



VIETNAM NATIONAL CEMENT CORPORATION
HAI PHONG CEMENT TRADING ANDTRANSPORTATION
JOINT STOCK COMPANY

290 HANOI STREET, HONG BANG WARD, HAI PHONG CITY

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ANNUAL MANAGEMENT REPORT 2025

Hai Phong, July 25, 2025

S	Resolution	Day	Content
1	No. 37/NQ-DHĐCĐ	April 28, 2025	<ol style="list-style-type: none"> 1. Approval of the 2024 business performance report; 2. Approve the 2025 Business Production Plan; 3. Approve the Board of Directors' 2024 performance report and 2025 performance plan; 4. Approve the Board of Supervisors' 2024 performance report and 2025 performance plan; 5. Approval of the evaluation report of the independent members of the Board of Directors in 2024. 6. Approval of the Audited Financial Statements for 2024; 7. Approval of the 2024 profit distribution plan; 8. Approval of remuneration levels for the Board of Directors, Board of Supervisors, and company secretary in 2024 and remuneration payment plan for 2025; 9. Approval of the selection of an auditor for the 2025 financial statements; 10. Approval of the Production and Business Plan, Investment and Construction for the period 2025-2029; 11. Approval of the Proposal to amend and supplement the Company's Charter; 12. Approval of the Proposal to amend and supplement the Company's internal regulations on governance; 13. Approval of the Proposal to amend and supplement the Operating Regulations of the Company's Board of Directors; 14. Approval of the report on the list of contracts and transactions with related parties of the company in 2024 and the first 4 months of 2025; 15. Approval of the report on the transaction contracts between the Company and related parties under the authority of the General Meeting of Shareholders; 16. Approval of the resignation of the independent member of the Board of Directors for the 2023-2028 term; 17. Approval of the list of candidates to participate in the election of independent members of the Board of Directors for the 2023-2028 term; 18. The Congress elected additional independent members of the Board of Directors for the 2023-2028 term;

II. Board of Directors :

1. Information about Board of Directors members:

STT	Board Member	Position	Date of appointment/removal Board Member
1	Mr. Pham Dang Loi	Chairperson	Appointed 04/27/2023
2	Mr. Le Van Thang	Member	Appointed 04/27/2023
3	Mr. Pham Duc Hoang	Member	Appointed 04/27/2023
4	Mr. Nguyen Tuan Anh	Member	Appointed 04/27/2023
5	Mr. Vu Chau Thanh	Member	Dismissed 04/28/2025
6	Nguyen Quang Anh	Member	Appointed 04/28/2025

2. Board of Directors meetings:

STT	Board Member	Number of Board meetings attended	Meeting attendance rate	Reason for not attending the meeting
1	Mr. Pham Dang Loi	05	100%	
2	Mr. Le Van Thang	05	100%	
3	Mr. Pham Duc Hoang	05	100%	
4	Mr. Vu Chau Thanh	02	100%	
5	Mr. Nguyen Tuan Anh	05	100%	
6	Nguyen Quang Anh	03	100%	

3. Supervisory activities of the Board of Directors over the Board of Management:

The Board of Directors uses the Company's staff to regularly inspect and supervise the Director in performing his/her functions and duties in accordance with the provisions of the Enterprise Law, the Company's Charter, the Company's Regulations and the Resolutions/Decisions of the Board of Directors. The Chairman of the Board of Directors regularly holds quarterly and ad hoc meetings with the Board of Directors to inspect the Board of Directors' operations and the Company's business situation.

4. Activities of subcommittees under the Board of Directors :

The Board of Directors does not establish subcommittees as prescribed in the model charter , but to assist the Board of Directors, in addition to the Executive Board, there are

also functional departments and units such as the Financial Accounting Department, the Technical Economics Department, the Labor Organization Department, and the Business Department. These departments function as subcommittees to assist the Board of Directors. The members of the Board of Directors perform their duties as assigned by the Chairman of the Board of Directors.

