. Nguyen Thi Thanh Ha – Chief Accountant of NTQ Solution Joint Stock Company.

2. Company Commitments

The Company commits to and takes responsibility for the truthfulness, completeness, and accuracy of the information provided in the Information Disclosure Document and accompanying documents (if any).

Upon confirmation of the completion of registration as a public company, the Company shall comply with all rights and obligations in accordance with the provisions of the Law on Securities.

IV. DATE, SIGNATURES AND SEALS OF REPRESENTATIVES OF THE PUBLIC COMPANY REGISTRATION APPLICANT AND ADVISORY ORGANIZATION

Hanoi, 25th June 2026

REPRESENTATIVE OF THE PUBLIC REGISTRATION ORGANIZATION

CHAIRMAN OF THE BOARD OF DIRECTORS	CHIEF EXECUTIVE OFFICER
[Signed]	[Signed]
PHAM THAI SON	BUI DUC CHUONG

CHIEF ACCOUNTANT

[Signed]

NGUYEN THI THANH HA

REPRESENTATIVE OF THE ADVISORY ORGANIZATION

AGRIBANK SECURITIES JOINT STOCK COMPANY
DEPUTY GENERAL DIRECTOR

[Signed]

BUI DUC THANG

APPENDIX I: LIST OF INSIDERS AND THEIR RELATED PERSONS

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
1	**PHAM THAI SON**	**Chairman of the Board of Directors**	**Citizen Identity Card**	**022082004252**	**01/11/2021**	**Police Department for Administrative Management of Social Order**	**No. 10, Lane 8, 800A Street, Group 22, Nghia Do Ward, Hanoi City**	**4,886,672**	**28.4564 %**	**-**
1.1	Pham Thanh Chan		Citizen Identity Card	034047002487	30/04/2021	Police Department for Administrative Management of Social Order	Residential Group No. 6, Phu My, My Dinh 2 Ward, Nam Tu Liem District, Hanoi			Biological father
1.2	Nguyen Thi Le		Citizen Identity Card	022147003493	20/08/2021	Police Department for Administrative Management of Social Order	Group 4, Area 2, Dong Trieu Ward, Dong Trieu Town, Quang Ninh Province			Biological mother
1.3	Cao Tien Hinh		Citizen Identity Card	040054002477	25/04/2021	Police Department for Administrative Management of Social Order	No. 10, Lane 8, 800A Street, Group 22, Nghia Do Ward, Cau Giay District, Hanoi City			Father-in-law

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
1.4	Doan Thi Bich Ha		Citizen Identity Card	001163003225	08/11/2021	Police Department for Administrative Management of Social Order	No. 10, Lane 8, 800A Street, Group 22, Nghia Do Ward, Cau Giay District, Hanoi City			Mother-in-law
1.5	Cao Phuong Hien		Identity Card	001186011214	23/05/2026	Ministry of Public Security	Apartment S2 - 12.09, Sapphire Apartment Building, Area 1, Hong Gai Ward, Quang Ninh Province	50,000	0.2912%	Wife
1.6	Pham Anh Thai		Underage				Apartment S2 - 12.09, Sapphire Apartment Building, Area 1, Hong Gai Ward, Quang Ninh Province			Biological child
1.7	Pham Thanh Mai		Underage				Apartment S2 - 12.09, Sapphire Apartment Building, Area 1, Hong Gai Ward,			Biological child

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
							Quang Ninh Province			
1.8	Pham Thi Thu Huong		Citizen Identity Card	022180000073	01/05/2021	Police Department for Administrative Management of Social Order	Residential Group No. 6, Phu My, Tu Liem Ward, Hanoi City	5,000	0.0291%	Older sister
1.9	Pham Thi Tuyet Nhung		Citizen Identity Card	022178000914	29/04/2021	Police Department for Administrative Management of Social Order	No. 99 Louis VIII-LK31, Hoang Van Thu New Urban Area, Hoang Mai Ward, Hanoi City	5,000	0.0291%	Older sister
1.10	Pham Van Nam		Citizen Identity Card	022085000376	15/04/2024	Police Department for Administrative Management of Social Order	No. 99 Louis VIII-LK31, Hoang Van Thu New Urban Area, Hoang Mai Ward, Hanoi City	5,000	0.0291%	Younger brother
1.11	Nguyen Viet Thanh		Citizen Identity Card	001073025185	30/03/2023	Police Department for Administrative Management of Social Order	Xuan Khanh, Tung Thien Ward, Hanoi City			Brother-in-law

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
1.12	Tran Quang Vinh		Citizen Identity Card	022074001979	01/03/2022	Police Department for Administrative Management of Social Order	No. 99 Louis VIII-LK31, Hoang Van Thu New Urban Area, Hoang Mai Ward, Hanoi City			Brother-in-law
1.13	Do Thuy Trang	Human Resources Manager	Identity Card	022189001895	19/09/2024	Ministry of Public Security	Group 3, Area 2, Dong Trieu Ward, Quang Ninh Province	2,720	0.0158%	Sister-in-law
1.14	NTQ Korea Co., Ltd		ERC	725-87-01244	08/10/2019	Guro Tax Office, South Korea	12th Floor, 308 Samil-daero, Jung-gu, Seoul (Chungmu-ro 2-ga, Joyang Building Main Building)			Mr. Pham Thai Son is the Director of NTQ Korea Co., Ltd. NTQ Korea Co., Ltd is a Subsidiary of NTQ Solution Joint Stock Company.

