

**BIG GROUP HOLDINGS INVESTMENT
JOINT STOCK COMPANY**



No.: 3007/2025/BCQT-BIG

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

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Hanoi, 30th July 2025

REPORT ON CORPORATE GOVERNANCE
(1st half of 2025)

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

- Name of company: BIG GROUP HOLDINGS INVESTMENT JOINT STOCK COMPANY
- Address of headoffice: 62/6 Khuc Thua Du Street, Cau Giay Ward, Hanoi.
- Telephone: 0911888842 Fax: 0911888842 Email: cskh@biginvestgroup.vn
- Charter capital: 150.846.890.000 VND
- Stock symbol: **BIG**
- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors, General Director.
- The implementation of internal audit: A public company registering for trading is not required to conduct internal audit work in accordance with Clause 2, Article 10 of Decree No. 05/2019/NĐ-CP issued on January 22, 2019.

I. ACTIVITIES OF THE GENERAL MEETING OF SHAREHOLDERS

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

No.	Resolution / Decision No.	Date	Contents
1	01/2025/BIG/NQ-DHDCD	Apr 27, 2025	<p>1. Approval of Report No. 01/BC-BOD dated April 27, 2025 by the Board of Directors on activities in 2024 and operational direction for 2025.</p> <p>2. Approval of Report No. 02/BC-SB dated April 27, 2025 by the Supervisory Board on activities in 2024 and direction for 2025</p> <p>3. Approval of Report No. 03/2025/CEO-BIG dated April 27, 2025 by the General Director on business performance in 2024 and business plan for 2025</p> <p>4. Approval of Submission No. 01/2025/PR-SB dated</p>



No.	Resolution / Decision No.	Date	Contents
			<p>April 27, 2025 for selecting the auditing firm for the 2025 financial statements</p> <p>5. Approval of Submission No. 02/2025/PR-BOD dated April 27, 2025 for the 2024 financial statements</p> <p>6. Approval of Submission No. 03/2025/PR-BOD dated April 27, 2025 for the 2025 operating budget of the Board of Directors & Supervisory Board</p> <p>7. Approval of Submission No. 04/2025/PR-BOD dated April 27, 2025 for the 2024 profit distribution plan</p> <p>8. Approval of Submission No. 05/2025/PR-BOD dated April 27, 2025 regarding the change of company headquarters address</p> <p>9. Approval of Submission No. 06/2025/PR-BOD dated April 27, 2025 regarding the change of company name</p> <p>10. Approval of Submission No. 07/2025/PR-BOD dated April 27, 2025 regarding the change of legal representative of the company</p> <p>11. Approval of Submission No. 08/2025/PR-BOD dated April 27, 2025 to amend the Charter</p> <p>12. Approval of Submission No. 09/2025/PR-BOD dated April 27, 2025 to list shares of Big Invest Group Joint Stock Company</p> <p>13. Approval of Submission No. 10/2025/PR-BOD dated April 27, 2025 for the plan to issue shares for dividend payment</p> <p>14. Approval of Submission No. 11/2025/PR-BOD dated April 27, 2025 for the plan to issue shares to the public</p> <p>15. Approval of Submission No. 12/2025/PR-BOD dated April 27, 2025 regarding dismissal and election of additional members to the Board of Directors</p> <p>16. Approval of Submission No. 13/2025/PR-BOD dated April 27, 2025 regarding dismissal and election of additional Supervisory Board members</p> <p>17. Approval of dismissal and replacement of members of the Board of Directors and Supervisory Board for the 2024–2029 term:</p> <p>❖ Approval of the dismissal from the position of member of the Board of Directors for:</p>

