

Hanoi, July 28, 2025

**REPORT ON CORPORATE GOVERNANCE OF LISTING COMPANY
FIRST 6 MONTHS YEAR 2025**

To: - The State Securities Commission
 - HaNoi Stock Exchange

- Name of company: Bac Minh Investment and Development Joint Stock Company
- Address of headoffice: No. 3 An Duong Street, Hong Ha Ward, Ha Noi City
- Telephone: 0243.7764.615 Fax: 0243.7764.614
- Charter capital: 450.449.530.000 VND (In words: *Four hundred fifty billion, four hundred forty-nine million, five hundred thirty thousand VND only .!.*)
- Securities code: SBM
- Exchanges: Upcom

I. Activities of the General Meeting of Shareholders:

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

<i>No.</i>	<i>Resolution/ Decision No.</i>	<i>Date</i>	<i>Content</i>
1	No 34/ NQ-DHDCD-SBM	22/04/2025	Resolution of the Annual General Meeting of Shareholders for 2025
2	No 182/BB-DHDCD-SBM	22/04/2025	Minutes of the 2025 Annual General Meeting of Shareholders

II. Board of Management

1. Information about the members of the Board of Management

No.	Board of Directors members	Position	The Date becoming/no longer member of the Board of Management	
			Date of appointment	Date of dismissal
1	Mrs.Nguyen Thi Thanh Huong	Chairwoman	01/07/2025	
2	Mr.Le Dinh Luong	Chairman	27/04/2023	01/07/2025
3	Mr.Vu Minh Tu	Member of BOD	27/04/2023	22/04/2025
4	Mr.Lai Hop Quoc	Member of BOD	27/04/2023	
5	Mrs.Nguyen Thi Kim Lan	Member of BOD	27/04/2023	
6	Mr.Do Minh Duc	Member of BOD	27/04/2020	
7	Mrs.Thieu Thi Hang My	Member of BOD	22/04/2025	

2. Board of Directors Meetings:

No.	Board of Directors members	Number of attendances	Percentage	Reason for not attending the meeting
1	Mrs.Nguyen Thi Thanh Huong	0/0	0%	
2	Mr.Le Dinh Luong	5/5	100%	
3	Mr.Vu Minh Tu	3/3	100%	
4	Mr.Lai Hop Quoc	5/5	100%	
5	Mrs.Nguyen Thi Kim Lan	5/5	100%	
6	Mr.Do Minh Duc	5/5	100%	
7	Mrs.Thieu Thi Hang My	2/2	100%	

3. Supervision by the BOD over the General Director:

- The Board of Directors has diligently performed its roles and responsibilities as outlined in the Enterprise Law, the Company's charter, and the Resolutions of the General Meeting of Shareholders, it consistently monitors all company activities and provides timely guidance to resolve issues, thereby ensuring more efficient and effective production and business operations.
- Supervising the implementation and execution of the Resolutions and Decisions issued by the General Meeting of Shareholders and the Board of Directors.
- Supervising and directing the information disclosure process to ensure transparency and timeliness in accordance with regulations.

4. Resolutions/Decisions of the Board of Management:

No.	Resolution/ Decision No.	Date	Content	Percentage
1	01.1/QD-HDQT-SBM	03/01/2025	Decision Regarding: The liquidation of Toyota Fortuner, license plate 29A-686.55, and the procurement of new vehicles to support the Management and Operation of the Company's hydropower plants.	100%
2	01.2/QD-HDQT-SBM	09/01/2025	Decision on the Establishment of a Council for the Liquidation of Depreciated and Unused Assets of Factories under SBM's Management.	100%
3	02/QD-HDQT-SBM	10/01/2025	Decision Regarding: Expenditure on recognition and rewarding of teams and individual employees for their accomplishments in 2024.	100%
4	03/QD-HDQT-SBM	13/01/2025	Decision Regarding: The rewarding of teams and individual employees for their accomplishments in 2024.	100%
5	04/QD-HDQT-SBM	16/01/2025	Decision Regarding: Approval of the production and business plan for 2025.	100%
6	05.1/QD-HDQT-SBM	13/02/2025	Decision Regarding: Direct appointment of a contractor as a new car supplier	100%