5. Resolutions / Decisions of the Board of Directors :

Number	Resolution/Decision Number	Day	Summary of Resolution content
I	Resolution		
1	No. 03-NQ/HĐQT	March 13, 2025	Finalize the list of shareholders to organize the 2025 Annual General Meeting of Shareholders.
2	No. 07-NQ/HĐQT	03/04/2025	the Board of Directors meeting in the first quarter of 2025. Expected results of production and business in the first quarter; production and
3	No. 09-NQ/HĐQT	03/04/2025	Resolution on approving the contents to organize the 2025 Annual General Meeting of
4	No. 37-NQ/HĐQT	April 28, 2025	Resolution of the 2025 Annual General Meeting of Shareholders.
5	No. 43-NQ/HĐQT	05/28/2025	Resolution on approving the signing of a contract to provide services of looking after, protecting cars, bicycles, motorbikes, transporting and picking up workers between the Company and Vicem Hai Phong Cement One
6	No. 45-NQ/HĐQT	June 23, 2025	Resolution on approving the signing of a contract to provide review and audit services for the 2024 Financial Statements between the Company and An Viet Auditing Company
II	Decision		
1	No. 15-QĐ/HĐQT	04/05/2025	Decision on the establishment of the Organizing Committee of the 2025 Annual General Meeting of Shareholders.
2	No. 17-QĐ/HĐQT	04/09/2025	Decision on the establishment of a Shareholder Qualification Inspection Committee to serve the 2025 Annual General Meeting of Shareholders.

3	No. 38-QĐ/HĐQT	April 28, 2025	Decision on amending and supplementing the Charter of organization and operation of the
4	No. 39-QĐ/HĐQT	April 28, 2025	Decision on amending and supplementing the Internal Regulations on Corporate Governance.
5	No. 40-QĐ/HĐQT	April 28, 2025	Decision on amending and supplementing the Board of Directors' Operating Regulations.

III. Board of Control :

1. Information about Board of Supervisors members:

Number	Board of Supervisors	Position	Date of commencement as a member of the Board of Supervisors
1	Ms. Trinh Thi Huong	Prefect	Appointed 04/27/2023
2	Mr. Luong Quang Tan	Member	Appointed 04/27/2023
3	Mr. Pham Huy Hiep	Member	Appointed 04/27/2023

2. Board of Supervisors Meetings

Number	Board of Supervisors	Number of meetings attended by the Board of Supervisors	Meeting attendance rate	Reason for not attending the meeting
1	Ms. Trinh Thi	02	100%	
2	Mr. Luong Quang	02	100%	
3	Mr. Pham Huy	02	100%	

3. Supervisory activities of the Board of Supervisors over the Board of Directors, Executive Board and shareholders :

Inspect and supervise to ensure that the Company operates in accordance with the Law on Enterprises, the Company Charter as well as the Resolutions of the General Meeting of Shareholders; attend meetings of the Board of Directors and contribute opinions within the scope of their responsibilities and powers; proactively propose to the Board of Directors a number of related issues regarding production and business plans, internal regulations, auditing, debt collection; participate in opinions on organizing the 2025 Annual General Meeting of Shareholders, ensuring that this work is carried out seriously and in accordance with the Law; inspect and appraise semi-annual financial reports and 2025 financial reports; regularly exchange information and related documents to perform the tasks of the Supervisory Board.

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

- Review the order and procedures for organizing meetings (General Meeting of Shareholders, Board of Directors) in accordance with the provisions of law and the Company Charter.

- Ensure that the Board of Directors/Management discloses information promptly and accurately in accordance with the provisions of law.

5. Other activities of the Board of Supervisors (if any): According to the Law on Enterprises and the Company Charter.

IV. Executive Board

Number	Board Member	Date of birth	Professional qualifications	Date of appointment
1	Le Van Thang	August 10, 1968	Bachelor of Foreign Trade Economics	07/08/2024 (Re-appointment)

V. Chief Accountant

Number	Full name	Date of birth	Professional qualifications	Date of appointment
1	Vu Thanh Tung	May 27, 1976	Bachelor of Finance and Accounting	05/07/2023 (Re-appointment)

VI. Training on corporate governance:

Corporate governance training courses attended by members of the Board of Directors, members of the Supervisory Board, Board of Directors, and other managers in accordance with corporate governance regulations: Internal meetings and discussions are regularly held to improve the capacity and professional expertise of the company's managers and leaders.