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
1.15	NTQ Hongkong Limited		ERC	72565323-000-01-25-A	13/01/2025	Inland Revenue Department of Hong Kong	Flat/Room 1506, Block 2, 15th Floor, Metroplaza, 223 Hing Fong Road, Kwai Fong, Hong Kong			Mr. Pham Thai Son is the Director of NTQ Hongkong Limited. NTQ Hongkong Limited is a subsidiary of NTQ Solution Joint Stock Company.
1.16	NTQ Software Joint Stock Company		ERC	0111375300	02/02/2026	Department of Finance of Hanoi City	20B Floor, Block B, Song Da Building, Tu Liem Ward, Hanoi, Vietnam			Mr. Pham Thai Son is the Chairman of the Board of Directors cum Director of NTQ Software Joint Stock Company. NTQ Software Joint Stock Company is a Subsidiary of NTQ Solution Joint

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
										Stock Company.
1.17	NTQ Digital Joint Stock Company		ERC	0111255934	21/10/2025	Department of Finance of Hanoi City	20th Floor, Block B, Song Da Building, Tu Liem Ward, Hanoi, Vietnam			Mr. Pham Thai Son is the Chairman of the Board of Directors of NTQ Digital Joint Stock Company. NTQ Digital Joint Stock Company is a Subsidiary of NTQ Solution Joint Stock Company.
1.18	Software Development and Training Joint Stock Company		ERC	0101060439	20/09/2000	Department of Finance of Hanoi City	10th Floor, Ladeco Building, No. 266 Doi Can Street, Ngoc Ha Ward, Hanoi, Vietnam			Mr. Pham Thai Son is the Chairman of the Board of Directors of Software Development and Training Joint Stock

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
										Company. Software Development and Training Joint Stock Company is a Subsidiary of NTQ Solution Joint Stock Company.
1.24	NTQ America LLC		ERC	805392179	24/01/2024	Office of the Secretary of State of Texas, USA	3901 W. Walnut Street, Garland, Texas 75042, USA			Mr. Pham Thai Son is the Director of NTQ America LLC. NTQ America LLC is a Subsidiary of NTQ Solution Joint Stock Company.

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
1.20	Next Digital Intelligent Solutions Joint Stock Company		ERC	0111339006	09/01/2026	Department of Finance of Hanoi City	10th Floor, Block B, Song Da Building, Tu Liem Ward, Hanoi, Vietnam			Mr. Pham Thai Son is the Chairman of the Board of Directors of Next Digital Intelligent Solutions Joint Stock Company. Next Digital Intelligent Solutions Joint Stock Company is a Subsidiary of NTQ Solution Joint Stock Company.
2.19	NTQ JAPAN INC.		ERC	0116-01-020677	08/02/2016	Tokyo Legal Affairs Bureau, Japan	15th Floor, Hibiya Daibiru Building, 1-2-2 Uchisaiwaicho, Chiyoda-ku,			Mr. Pham Thai Son is a Member of the Board of Directors of NTQ JAPAN INC. NTQ JAPAN INC. is

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
							Tokyo 100-0011, Japan			a Subsidiary of NTQ Solution Joint Stock Company.
2	**BUI DUC CHUONG**	**Member of the Board of Directors cum General Director**	**Citizen Identity Card**	**042080000007**	**20/07/2021**	**Police Department for Administrative Management of Social Order**	**A3.12B.11, Vinhomes Gardenia, 16 Ham Nghi Street, My Dinh Ward, Hanoi, Vietnam**	**2,026,771**	**11.8024 %**	-
2.1	Bui Xuan Quynh		Citizen Identity Card	042040000680	13/04/2021	Police Department for Administrative Management of Social Order	Quang Tien Village, Duc Thinh Commune, Ha Tinh Province, Vietnam			Biological Father

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
2.2	Tran Thi Muoi		Citizen Identity Card	042143000475	13/04/2021	Police Department for Administrative Management of Social Order	Quang Tien Village, Duc Thinh Commune, Ha Tinh Province, Vietnam			Biological Mother
2.3	Phan Duc Lam		Deceased							Father-in-law
2.4	Nguyen Kim Yen		Citizen Identity Card	042150007677	06/05/2021	Police Department for Administrative Management of Social Order	1633 R1.01, The Zenpark, Ocean Park 1, Trau Quy, Gia Lam, Hanoi, Vietnam			Mother-in-law