1. Information on Members of the Board of Directors (BOD)

No.	Board of Directors' members	Position	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Mr. Vo Phi Nhat Huy	Chairman	10/05/2019 Reappointed on 30/6/2024	
2	Mr. Kieu Van Khoa	Non-executive Board Member	10/05/2019 Reappointed on 30/6/2024	
3	Ms. Tran Thi Mua Thao	Executive Board Member	16/04/2022 Reappointed on 30/6/2024	27/04/2025
4	Mr. Vo Thuan Hoa	Independent Board Member	27/04/2025	

2. Board of Directors Meetings

No.	Board of Director' member	Number of meetings attended by Board of Directors	Attendance rate (%)	Reasons for absence
1	Mr. Vo Phi Nhat Huy	6/6	100	
2	Mr. Kieu Van Khoa	6/6	100	
3	Ms. Tran Thi Mua Thao	2/2	100	Dismissed as of 27/04/2025
4	Mr. Vo Thuan Hoa	4/4	100	Appointed as of 27/04/2025

3. Supervisory Activities of the Board of Directors over the Executive Board

- Supervised and directed the General Director in organizing the 2025 Annual General Meeting of Shareholders;
- Oversaw and directed the Executive Board's business operations and the implementation of the Board of Directors' Resolutions/Decisions and the 2024 Annual General Meeting of Shareholders' Resolutions;
- Regularly updated on the Company's business activities to provide timely guidance for the Executive Board's leadership and management tasks.

4. Activities of the Subcommittees under the Board of Directors (if any)

None.

5. Resolutions/Decisions of the Board of Directors

No.	Resolution/Decision No.	Date	Contents	Approval Rate (%)
1	01/2025/NQ/HĐQT-BIG.,JSC	07/03/2025	Organization of the 2025 Annual General Meeting of Shareholders	100
2	02/2025/NQ/BIG-HĐQT	18/04/2025	Amendment and supplementation of content and materials for the 2025 Annual General Meeting of Shareholders	100
3	2205/2025/NQ/BIG-HĐQT	22/05/2025	Dismissal and appointment of company titles	100
4	2805/2025/NQ/BIG-HĐQT	28/05/2025	Approval of stock issuance for dividend payment for 2024; Amendment to the terms on share quantity and charter capital;	100

No.	Resolution/Decision No.	Date	Contents	Approval Rate (%)
			Registration of the full amount of issued shares; Implementation assigned to Chairman of the Board	
5	1606/2025/NQ/BIG-HĐQT	16/06/2025	Finalization of record date for dividend payment in shares for 2024	100
6	1906/2025/NQ/BIG-HĐQT	19/06/2025	Appointment of Chief Financial Officer and Chief Operating Office	100

III. BOARD OF SUPERVISORS

1. Information on Members of the Board of Supervisors (BOS)

No.	Members of Board of Supervisors	Position	The date becoming the member of the Board of Supervisors	The date ceasing to be the member of the Board of Supervisors	Qualification
1	Mr. Tan Loc Louis	Head of the Board of Supervisors	05/02/2023 Reappointed on 30/6/2024		Master's degree in Business Administration
2	Mr. Trieu Hieu Khanh	Member of the Board of Supervisors	30/06/2023 Reappointed on 30/6/2024	27/04/2025	Bachelor's degree in Accounting
3	Ms. Trinh Thi Thanh Phuong	Member of the Board of Supervisors	05/02/2023 Reappointed on 30/6/2024		Bachelor's degree in Law
4	Mr. Vo Tuan Hai	Member of the Board of Supervisors	27/04/2025		Bachelor's degree in Hospitality and Restaurant Management

2. Meetings of the Board of Supervisors

No.	Members of Board of Supervisors	Number of meetings attended	Attendance rate (%)	Voting rate (%)	Reasons for absence
1	Mr. Tan Loc Louis	01/01	100	100	

No.	Members of Board of Supervisors	Number of meetings attended	Attendance rate (%)	Voting rate (%)	Reasons for absence
2	Mr. Trieu Hieu Khanh	01/01	100	100	
3	Ms. Trinh Thi Thanh Phuong	01/01	100	100	
4	Mr. Vo Tuan Hai	0/0			Appointed as of 27/04/2025

3. Supervision of the Board of Directors, Board of Management, and Shareholders by the Board of Supervisors

- Supervised the implementation of Resolutions of the Annual General Meeting of Shareholders for 2024 and 2025, as well as other Resolutions issued by the Board of Directors;
- Oversaw the enforcement of the Company's Charter and Corporate Governance Regulations;
- Monitored the execution of the 2025 Business Plan by the Executive Board.