V II . List of related persons of the public company and transactions of related persons of the company with the Company itself

1. List of related persons of the company

Number	Name of organization/individual	Securities trading account (if any)	Position in the company (if any)	NSH Certificate Number*, date of issue, place of issue	Head office address/Contact address	The starting point is the person concerned.	Time is no longer relevant	Reason	Relationship with the company
1	Cement Corporation Vietnam	-	-	-	228 Le Duan, Dong Da district, Hanoi city	December 29, 2003			Company Mom

2. Transactions between the company and related persons of the company; or between the company and major shareholders, insiders, related persons of insiders : do not arise.

Number	Organization name /individual	Relationship with the company	NSH Certificate Number*, date of issue, place of issue	Head office address/Contact address	Time of transaction with the company	Resolution/Decision No. passed by the General Meeting of Shareholders/ Board of Directors...	Number and percentage of shares held after transaction	Note
-	-	-	-	-	-	-	-	-

Note: NSH Certificate Number: ID card number/Passport number (for individuals) or Business registration certificate number, Operating license or equivalent legal documents (for organizations)/ NSH*:*

2. Transactions between insiders of listed companies, related persons of insiders and subsidiaries, companies controlled by listed companies : none

Number	The person who makes the transaction	Insider Relations	Position at listed company	ID card/Passport number, date of issue, place of issue ID card	Address	Name of subsidiary, company controlled by listed company	Time of transaction	Number and percentage of shares held after transaction	Note
-	-	-	-	-	-	-	-	-	-

3. Transactions between the company and other entities

4.1. Transactions between the company and companies in which members of the Board of Directors, members of the Board of Supervisors, and the Executive Director have been and are founding members or members of the Board of Directors, Directors (executive directors) within the past three (03) years (calculated at the time of reporting) : none

4.2. Transactions between the company and companies in which related persons of members of the Board of Directors, members of the Board of Supervisors, and the Executive Director are members of the Board of Directors or the Executive Director: do not arise.

4.3. Other transactions of the company (if any) that may bring material or immaterial benefits

to members of the Board of Directors, members of the Board of Supervisors, Executive Director (General Director): not arising

VI II . Stock transactions of insiders and related parties of insiders

1. List of insiders and related persons of insiders

Number	Full name	Securities trading account	Position in the company	ID card/Passport number, date of issue, place of issue <i>ID card</i>	Contact address	Number of shares owned at the end of the period	End of period share ownership ratio	Note
1	Pham Dang Loi		1	030077007043 11/07/2019 Hai Phong	No. 6/A4 Lot 6B, Le Hong Phong Street, Dong Khe Ward, Ngo Quyen District, Quyen City, Hai Phong	560	0.028%	Appointed 04/27/2023
1.1	Pham Dang Dien			030047001145 April 29, 2021 Hai Phong	No. 2/32, Doan Xa 10, Dong Hai 1 Ward, Hai An District, Hai Phong City			Dad
1.2	Nguyen Thi Thanh The			03014700178 December 25, 2021 Hai Phong	No. 2/32, Doan Xa 10, Dong Hai 1 Ward, Hai An District, City. Hai Phong Street			Mom
1.3	Vu Thi Thanh Huyen			031181031296 09/01/2022 Hai Phong	No. 6/A4 Lot 6B, Le Hong Phong Street, Dong Khe Ward, Ngo Quyen District, Hai Phong City			Wife
1.4	Pham Thi Khanh Linh			031306004640 09/01/202 Hai Phong	No. 6/A4 Lot 6B, Le Hong Phong Street, Dong Khe Ward, Ngo Quyen District, Hai			Son
1.5	Pham Thi Ngoc Diep				No. 6/A4 Lot 6B, Le Hong Phong Street, Dong Khe Ward, Ngo Quyen District,			Son
1.6	Pham Thi Anh Nguyet			030171005483 03/07/2019 CCS	No. 35 Nguyen Cong Hoan, Quang Trung Ward, Hai Duong Province			Older sister
1.7	Pham Dang Toan			03007312746 September 21, 2021 CCS	No. 27/28/411 Da Nang Street, Dong Hai 1 Ward, Hai An District, Hai Phong City			Older brother
1.8	Vu Xuan Dung			03004300770 May 25, 2021 CCS	No. 3/32 Doan Xa 10, Dong Hai 1 ward, Hai An district, Hai Phong city			father in law