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
2.5	Phan Hoang Yen		Citizen Identity Card	042180000002	09/01/2022	Police Department for Administrative Management of Social Order	A3.12B.11, Vinhomes Gardenia, 16 Ham Nghi Street, My Dinh Ward, Hanoi, Vietnam			Wife
2.6	Bui Quoc Hung		Citizen Identity Card	042207002244	22/04/2022	Police Department for Administrative Management of Social Order	A3.12B.11, Vinhomes Gardenia, 16 Ham Nghi Street, My Dinh Ward, Hanoi, Vietnam			Biological Child

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
2.7	Bui Hoang Duy		Citizen Identity Card	001211029629	15/07/2024	Ministry of Public Security	A3.12B.11, Vinhomes Gardenia, 16 Ham Nghi Street, My Dinh Ward, Hanoi, Vietnam			Biological Child
2.8	Bui Thi Le Na		Citizen Identity Card	042172000008	03/03/2022	Police Department for Administrative Management of Social Order	No. 63, Alley 12, Phan Dinh Giot Street, Phuong Liet Ward, Hanoi, Vietnam			Older Sister

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
2.9	Bui Thi My Trang		Citizen Identity Card	042178001204	10/04/2021	Police Department for Administrative Management of Social Order	No. 47, Bui Duong Lich Street, Residential Group 3, Nguyen Du, Thanh Sen Ward, Ha Tinh Province, Vietnam			Older Sister
2.10	Nguyen Viet Phong		Citizen Identity Card	040067000080	05/01/2021	Police Department for Administrative Management of Social Order	No. 63, Alley 12, Phan Dinh Giot Street, Phuong Liet Ward, Hanoi, Vietnam			Brother-in-law (Husband of Older Sister)

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
2.11	Luong Chi Son		Citizen Identity Card	042076015744	05/10/2021	Police Department for Administrative Management of Social Order	No. 47, Bui Duong Lich Street, Residential Group 3, Nguyen Du, Thanh Sen Ward, Ha Tinh Province, Vietnam			Brother-in-law (Husband of Older Sister)
2.13	NTQ Digital Joint Stock Company		ERC	0111255934	21/10/2025	Hanoi Department of Finance	20th Floor, Block B, Song Da Building, Tu Liem Ward, Hanoi, Vietnam			Mr. Bui Duc Chuong is a Member of the Board of Directors and Director of NTQ Digital

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
										Joint Stock Company. NTQ Digital Joint Stock Company is a subsidiary of NTQ Solution Company.
2.14	Software Development and Training Joint Stock Company		ERC	0101060439	20/09/2000	Hanoi Department of Finance	10th Floor, Ladeco Building, No. 266 Doi Can Street, Ngoc Ha Ward, Hanoi, Vietnam			Mr. Bui Duc Chuong is a Member of the Board of Directors and Director of Software Development and Training Joint Stock

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
										Company. Software Development and Training Joint Stock Company is a subsidiary of NTQ Solution Company.
2.15	NTQ Factory Joint Stock Company		ERC	0111274704	05/11/2025	Hanoi Department of Finance	20th Floor, Block B, Song Da Building, Tu Liem Ward, Hanoi, Vietnam			Mr. Bui Duc Chuong is the Chairman of the Board of Directors of NTQ Factory Joint Stock Company. NTQ Factory

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
										Joint Stock Company is a subsidiary of NTQ Solution Company.
2.16	NTQ Software Joint Stock Company		ERC	0111375300	02/02/2026	Hanoi Department of Finance	20B Floor, Song Da Building, Tu Liem Ward, Hanoi, Vietnam			Mr. Bui Duc Chuong is a Member of the Board of Directors of NTQ Software Joint Stock Company. NTQ Software Joint Stock Company is a subsidiary of

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
										NTQ Solution Company.
2.17	NTEX INNOVATION Company Limited		ERC	0111274711	05/11/2025	Hanoi Department of Finance	10th Floor, Block B, Song Da Building, Pham Hung Street, Tu Liem Ward, Hanoi, Vietnam			Mr. Bui Duc Chuong is the Company President of NTEX INNOVATION Company Limited. NTEX INNOVATION Company Limited is a subsidiary of NTQ Solution Company.

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
2.18	Presb Technology and Solutions Joint Stock Company		ERC	0109470878	25/12/2020	Hanoi Department of Finance	6th Floor, Sannam Building, No. 78 Duy Tan Street, Cau Giay Ward, Hanoi, Vietnam			Mr. Bui Duc Chuong is the Director of Presb Technology and Solutions Joint Stock Company. Presb Technology and Solutions Joint Stock Company is a subsidiary of NTQ Solution Company.