7	08.1/QD-HDQT-SBM	24/02/2025	Decision on Establishing a council to liquidate the assets of the Toyota Fortuner with license plate 29A-686.55	100%
8	12/NQ-HDQT-SBM	05/03/2025	Resolution on the Organization of the 2025 Annual General Meeting of Shareholders.	100%
9	18/QD-HDQT-SBM	10/03/2025	Decision on the Appointment of a Consultant to Prepare a Dossier for the Surface Water Exploitation Permit Application for the Na Tau Hydropower Plant Project.	100%
10	20.1/QD-HDQT-SBM	20/03/2025	Decision on Approving the Plan and Cost Estimate for Periodic Equipment Maintenance at the Suoi Sap 3 Hydropower Plant in 2025.	100%
11	20.2/QD-HDQT-SBM	20/03/2025	Decision on Approving the Maintenance Plan and Estimated Costs for Periodic Maintenance and Repair of Equipment at the Suoi Sap 3 Hydropower Plant in 2025.	100%
12	28.1/QD-VP-SBM	15/04/2025	Decision on the Promulgation of Emulation and Reward Regulations of Bac Minh Development Investment Joint Stock Company	100%
13	30/NQ- HDQT-SBM	21/04/2025	Resolution on Approving the Appointment of Key Positions, including the Director and Deputy Director of the Company; and the Policy on Amending the Enterprise Registration Certificate and the Company Charter on Organization and Operation.	100%
14	31/QD-HDQT-SBM	21/04/2025	Decision on the Reappointment of the Company's Director.	100%
15	32/QD-HDQT-SBM	21/04/2025	Decision on the Reappointment of the Company's Deputy Director.	100%
16	34/NQ- HDQT-SBM	22/04/2025	Resolution of the 2025 Annual General Meeting of Shareholders.	100%

17	34.2/QD-HDQT-SBM	23/04/2025	Decision on Approving the Plan and Cost Estimate for Periodic Equipment Maintenance at the Thoong Got Hydropower Plant in 2025.	100%
18	34.3/QD-HDQT-SBM	24/04/2025	Decision on Approving the Appointment of a Contractor for the Periodic Maintenance Package of Generator Units H1, H2, H3 and 35kV Substation Equipment at the Thoong Got Hydropower Plant in 2025.	100%
19	46/QD-HDQT-SBM	22/05/2025	Decision on Direct appointment of a contractor to Conduct the Financial Statement Audit for 2025.	100%
20	50/NQ- HDQT-SBM	29/05/2025	Resolution on Paying Dividends for 2024 in cash to Shareholders.	100%
21	54/NQ- HDQT-SBM	30/06/2025	Resolution on the Dismissal and Appointment of Members of the Board of Directors	100%

III. Supervisory Board

1. Information about members of Supervisory Board:

No.	Members of Supervisory Board	Position	Day becoming/no longer member of the Supervisory Board		Professional qualifications
			Date of appointment	Date of dismissal	
1	Mr.Nguyen Van Minh	Head of Supervisory Board	27/04/2023		Bachelor's degree in Economics
2	Mr.Nguyen Quoc Thai	Member of Supervisory Board	27/04/2023		Master of Economics (Ukraine), IT Engineer
3	Mr.Le Lam Thanh	Member of Supervisory Board	27/04/2023		Bachelor's degree in Economics

2. Meeting of the Supervisory Board

No.	Members of Supervisory Board	Number of attendances	Meeting attendance rate	Percentage	Reason for not attending the meeting
1	Mr.Nguyen Van Minh	2/2	100%	100%	
2	Mr.Nguyen Quoc Thai	2/2	100%	100%	
3	Mr.Le Lam Thanh	2/2	100%	100%	

3. Supervisory activities of the Supervisory Board

- Supervising the implementation of the Resolutions and Decisions issued by the General Meeting of Shareholders and the Board of Directors in 2025.