1.9	Tran Thi Le Khanh			015151000023 05/01/2021 CCS	No. 3/32 Doan Xa 10, Dong Hai 1 ward, Hai An district, Hai Phong city			Mother in law
1.10	Do Hong Tho			038172031585 January 23, 2021 CCS	No. 27/28/411 Da Nang Street, Dong Hai 1 Ward, Hai An District, Hai Phong City			Sister in law
1.11	Nguyen Thi Quynh Loan			031177016305 June 28, 2021 CCS	No. 145 Lot 9, Dong Hai Ward, Hai An District, Hai Phong City			Sister in law
1.12	Pham Dang Thang			030075003449 05/03/2021 CCS	No. 145 Lot 9, Dong Hai Ward, Hai An District, Hai Phong City			Older brother
2	Le Van Thang	001C132774	1,2,3	03168001201 10/08/2021 Hai Phong	Pham Dung village, An Hong commune, An Duong district, Hai Phong city	2,500	0.12%	Reappointe d 07/08/2024
2.1	Nguyen Thi Loan			031170001213 10/08/2021 Hai Phong	Pham Dung village, An Hong commune, An Duong district, Hai Phong city			Wife
2.2	Le Chung Duc			031091003214 12/08/2021 Hai Phong	Pham Dung village, An Hong commune, An Duong district, Hai Phong city			Son
2.3	Le Manh Tuan			031095007669 11/8/2021 Hai Phong	Pham Dung village, An Hong commune, An Duong district, Hai Phong city			Son
2.4	Le Van Sam			031043000366 April 24, 2021 Hai Phong	Lam Son Ward, Le Chan District, Hai Phong City			Older brother
2.5	Le Thi Nu			031151000458 July 15, 2022 Hai Phong	Dang Giang Ward, Ngo Quyen District, Hai Phong City			Older sister
2.6	Le Van Sam			031052001768 April 19, 2021 Hai Phong	Bai Chay Ward, Quang Ninh Province			Older brother
2.7	Le Thi Dai			03115704042 08/09/2021 Hai Phong	Van Cao Street, Hai An District, Hai Phong City			Older sister
2.8	Le Thi Thu			031159012824 August 27, 2021 Hai Phong	Ha Ly Ward, Hong Bang District, Hai Phong City			Older sister
2.9	Le Thi Cuc			031162011641 11/08/2021 Hai Phong	Hong Thai Commune, An Duong District, Hai Phong City			Older sister

2.10	Tran Thi Trang			031194016929 12/08/2021 Hai Phong	Pham Dung Village, An Hong Commune, An Duong District, Hai Phong			daughter in law
2.11	Nguyen Thi Thanh			038146000563 April 24, 2021 Hai Phong	Lam Son Ward, Le Chan District, Hai Phong City			Sister-in- law
2.12	Bui Thi Hue			034157004449 April 10, 2021 Quang Ninh	Bach Dang, Ha Long city, Quang Ninh province			Sister-in- law
2.13	Mai Dang Dung			031059015494 August 27, 2021 Hai Phong	Cao Thang, Ha Ly ward, Hong Bang district, Hai Phong city			Brother-in- law
2.14	Nguyen Van Tien			031057018420 09/08/2022 Hai Phong	Hoa Binh, Hong Thai, An Duong, Hai Phong			brother in law
3	Vu Thanh Tung		6.10	031076000303 September 26, 2019 Hai Phong	Luong Quan, Nam Son, An Duong district, Hai Phong city	0	0	Chief Accountant
4	Nguyen Tuan Anh		2	031080000858 06/01/2015 CCS	Venice 10.15 Vinhomes Imperia, Thuong Ly ward, Hong Bang district, Hai Phong city	497,900	24.69%	Appointed 04/27/2023
4.1	Song Thanh Van			031181000939 06/01/2015 CCS	Venice 10.15 Vinhomes Imperia, Thuong Ly ward, Hong Bang district, Hai Phong city			Wife
4.2	Nguyen Van Lanh			035049000045 April 25, 2021 CCS	Venice 10.15 Vinhomes Imperia, Thuong Ly ward, Hong Bang district, Hai Phong city			Father
4.3	Nguyen Thi Thu Hien			030151000055 March 20, 2015 CCS	Venice 10.15 Vinhomes Imperia, Thuong Ly ward, Hong Bang district, Hai Phong city			Mother
4.4	Song Chi Luc			031049000661 August 26, 2016 CCS	No. D4/12/411 Da Nang Street, Dong Hai 1 Ward, Hai An District, Hai Phong City			Father in law
4.5	Nguyen Thi Hong Lam			044151000041 06/07/2016 CCS	No. D4/12/411 Da Nang, Dong Hai 1 ward, Hai An district, Hai Phong city			Mother in law
4.6	Nguyen Duc Thanh			037076000088 March 20, 2015 CCS	Monaco 2-10. Vinhomes Imperia, Thuong Ly ward, Hong Bang district, Hai Phong city			Older brother