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
3	**NGUYEN TIEN DUNG**	**Member of the Board of Directors**	**Citizen Identity Card**	**034083000766**	**26/08/2023**	**Police Department for Administrative Management of Social Order**	**Apartment 611, S3.02 Tower, Vinhomes Smart City, Residential Group 11, Tay Mo Ward, Hanoi, Vietnam**	**206,582**	**1.2030%**	
3.1	Nguyen Van Manh		Citizen Identity Card	034041000537	09/05/2021	Police Department for Administrative Management of Social Order	Residential Group 22, Tran Lam, Thai Binh City, Thai Binh Province, Vietnam			Biological Father

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
3.2	Nguyen Thi Phuong		Citizen Identity Card	034158007327	09/05/2021	Police Department for Administrative Management of Social Order	Residential Group 22, Tran Lam, Thai Binh City, Thai Binh Province, Vietnam			Biological Mother
3.2	Nguyen Huu Tu		Citizen Identity Card	040060019620	03/06/2022	Police Department for Administrative Management of Social Order	Cam Thai Village, Dai Dong Commune, Thanh Chuong District, Nghe An Province, Vietnam			Father-in-law

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
3.3	Phan Thi Toan		Citizen Identity Card	040164013947	06/09/2021	Police Department for Administrative Management of Social Order	Cam Thai Village, Dai Dong Commune, Thanh Chuong District, Nghe An Province, Vietnam			Mother-in-law
3.4	Nguyen Thi Thu Thuy		Citizen Identity Card	040191001630	09/05/2021	Police Department for Administrative Management of Social Order	Residential Group 22, Tran Lam, Thai Binh City, Thai Binh Province, Vietnam			Wife

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
3.5	Nguyen Lam Thanh		Student				Apartment 611, S3.02 Tower, Vinhomes Smart City, Residential Group 11, Tay Mo Ward, Hanoi, Vietnam			Biological Child
3.6	Nguyen Ngoc Mai		Student				Apartment 611, S3.02 Tower, Vinhomes Smart City, Residential Group 11, Tay Mo Ward, Hanoi, Vietnam			Biological Child

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
3.7	Nguyen Thi Lien		Citizen Identity Card	034179014309	01/06/2021	Police Department for Administrative Management of Social Order	Residential Group 12, Ky Ba, Thai Binh City, Thai Binh Province, Vietnam			Older Sister
3.8	Nguyen Quang Dong		Citizen Identity Card	034077004524	27/06/2021	Police Department for Administrative Management of Social Order	Nghia Mon Village, Minh Quang Commune, Kien Xuong District, Thai Binh Province, Vietnam			Brother-in-law (Husband of Older Sister)

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
3.9	NTQ Software Joint Stock Company		ERC	0111375300	02/02/2026	Hanoi Department of Finance	20B Floor, Song Da Building, Tu Liem Ward, Hanoi, Vietnam			Mr. Nguyen Tien Dung is a Member of the Board of Directors of NTQ Software Joint Stock Company. NTQ Software Joint Stock Company is a subsidiary of NTQ Solution Company.
4	**DANG ANH TRUNG**	**Member of the Board of Directors**	**ERC**	**001072025363**	**10/04/2021**	**Police Department for Administrative Management of Social Order**	**27/1 Vo Thi Sau Street, Tan Dinh Ward, Ho**			

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
							Chi Minh City, Vietnam			
4.1	Dang Van Phan		Citizen Identity Card	079042001255	10/04/2021	Police Department for Administrative Management of Social Order	27/1 Vo Thi Sau Street, Tan Dinh Ward, Ho Chi Minh City, Vietnam			Biological Father
4.2	Nguyen Thi Tam Bac		Citizen Identity Card	034141009598	28/02/2022	Police Department for Administrative Management of Social Order	27/1 Vo Thi Sau Street, Tan Dinh Ward, Ho Chi Minh City, Vietnam			Biological Mother

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
4.3	Dang Hoai Nam		Citizen Identity Card	001070017715	22/11/2021	Police Department for Administrative Management of Social Order	27/1 Vo Thi Sau Street, Tan Dinh Ward, Ho Chi Minh City, Vietnam			Older Brother
4.4	Hoang Kim Anh		Citizen Identity Card	001172040135	22/11/2021	Police Department for Administrative Management of Social Order	27/1 Vo Thi Sau Street, Tan Dinh Ward, Ho Chi Minh City, Vietnam			Sister-in-law (Wife of Older Brother)
4.6	Tinh Van Technology Joint Stock Company		ERC	0100509993	05/11/2025	Hanoi Department of Finance	8th Floor, Sports Hotel, HACINCO Student Village, Thanh Xuan			Member of the Board of Directors

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
							Ward, Hanoi, Vietnam			
5	**PHAM QUANG TUAN**	**Independent Member of the Board of Directors cum Head of the Internal Audit Committee**	Citizen Identity Card	**031082007273**	**04/01/2022**	**Police Department for Administrative Management of Social Order**	**25A Phan Dinh Phung Street, Ba Dinh Ward, Hanoi, Vietnam**	-	-	
5.1	Pham Quang Hung		Deceased							Biological Father
5.2	Tran Thi Hong Thinh		Deceased							Biological Mother