4. The coordination among the Board of Supervisors, the Board of Management, Board of Directors and other managers

- The Board of Supervisors proactively coordinated closely with the Board of Directors and the Executive Board in inspecting and supervising all business activities of the Company.
- The Board of Directors and Executive Board regularly facilitated the Board of Supervisors in collecting information and documents related to the Company's business operations.

5. Other activities of the Board of Supervisors (if any)

None.

IV. BOARD OF MANAGEMENT

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment of members of the Board of Management	Date of dismissal of members of the Board of Management
1	Ms. Tran Thi Mua Thao	20/03/1994	Bachelor's degree in Accounting	25/05/2021	
2	Ms. Nguyen Thi Hao	18/07/1988	Bachelor's degree in Business Administration	22/06/2022	

APPENDIX I: THE LIST OF AFFILIATED PERSONS OF THE COMPANY

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	No., date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
1	Vo Phi Nhat Huy		Member of BOD, Chairman of BOD, Legal Representative			10/05/2019			Insider
2	Kieu Van Khoa		Member of BOD			22/11/2018			Insider
3	Vo Thuan Hoa		Independent Member of BOD			27/04/2025			Insider
4	Tấn Lộc Louis		Member & Head of Board of Supervisors			05/02/2023			Insider

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	No., date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
5	Trieu Hieu Khanh		Member of Board of Supervisors			05/02/2023			Insider
6	Trinh Thi Thanh Phuong		Member of Board of Supervisors (until 27/04/2025)			30/06/2023	27/04/2025	Dismissed by AGM Resolution	Insider
7	Vo Tuan Hai		Member of Board of Supervisors			27/04/2025			Insider
8	Tran Thi Mua Thao		General Director			20/05/2019			Insider

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	No., date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
9	Nguyen Thi Hao		Deputy General Director			22/06/2022			Insider
10	Le Van Hung		Chief Accountant			14/09/2022			Insider
11	Vo The Hanh		Corporate Governance Officer (until 22/05/2025)			25/06/2023	22/05/2025	Dismissed by BOD Resolution	Insider
12	Pham Vu Thien Y		Authorized Information Disclosure Officer, Corporate Governance			22/05/2025			Insider

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	No., date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
			Officer, BOD Secretary						
13	Tran Nhat Duc		Chief Financial Officer			19/06/2025		Appointed by BOD Resolution	Insider
14	Nguyen Trong Vinh		Chief Operating Officer			19/06/2025		Appointed by BOD Resolution	Insider
15	Trần Sinh Vương		None			21/10/2024			Shareholder owning over 10% of voting shares
16	Phạm Thị Quỳnh Tram		None			21/10/2024			Shareholder owning over 10% of voting shares

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	No., date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company

APPENDIX II: TRANSACTIONS BETWEEN THE COMPANY AND ITS AFFILIATED PERSONS OR BETWEEN THE COMPANY AND ITS MAJOR SHAREHOLDERS, INTERNAL PERSONS AND AFFILIATED PERSONS

No.	Name of organization/individual	Related relationship with the company	Number of NSH Certificate, date of issue, place of issuance	Head Office Address/Contact	When to deal with the company	Resolutions/Decisions approved by the General Meeting of Shareholders/Board of Directors (if any, clearly stating the date of issuance)	Content, quantity, total value of transactions	Notes
1	Tran Thi Mua Thao	General Director			Q2 2025		+ Advance 800.000.000 + Reimbursement 893.810.000 + Room for rent: 10.290.741	
2	Vo Phi Nhat Huy	Chairman of the Board of Directors, Legal Representative			Q2 2025		Reimbursement 180.000.000	
3	Nguyen Thi Hao	Deputy General Director			Q2 2025		Reimbursement 100.000.000	
4	Trinh Thi Thanh Phuong	Member of Board of Supervisors			Q2 2025		Reimbursement 71.403.000	