4.7	Dang Thi Bao Lan			031178000555 January 26, 2015 CCS	Monaco 2-10. Vinhomes Imperia, Thuong Ly ward, Hong Bang district, Hai Phong city			Sister-in- law
4.8	Nguyen Thuy Dung			031186000488 December 19, 2014 CCS	Venice 10.15 Vinhomes Imperia, Thuong Ly ward, Hong Bang district, Hai Phong city			Younger sister
4.9	Nguyen Tuan Khang			031209004279	Venice 10.15 Vinhomes Imperia, Thuong Ly ward, Hong Bang district, Hai Phong city			Boy
4.10	Nguyen Ngoc Ha My			031312000180	Venice 10.15 Vinhomes Imperia, Thuong Ly ward, Hong Bang district, Hai Phong city			Daughter
4.11	Song Vu			031079017287 June 14, 2022 CCS	No. 1/26/239 Le Loi Ward, Ngo Quyen District, Hai Phong City			Brother in law
4.12	Song Tung			031075001050 August 26, 2021 CCS	No. 29/16, Group 1, Trung Hamlet, Dang Giang Ward, Ngo Quyen District, Hai Phong City			Brother in law
5	Vu Chau Thanh	009C157952	2	034080001708 03/01/2022 CCS	Venice 11.06 Vinhomes Imperia, Thuong Ly ward, Hong Bang district, Hai Phong city	10,000	0.49%	Dismissed 04/28/2025
5.1	Vu Thi Phuong Thao			013236668 October 3, 2009 Hanoi	Venice 11.06 Vinhomes Imperia, Thuong Ly ward, Hong Bang district, Hai Phong city			Wife
5.2	Vu Dinh Hong			030985262 12/09/2011 Hai Phong	Lot 38, Lane 280 Le Loi, Ngo Quyen District, Hai Phong City			Father
5.3	Pham Thi Que			031616888 07/07/2006 Hai Phong	Lot 38, Lane 280 Le Loi, Ngo Quyen District, Hai Phong City			Mother
5.4	Vu Thi Thu Huong			034173000726 January 21, 2015 CCS	41/60 Chu Van An, Le Loi ward, Ngo Quyen district, Hai Phong city			Older sister
5.5	Vu Dinh Hai			034075000226 April 29, 2013 CCS	Chu Van An Street, Ngo Quyen District, Hai Phong City			Older brother

5.6	Vu Van Hoe			030740457 March 16, 2013 Hai Phong	104 Ha Ly, Hong Bang district, Hai Phong city			Father in law
5.7	Dao Thi Phong			031155003276 April 25, 2021 CCS	104 Ha Ly, Hong Bang district, Hai Phong city			Mother in law
5.8	Vu Minh Khanh			031207001169 January 19, 2022 CCS	Venice 11.06 Vinhomes Imperia, Thuong Ly ward, Hong Bang district, Hai Phong city			Son
5.9	Vu Dinh Anh Khoa				Venice 11.06 Vinhomes Imperia, Thuong Ly ward, Hong Bang district, Hai Phong city			Son
5.10	Vu Quang Huy			031087014655 April 25, 2021 CCS	104 Ha Ly, Hong Bang district, Hai Phong city			sister in law
6	Pham Duc Hoang		2	031088018576 April 12, 2022 CCS	Hoang Quy, Tran Nguyen Han, Le Chan district, Hai Phong city	0	0	Appointed 04/27/2023
6.1	Vu Thi Phuong Lam			031454247 April 25, 2014 Hai Phong	Hoang Quy, Tran Nguyen Han, Le Chan district, Hai Phong city			Wife
6.2	Pham Hoang Lam Phuong				Hoang Quy, Tran Nguyen Han, Le Chan district, Hai Phong city			Son
6.3	Pham Hoang Lam Anh				Hoang Quy, Tran Nguyen Han, Le Chan district, Hai Phong city			Son
6.4	Pham Van Binh			031055003176 10/05/2021 CCS	Hoang Quy, Tran Nguyen Han, Le Chan district, Hai Phong city			Father
6.5	Vu Thi Than			031156001929 05/09/2022 CCS	Hoang Quy, Tran Nguyen Han, Le Chan district, Hai Phong city			Mother
6.6	Vu Dinh Cham			03305306178 11/23/2021 CCS	Trang Quan, An Dong commune, An Duong district, Hai Phong city			father in law
6.7	Nguyen Thi Ngam			033157011882 11/23/2021 CCS	Trang Quan, An Dong commune, An Duong district, Hai Phong city			Mother in law