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
5.3	Pham Huu Ngan		Citizen Identity Card	031051004848	10/05/2021	Police Department for Administrative Management of Social Order	11B/35 Che Chai, Hong Bang Ward, Hai Phong, Vietnam			Father-in-law
5.4	Nguyen Thi Lan		Citizen Identity Card	031155015318	10/05/2021	Police Department for Administrative Management of Social Order	11B/35 Che Chai, Hong Bang Ward, Hai Phong, Vietnam			Mother-in-law
5.5	Pham Thi Thuy Hang		Citizen Identity Card	031182007368	04/01/2022	Police Department for Administrative Management of Social Order	No. 5, Lane 68, Alley 337, Pham Van Dong Street, Xuan Dinh Ward, Hanoi, Vietnam			Wife

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
5.6	Pham Quang Dang		Identity Card	001211070489	18/07/2024	Ministry of Public Security	No. 5, Lane 68, Alley 337, Pham Van Dong Street, Xuan Dinh Ward, Hanoi, Vietnam			Biological Child
5.7	Pham Khanh Nhi		Identity Card	001315062053	18/07/2024	Ministry of Public Security	No. 5, Lane 68, Alley 337, Pham Van Dong Street, Xuan Dinh Ward, Hanoi, Vietnam			Biological Child
5.8	Pham Thi Thanh Tu		Citizen Identity Card	031179015532	10/08/2021	Police Department for Administrative Management of Social Order	25A Phan Dinh Phung Street, Ba			Older Sister

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
							Dinh Ward, Hanoi, Vietnam			
5.9	Luu Thanh Binh		Citizen Identity Card	031079008890	25/04/2021	Police Department for Administrative Management of Social Order	25A Phan Dinh Phung Street, Ba Dinh Ward, Hanoi, Vietnam			Brother-in-law (Husband of Older Sister)
5.10	Thinh Hung Software Solutions Company Limited		ERC	0107923321	17/07/2017	Hanoi Department of Planning and Investment	No. 97 Vinh Phuc Street, Ba Dinh Ward, Hanoi, Vietnam			Mr. Pham Quang Tuan is the Director of Thinh Hung Software Solutions Company Limited.

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
6	**TRAN THI BIEU**	**Head of the Supervisory Board**	**Citizen Identity Card**	**066189000041**	**10/10/2021**	**Police Department for Administrative Management of Social Order**	**Thuong Tri Village, O Dien Commune, Hanoi, Vietnam**	**509**	**0.0030%**	
6.1	Tran Van Thuy		Citizen Identity Card	004066001825	27/03/2023	Police Department for Administrative Management of Social Order	Easar 3 Village, Eaknop Commune, Dak Lak Province, Vietnam			Biological Father
6.2	Nong Thi Cuoi		Citizen Identity Card	066166007382	21/03/2022	Police Department for Administrative Management of Social Order	Easar 3 Village, Eaknop Commune, Dak Lak Province, Vietnam			Biological Mother

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
6.3	Nguyen Van Binh		Citizen Identity Card	001059012475	02/11/2022	Police Department for Administrative Management of Social Order	Thuong Tri Village, O Dien Commune, Hanoi, Vietnam			Father-in-law
6.4	Nguyen Thi Chiem		Citizen Identity Card	001163031940	14/06/2024	Police Department for Administrative Management of Social Order	Thuong Tri Village, O Dien Commune, Hanoi, Vietnam			Mother-in-law
6.5	Nguyen Van Hung		Identity Card	001085012315	17/11/2025	Ministry of Public Security	Thuong Tri Village, O Dien Commune, Hanoi, Vietnam			Husband

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
6.6	Nguyen Dang Khoi		Underage				Thuong Tri Village, O Dien Commune, Hanoi, Vietnam			Biological Child
6.7	Tran Thi Hong		Citizen Identity Card	066190018230	22/12/2021	Police Department for Administrative Management of Social Order	Easar 3 Village, Eaknop Commune, Dak Lak Province, Vietnam			Younger Sibling
6.8	Tran Van Thach		Citizen Identity Card	066093011169	27/12/2021	Police Department for Administrative Management of Social Order	Easar 3 Village, Eaknop Commune, Dak Lak Province, Vietnam			Younger Sibling

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
6.9	Hoang Thi Tuyen		Citizen Identity Card	066194017695	27/12/2021	Police Department for Administrative Management of Social Order	Easar 3 Village, Eaknop Commune, Dak Lak Province, Vietnam			Sister-in-law (Wife of Younger Brother)
7	**NGUYEN THI NGOC THAO**	**Member of the Supervisory Board**	**Identity Card**	**001199002456**	**08/10/2024**	**Ministry of Public Security**	**No. 63, Alley 12, Phan Dinh Giot Street, Phuong Liet Ward, Hanoi, Vietnam**	**50,769**	**0.2956%**	
7.1	Nguyen Viet Phong		Citizen Identity Card	040067000080	01/05/2021	Police Department for Administrative Management of Social Order	No. 63, Alley 12, Phan Dinh Giot Street, Phuong Liet			Biological Father