No.	Name of organization/individual	Related relationship with the company	Number of NSH Certificate, date of issue, place of issuance	Head Office Address/Contact	When to deal with the company	Number of Resolutions/Decisions approved by the General Meeting of Shareholders/Board of Directors (if any, clearly stating the date of issuance)	Content, quantity, total value of transactions	Notes
5	Le Van Hung	Chief Accountant			Q2 2025		Reimbursement 100.000.000	
6	Vo Tuan Hai	Member of Board of Supervisors			Q2 2025		+ Advance 3.000.000 + Reimbursement 2.000.000	

No.	Name of organization/individual	Related relationship with the company	Number of NSH Certificate, date of issue, place of issuance	Head Office Address/Contact	When to deal with the company	Number of Resolutions/Decisions approved by the General Meeting of Shareholders/Board of Directors (if any, clearly stating the date of issuance)	Content, quantity, total value of transactions	Notes
7	Vo The Hanh	Former General Director			Q2 2025		0	No longer engaged in transactions with the company as of May 22, 2025.

APPENDIX III: THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSON

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1	Vo Phi Nhat Huy	094C024305	Chairman of the Board of Directors, Legal Representative			2.700.053	17,90%	
1.1	Vo Phi Dung	None	None			0	0%	Father
1.2	Ngo Thi Kieu Nhi	None	None			0	0%	Mother
1.3	Vo Phi Nhat Quang	None	None			0	0%	Younger Brother

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
2	Kieu Van Khoa	017C139167	Member of the Board of Directors			355.148	2,35%	
2.1	Kieu Quang Khang	None	None			0	0%	Father
2.2	Nguyen Thi Thu	None	None			0	0%	Mother
2.3	Le Thi Huong	None	None			0	0%	Wife
2.4	Kieu Quang Khoa	None	None			0	0%	Brother
2.5	Kieu Tuan Khai	None	None			0	0%	Son

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
2.6	Kieu Tuan Hoang	None	None			0	0%	Son
3	Vo Thuan Hoa		Independent Member of BOD			0	0%	
3.1	Tran Thi Kim Lieng	None	None			0	0%	Mother
3.2	Vo Thi Thuan Thao	None	None			0	0%	Sister
3.3	Vo Thuan Hieu	None	None			0	0%	Brother

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
4.2	Tran Thi Hai Van	None	None			0	0%	Mother
5	Trieu Hieu Khanh	None	Member of Board of Supervisors			0	0%	
5.1	Trieu Sinh Dao	None	None			0	0%	Father
5.2	Hoàng Thị Pham	None	None			0	0%	Mother

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
5.3	Trieu Huu Hoa	None	None			0	0%	Younger Brother
6	Trinh Thi Thanh Phuong	None	Member of Board of Supervisors			0	0%	No longer insider as of 27/04/2025
6.1	Ha Thanh Duan	None	None			0	0%	Husband
6.2	Nguyễn Thị Thanh Sen	None	None			0	0%	Mother

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
6.3	Trinh Thi Thanh Xuan	None	None			0	0%	Sister
7	Vo Tuan Hai		Member of Board of Supervisors			0	0%	
7.1	Luu Thi Le Van	None	None			0	0%	Mother
7.2	Le Kim Phung	None	None			0	0%	Wife

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
7.3	Vo Hai Anh	None	None			0	0%	Child
7.4	Vo Hai Dang	None	None			0	0%	Child
8	Tran Thi Mua Thao	001C578400	General Director			52.615	0,35%	
8.1	Tran Van Thien	None	None			0	0%	Father