6.8	Pham Vu Hoang			031084002829 05/08/2021 CCS	Nam Ky, Khoi Nghia, Ward 3, Vung Tau city, Vung Tau province			Older brother
7	Nguyen Quang Anh		2	031092006142 09/23/2022 CCS	No. 48/50 Cau Dat, Ngo Quyen, Hai Phong	0	0	Appointed 04/28/2025
7.1	Nguyen Van Thinh			0310590144430 23/09/2022 CCS	No. 48/50 Cau Dat, Ngo Quyen, Hai Phong			Dad
7.2	Pham Thi Le Khanh			031163006059 10/13/2023 CSS	No. 48/50 Cau Dat, Ngo Quyen, Hai Phong			Mom
7.3	Nguyen Quang Huy			031093011469 April 10, 2021 CSS	No. 48/50 Cau Dat, Ngo Quyen, Hai Phong			Younger brother
8	Trinh Thi Huong	000C102715	7	013162175 October 29, 2011 Hanoi	Me Tri, Nam Tu Liem, Hanoi city	500	0.025%	Appointed 04/27/2023
8.1	Trinh Cong Loan			013195657 Hanoi	Chua Boc Street, Trung Liet Ward, Dong Da District, Hanoi City			Dad
8.2	Trinh Thi Khoat			038150000183 Hanoi	Chua Boc Street, Trung Liet Ward, Dong Da District, Hanoi City			Mom
8.3	Nguyen Van Hieu			001077035918 Hanoi	Me Tri, Nam Tu Liem, Hanoi city			Husband
8.4	Nguyen Trinh Minh Duc			001207023271 Hanoi	Me Tri, Nam Tu Liem, Hanoi city			Son
8.5	Trinh Thi Hong			012808263 Hanoi	Building B1, Hoang Cau Government Office Area, Dong Da District, Hanoi City			me
8.6	Trinh Thi Hien			038183000761 Hanoi	House B4, Kim Lien Collective, Kim Lien, Dong Da District, Hanoi City			me
8.7	Trinh Thi Kim Anh			012808261 Hanoi	VNT Tower Building, Khuong Trung, Thanh Xuan, Hanoi			me
9	Luong Quang Tan		8	031086020737 10/07/2022 CCS	290 Hanoi street, So Dau ward, Hong Bang district, Hai Phong city	700	0.035%	Appointed 04/27/2023

9.1	Luong Cong Binh			031063011600 March 17, 2023 CCS	Trang Quan, An Dong commune, An Duong district, Hai Phong city	700	0.035%	Father
9.2	Le Thi Hanh			031163004245 April 14, 2022 CCS	Trang Quan, An Dong commune, An Duong district, Hai Phong city			Mother
9.3	Pham Quang Minh			031069007473 February 26, 2021 CCS	55/43 Hung Due Vuong, Thuong Ly, Hong Bang district, Hai Phong city			father in law
9.4	Do Thi Nguyet			031169000451 April 29, 2021 CCS	55/43 Hung Due Vuong, Thuong Ly, Hong Bang district, Hai Phong city			Mother in law
9.5	Pham Thanh Thao			031193000956 April 29, 2021 CCS	290 Hanoi Street, So Dau Ward, Hong Bang District, Hai Phong City			Wife
9.6	Luong Quang Anh				Trang Quan, An Dong commune, An Duong district, Hai Phong city			Son
9.7	Luong Quynh Trang				Trang Quan, An Dong commune, An Duong district, Hai Phong city			Son
9.8	Luong Thi Ngoc Ha			031192017041 August 13, 2021 CCS	70/69 Con Market, Trai Cau Ward, Le Chan District, Hai Phong City			younger brother
9.9	Nguyen Viet Dung			031090013613 04/04/2021 CCS	70/69 Con Market, Trai Cau, Le Chan, Hai Phong			brother in law
10	Pham Huy Hiep		8	022084005530 February 21, 2023 CCS	14/3/422 Street 208, An Duong, An Dong Commune, An Duong District, Hai Phong City	0	0	Appointed 04/27/2023
10.1	Le Thi Khanh Phuong			031183011025 December 23, 2021 CCS	14/3/422 Street 208, An Duong, An Dong Commune, An Duong District, Hai Phong City			Wife
10.2	Pham Huy Vu			031212005975	14/3/422 Street 208, An Duong, An Dong Commune, An Duong District, Hai Phong City			Son
10.3	Pham Le Khanh Nhi			031315014995	14/3/422 Street 208, An Duong, An Dong Commune, An Duong District, Hai Phong City			Son