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
							Ward, Hanoi, Vietnam			
7.2	Bui Thi Le Na		Citizen Identity Card	042172000008	03/03/2022	Police Department for Administrative Management of Social Order	No. 63, Alley 12, Phan Dinh Giot Street, Phuong Liet Ward, Hanoi, Vietnam			Biological Mother
7.3	Nguyen Viet Quang		Citizen Identity Card	001202000920	01/05/2021	Police Department for Administrative Management of Social Order	No. 63, Alley 12, Phan Dinh Giot Street, Phuong Liet Ward, Hanoi, Vietnam			Younger Sibling

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
8	**HOANG QUANG HUY**	**Member of the Supervisory Board**	**Citizen Identity Card**	**004200006789**	**03/11/2024**	**Police Department for Administrative Management of Social Order**	**Song Hien 5 Residential Group, Thuc Phan Ward, Cao Bang Province, Vietnam**	**291**	**0.0017%**	
8.1	Hoang Be Huan		Citizen Identity Card	004066001241	22/04/2021	Police Department for Administrative Management of Social Order	Song Hien 5 Residential Group, Thuc Phan Ward, Cao Bang Province, Vietnam			Biological Father

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
8.2	Nguyen Thi Minh Hue		Citizen Identity Card	004173001313	22/04/2021	Police Department for Administrative Management of Social Order	Song Hien 5 Residential Group, Thuc Phan Ward, Cao Bang Province, Vietnam			Biological Mother
8.3	Hoang Minh Hang		Citizen Identity Card	004307000141	22/04/2021	Police Department for Administrative Management of Social Order	Song Hien 5 Residential Group, Thuc Phan Ward, Cao Bang Province, Vietnam			Younger Sibling

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
9	**NGUYEN THI THANH HA**	**Chief Accountant**	**Citizen Identity Card**	**001176046653**	**24/06/2021**	**Police Department for Administrative Management of Social Order**	**No. 10, Lane 279/22, Doi Can Street, Ngoc Ha Ward, Hanoi, Vietnam**	**2,125**	**0.0124%**	
9.1	Nguyen Van Tu		Deceased							Biological Father
9.2	Vu Thi Bon		Citizen Identity Card	036145001517	07/09/2021	Police Department for Administrative Management of Social Order	No. 25, Lane 152/29, Nguyen Dinh Hoan Street, Nghia Do, Hanoi, Vietnam			Biological Mother

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
9.3	Nguyen Van Long		Citizen Identity Card	024050005929	17/12/2021	Police Department for Administrative Management of Social Order	Dai Dong 2 Village, Danh Thang, Bac Ninh Province, Vietnam			Father-in-law
9.4	Nguyen Thi The		Citizen Identity Card	024154006327	17/12/2021	Police Department for Administrative Management of Social Order	Dai Dong 2 Village, Danh Thang, Bac Ninh Province, Vietnam			Mother-in-law
9.5	Nguyen Van Thang		Citizen Identity Card	024076000415	18/12/2021	Police Department for Administrative Management of Social Order	No. 10, Lane 279/22, Doi Can Street, Ba Dinh			Husband

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
							Ward, Hanoi, Vietnam			
9.6	Nguyen Ha Dung		Citizen Identity Card	001304015814	02/04/2019	Police Department for Administrative Management of Social Order	No. 10, Lane 279/22, Doi Can Street, Ba Dinh Ward, Hanoi, Vietnam			Biological Child
9.7	Nguyen Ngoc Linh		Citizen Identity Card	001308007507	02/06/2022	Police Department for Administrative Management of Social Order	No. 10, Lane 279/22, Doi Can Street, Ba Dinh Ward, Hanoi, Vietnam			Biological Child

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
9.8	Nguyen Nhat Nam		Identity Card	001221061812	04/06/2026	Ministry of Public Security	No. 10, Lane 279/22, Doi Can Street, Ba Dinh Ward, Hanoi, Vietnam			Biological Child
9.9	Nguyen Thi Thu Thuy		Citizen Identity Card	001178036560	11/04/2021	Police Department for Administrative Management of Social Order	Mulberry Lane, Mo Lao, Hanoi, Vietnam			Younger Sibling
9.10	Nguyen Xuan Son		Citizen Identity Card	001080021106	25/01/2018	Police Department for Administrative Management of Social Order	No. 25, Lane 152/29, Nguyen Dinh Hoan Street, Nghia Do, Hanoi, Vietnam			Younger Sibling