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
8.2	Trịnh Thị Vui	None	None			0	0%	Mother
8.3	Vo Van Hanh	None	None			0	0	Father-in-law
8.4	Le Thi Hoa	None	None			0	0	Mother-in-law
8.5	Tran Ngoc Thinh	None	None			0	0%	Younger Brother

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
8.6	Tran Thi Thuy	None	None			0	0%	Sister
8.7	Vo Tran Nhat Ha	None	None			0	0%	Child
9	Nguyen Thi Hao		Deputy General Director			106.538	0,71%	
9.1	Nguyen Huu Binh	None	None			0	0%	Father
9.2	Nguyen Thi Kieu Hoa	None	None			0	0%	Sister

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
9.3	Nguyen Thi Thuy Hang	None	None			0	0%	Sister
9.4	Nguyen Thi Thu Huong	None	None			0	0%	Younger sister
9.5	Dinh Nguyen Minh Chau	None	None			0	0%	Child
9.6	Le Nguyen Tuan Minh	None	None			0	0%	Child
9.7	Le Nguyen Nhat Duc	None	None			0	0%	Child
10	Le Van Hung		Chief Accountant			0	0%	

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
10.1	Nguyen Thi Thu Thao	None	None			0	0%	Wife
10.2	Le Nguyen Bao Nhi	None	None			0	0%	Daughter
10.3	BMAX Investment Trading Joint Stock Company	None	None			0	0%	Mr. Lê Văn Hùng is Director
11	Pham Vu Thien Y		Authorized Information Disclosure Officer, Corporate Governance Officer, BOD Secretary			0	0%	
11.1	Pham The Diep	None	None			0	0%	Father

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
11.2	Vo Thi My Linh	None	None			0	0%	Mother
11.3	Pham Vu Nghiem	None	None			0	0%	Brother
11.4	Pham Vu Thanh Huyen	None	None			0	0%	Child
12	Tran Nhat Duc		Chief Financial Officer			0	0%	

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
12.1	Vu Thi Bich Phuong	None	None			0	0%	Wife
12.2	Phung Thi Ly	None	None			0	0%	Mother
12.3	Tran Nhat Minh	None	None			0	0%	Brother
12.4	Tran Phuong Linh	None	None			0	0%	Child
12.5	Tran Duc Anh	None	None			0	0%	Child

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
12.6	DIA Digital Technology Joint Stock Company	None	None			0	0%	Mr. Trần Nhật Đức is Director
12.7	DIA Social Media Joint Stock Company	None	None			0	0%	Mr. Trần Nhật Đức is Director
13	Nguyen Trong Vinh		Chief Operating Officer			0	0%	
13.1	Nguyen Trong Khanh	None	None			0	0%	Father

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
13.2	Nguyễn Thị Hoa	None	None			0	0%	Mother
13.3	Nguyen Thi Linh	None	None			0	0%	Younger sister
13.4	Nguyen Thi Tinh	None	None			0	0%	Younger sister

APPENDIX IV: TRANSACTIONS OF INTERNAL PERSONS AND AFFILIATED PERSONS WITH SHARES OF THE COMPANY

No.	Transaction executor	Relationship with internal persons	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increasing, decreasing
			Number of shares	Percentage	Number of shares	Percentage	
1	Võ Phi Nhật Huy	Member of BOD, Chairman of BOD	2.672.653	17,72%	2.700.053	17,90%	(-) Sold 172.600 shares (from 14/02/2025 to 13/03/2025) (+) Bought 100.000 shares (from 16/04/2025 to 15/05/2025) (+) Bought 100.000 shares (from 22/05/2025 to 20/06/2025)
2	Kiều Văn Khoa	Member of BOD	379.548	2,52%	355.148	2,35%	(-) Sold 24.400 shares (from 01/01/2025 to 03/01/2025)