10.4	Pham Le Dan Chau			031321000861	14/3/422 Street 208, An Duong, An Dong Commune, An Duong District, Hai Phong City			Son
10.5	Pham Huy Hau			022058000250 March 29, 2016 CCS	16 Le Loi, Quang Yen, Quang Ninh province			Father
10.6	Nguyen Thi Dung			022158007133 08/09/2021 CCS	16 Le Loi, Quang Yen, Quang Ninh province			Mother
10.7	Pham Thi Hang			022187012697 September 26, 2022 CCS	17/36 Cao Thang, Ha Ly, Hong Bang district, Hai Phong city			Younger sister
10.8	Le Cong Tan			031502002113 September 28, 2021 CCS	406, Street 208, An Duong, An Dong Commune, An Duong District, Hai Phong City			father in law
10.9	Pham Thi Num			031158016611 11/23/2021 CCS	406, Street 208, An Duong, An Dong Commune, An Duong District, Hai Phong City			Mother in law
10.10	Le Dai Toan			031088008504 September 15, 2022 CCS	406, Street 208, An Duong, An Dong Commune, An Duong District, Hai Phong City			sister in law
11	Nguyen Ba Toan		9.12	031068007102 April 29, 2021 CCS	No. 405 Thien Loi, Vinh Niem ward, Le Chan district, Hai Phong city	0	0	Company Manager Appointed 05/16/2023
11.1	Dang Thi Thoa			0311750082112 4/03/2023 CCS	No. 405 Thien Loi, Vinh Niem ward, Le Chan district, Hai Phong city			Wife
11.2	Nguyen Thi Quynh Hoa			0311950054082 9/04/2021 CCS	No. 405 Thien Loi, Vinh Niem ward, Le Chan district, Hai Phong city			offspring
11.3	Nguyen Thanh Dat			0310970074632 0/04/2021 CCS	No. 405 Thien Loi, Vinh Niem ward, Le Chan district, Hai Phong city			offspring
11.4	Nguyen Thi Than			0311460073603 1/8/2021 CCS	No. 405 Thien Loi, Vinh Niem ward, Le Chan district, Hai Phong city			Mother
11.5	Dang Van Dong			030107308 1 10/9/2012 ID card	No. 92, Dong Thien, Vinh Niem, Le Chan district, Hai Phong city			Father in law

11.6	Nguyen Thi Binh			031137002469 31/8/2021 CCS	No. 92, Dong Thien, An Bien ward, Hai Phong city			Mother in law
11.7	Nguyen Thi Bich Lien			031173019445 September 14, 2021	Tan Duong, Hai Phong city			Younger sister
11.8	Nguyen Thi Hien			031175015304 September 21, 2021	An Hung, Hai Phong			Younger sister

2. Transactions of insiders and related persons on shares of listed companies

Number	The person who makes the transaction	Insider Relations	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reason for increase, decrease (buy, sell, convert, reward...)
			Number of shares	Proportion	Number of shares	Proportion	
-	-	-	-	-	-	-	-

IX. Other issues to note: none

Signed for. **CHAIRMAN OF THE BOARD OF DIRECTORS**
BOARD MEMBER



Le Van Thang

Recipient:

- As above;
 - Board of Directors, Board of Supervisors;
 - Website Posting;
 - Save: Accounting Department;
- Documents.