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
9.11	Ta Quang Huy		Citizen Identity Card	001078028529	19/04/2021	Police Department for Administrative Management of Social Order	Mulberry Lane, Mo Lao, Hanoi, Vietnam			Brother-in-law (Husband of Younger Sister)
9.12	Nguyen Thi Linh		Citizen Identity Card	036188006306	07/10/2021	Police Department for Administrative Management of Social Order	No. 25, Lane 152/29, Nguyen Dinh Hoan Street, Nghia Do, Hanoi, Vietnam			Sister-in-law (Wife of Younger Brother)
9.13	NTQ Software Joint Stock Company		ERC	0111375300	02/02/2026	Hanoi Department of Finance	20B Floor, Song Da Building, Tu Liem Ward, Hanoi, Vietnam			Ms. Nguyen Thi Thanh Ha is the Chief Accountant of NTQ Software

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
										Joint Stock Company. NTQ Software Joint Stock Company is a subsidiary of NTQ Solution Company.
10	**NGUYEN HUONG LAN**	**Member of the Internal Audit Committee**	**Citizen Identity Card**	**001173015017**	**25/04/2021**	**Police Department for Administrative Management of Social Order**	**No. 5, Lane 106/6, Chua Lang Street, Lang Ward, Hanoi, Vietnam**	**19,040**	**0.1109%**	
10.1	Nguyen Dinh Anh		Deceased							Biological Father

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
10.2	Chu Thi Nguyen		Deceased							Biological Mother
10.3	Nguyen Huy Chau		Deceased							Father-in-law
10.4	Nguyen Thi Toan		Deceased							Mother-in-law
10.5	Nguyen Huy Tham		Citizen Identity Card	001066018295	15/03/2021	Police Department for Administrative Management of Social Order	No. 5, Lane 106/6, Chua Lang Street, Lang Ward, Hanoi, Vietnam			Husband

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
10.6	Nguyen Quynh Trang		Citizen Identity Card	001196001870	01/05/2023	Police Department for Administrative Management of Social Order	No. 5, Lane 106/6, Chua Lang Street, Lang Ward, Hanoi, Vietnam			Biological Child
10.7	Nguyen Huy Quynh Anh		Citizen Identity Card	001303033705	27/12/2021	Police Department for Administrative Management of Social Order	No. 5, Lane 106/6, Chua Lang Street, Lang Ward, Hanoi, Vietnam			Biological Child
10.8	Tran Minh Tien		Citizen Identity Card	001094036892	27/12/2022	Police Department for Administrative Management of Social Order	No. 3 Hoang Sam Street, Residential Group 2, Nghia			Son-in-law

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
							Do, Cau Giay, Hanoi, Vietnam			
10.9	Nguyen Thi Hoa Nhat		Identity Card	001158047079	20/12/2024	Ministry of Public Security	Apartment 422, Building C4, Giang Vo Residential Complex, Giang Vo Ward, Hanoi, Vietnam			Older Sister
10.10	Nguyen Thi Khanh Nhat		Citizen Identity Card	001159031582	05/10/2021	Police Department for Administrative Management of Social Order	Apartment 422, Building C4, Giang Vo Residential Complex, Giang			Older Sister

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
							Vo Ward, Hanoi, Vietnam			
10.11	Nguyen Thi Phuong Hong		Citizen Identity Card	001160041291	07/10/2021	Police Department for Administrative Management of Social Order	No. 14, Lane 18, Hang Bot Alley, O Cho Dua Ward, Hanoi, Vietnam			Older Sister
10.12	Nguyen Hong Phuong		Identity Card	001064025187	11/09/2024	Ministry of Public Security	Apartment 422, Building C4, Giang Vo Residential Complex, Giang Vo Ward, Hanoi, Vietnam			Older Brother

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
10.13	Nguyen Tien Dat		Citizen Identity Card	001056007158	07/10/2021	Police Department for Administrative Management of Social Order	No. 14, Lane 18, Hang Bot Alley, O Cho Dua Ward, Hanoi, Vietnam			Brother-in-law (Husband of Older Sister)
10.14	Nguyen Thi Phuong		Citizen Identity Card	001163028166	26/10/2023	Police Department for Administrative Management of Social Order	Apartment 422, Building C4, Giang Vo Residential Complex, Giang Vo Ward, Hanoi, Vietnam			Sister-in-law (Wife of Older Brother)

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
11	**NGUYEN THI VAN ANH**	**Authorized Information Disclosure Officer**	**Identity Card**	**026197003148**	**10/02/2025**	**Ministry of Public Security**	**10th Floor, Block B, Song Da Building, Pham Hung Street, Tu Liem Ward, Hanoi, Vietnam**			
11.1	Nguyen Van Ut		Citizen Identity Card	026066010151	22/09/2021	Police Department for Administrative Management of Social Order	Quan Ngoai Village, Tam Duong Bac Commune, Phu Tho Province, Vietnam			Biological Father

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
11.2	Pham Thi Huong		Citizen Identity Card	026174002434	16/04/2021	Police Department for Administrative Management of Social Order	Quan Ngoai Village, Tam Duong Bac Commune, Phu Tho Province, Vietnam			Biological Mother
11.3	Vu Van Chuc		Citizen Identity Card	026072001088	06/09/2022	Police Department for Administrative Management of Social Order	Trung Tam Area, Binh Tuyen Commune, Phu Tho Province, Vietnam			Father-in-law
11.4	Dao Thi Yen		Citizen Identity Card	026175002404	12/09/2022	Police Department for Administrative Management of Social Order	Trung Tam Area, Binh Tuyen			Mother-in-law

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
							Commune, Phu Tho Province, Vietnam			
11.5	Vu Manh Chinh		Citizen Identity Card	026097006713	12/11/2022	Police Department for Administrative Management of Social Order	11th Floor, HANDICO Tower, Me Tri Ha Urban Area, Tu Liem Ward, Hanoi, Vietnam			Husband
11.6	Nguyen Thi Thuy Tien		Citizen Identity Card	026193000241	12/05/2022	Police Department for Administrative Management of Social Order	17th and 18th Floors, Lancaster Luminaire Office Complex, 1152–1154 Lang Street, Lang			Older Sister

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
							Ward, Hanoi, Vietnam			
11.7	Tran Hai Nam		Citizen Identity Card	026093012279	27/06/2021	Police Department for Administrative Management of Social Order	Dinh Vu Economic Zone, Cat Hai Island, Cat Hai Special Zone, Hai Phong, Vietnam			Brother-in-law (Husband of Older Sister)
12	**NGUYEN THI THUY DUNG**	**Person in charge of corporate governance**	**Citizen Identity Card**	**001185043621**	**04/08/2025**	**Ministry of Public Security**	**Tong Kho Bach Hoa Residential Complex, Thanh Tri Commune, Hanoi, Vietnam**	**14,300**	**0.0833%**	

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
12.1	Nguyen Van Vinh		Citizen Identity Card	001053007166	01/05/2021	Police Department for Administrative Management of Social Order	No. 25, Alley 33, Co Dien Street, Thanh Tri Commune, Hanoi, Vietnam			Biological Father
12.2	Nguyen Thi Nguyet		Citizen Identity Card	001160028720	24/04/2021	Police Department for Administrative Management of Social Order	No. 25, Alley 33, Co Dien Street, Thanh Tri Commune, Hanoi, Vietnam			Biological Mother
12.3	Nguyen Van Hiep		Citizen Identity Card	001063012505	09/06/2024	Ministry of Public Security	Duong Khe Village, Van Dinh Commune, Hanoi, Vietnam			Father-in-law

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
12.4	Le Thi Hiep		Citizen Identity Card	001164033198	09/09/2024	Ministry of Public Security	Duong Khe Village, Van Dinh Commune, Hanoi, Vietnam			Mother-in-law
12.5	Nguyen Tuan Anh		Citizen Identity Card	001092027914	21/10/2022	Police Department for Administrative Management of Social Order	Duong Khe Village, Van Dinh Commune, Hanoi, Vietnam			Husband
12.6	Nguyen Vy Anh		Identity Card	001318054895	18/10/2024	Ministry of Public Security	No. 25, Alley 33, Co Dien Street, Thanh Tri Commune, Hanoi, Vietnam			Biological Child

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
12.7	Nguyen Bao Minh		Identity Card	001222007941	18/10/2024	Ministry of Public Security	No. 25, Alley 33, Co Dien Street, Thanh Tri Commune, Hanoi, Vietnam			Biological Child
12.8	Nguyen Viet Thanh		Citizen Identity Card	001082046885	25/11/2021	Police Department for Administrative Management of Social Order	No. 25, Alley 33, Co Dien Street, Thanh Tri Commune, Hanoi, Vietnam			Older Brother
13	**DINH THI THU HUONG**	**Company Secretary**	**Citizen Identity Card**	**037188002783**	**21/04/2021**	**Police Department for Administrative Management of Social Order**	**Apartment 1114, Tay Ha Building, Residential Group 20,**	**843**	**0.0049%**	

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
							Thanh Xuan Ward, Hanoi, Vietnam			
13.1	Dinh The Lu		Citizen Identity Card	037059001511	21/04/2021	Police Department for Administrative Management of Social Order	Apartment 1114, Tay Ha Building, Residential Group 20, Thanh Xuan Ward, Hanoi, Vietnam			Biological Father
13.2	Tran Thi Yen		Citizen Identity Card	037161001299	21/04/2021	Police Department for Administrative Management of Social Order	Apartment 1114, Tay Ha Building, Residential Group 20,			Biological Mother

No.	Full Name	Position at the Company	ID/Registration Type	ID/Registration No.	Date of issue	Place of issue	Contact/Headquarters address	Shareholding	Ownership ratio (%)	Note
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
							Thanh Xuan Ward, Hanoi, Vietnam			
13.3	Dinh Thi Thanh Huyen		Citizen Identity Card	037191002629	21/04/2021	Police Department for Administrative Management of Social Order	Apartment 1114, Tay Ha Building, Residential Group 20, Thanh Xuan Ward, Hanoi, Vietnam			Younger Sibling