- Monitoring the management and operation of the Company through overseeing the activities of the Board of Directors and the Executive Board. Evaluating the management work of the Board of Directors and the Executive Board for approval by the General Meeting of Shareholders.

- Reviewing the appropriateness of the Resolutions and Decisions of the Board of Directors and the Executive Board in the management of the Company, ensuring they align with the implementation process of the plans.

- Check the monthly business operations report; Quarterly financial report, Semi-annual financial report, and audited financial report for the previous year before submitting them to the Annual General Meeting of Shareholders.

4. Coordination of activities between the Supervisory Board and the activities of the Board of Directors, the Executive Board, and other management personnel.

- Proactively exchange and reach agreement with the Board of Directors on the contents and plans for inspection and supervision, and coordinate with the Executive Board during the implementation of inspection and supervision tasks.

- Strengthen coordination, exchange, and discussion between the Supervisory Board, the Board of Directors, the Executive Board, and other management personnel through expanded meetings of the Board of Directors.

- All documents and meeting minutes of the Board of Directors are sent to the Supervisory Board for review in order to provide timely feedback and suggestions."

- The Supervisory Board always closely coordinates with the Board of Directors and the Executive Board to promptly grasp the actual business operations, providing input based on compliance with legal regulations and for the benefit of shareholders.

5. Other activities of the Supervisory Board (None)

IV. Executive Board

No.	Members of the Executive Board	Date of birth	Date of Appointment/Dismissal of Executive Board Members		Professional qualifications
			Date of appointment	Date of dismissal	
1	Mr.Vu Minh Tu	26/05/1978	23/04/2025		Bachelor of Economics
2	Mr.Nguyen Tai Tuan	13/04/1965	20/09/2022		Engineer
3	Mr.Le Dac Dan	10/11/1986	05/06/2025		Engineer

V. Chief Accountant

No.	Full name	Date of birth	Date of appointment/Date of dismissal		Professional qualifications
			Date of appointment	Date of dismissal	
1	Mrs.Bui Tuyet Van	14/12/1981	20/09/2022		Bachelor's degree in Economics

VI. Training on corporate governance

The members of the Board of Directors, the Supervisory Board, the Executive Board, and other management personnel of the Company have participated in courses

and training sessions in accordance with corporate governance regulations. Additionally, the Board of Directors has arranged and delegated representatives to attend training programs organized by the State Securities Commission and the Hanoi Stock Exchange to enhance the Company's compliance with state regulations.

VII. List of affiliated persons of the public company and transactions of affiliated persons of the Company with the Company.

- 1. List of affiliated persons of the Company (Attached Appendix)**
- 2. Transactions between the company and related parties of the company; or between the company and major shareholders, insiders, and related parties of insiders.**

<i>No.</i>	<i>Name of organization / individual</i>	<i>Related party relationships with the company</i>	<i>Number*, Date of Issue, Issuing Authority</i>	<i>Headquarters Address/ Contact Address</i>	<i>Transaction Date with the Company</i>	<i>Resolution/ Decision Number of the General Meeting of Shareholders/Board of Directors... passed</i>	<i>Content, quantity, total transaction value</i>	<i>Note</i>
1	Northern Power Corporation (NPC)	Major shareholder	No. 0100100417 Issued on 16/06/2025	No.11 Cua Bac, Ba Dinh Ward, Ha Noi City	6 months	According to the Power Purchase Agreement	Purchase of commercial electricity with a total value of 116.489.802.585 VND	

3. Transactions between the company's insiders, related parties of insiders, and subsidiaries or companies controlled by the company (None)

4. Transactions between the company and other parties

4.1. Transactions between the company and companies where members of the Board of Directors, members of the Supervisory Board, the Director (CEO), and other managers have been or are founding members or members of the Board of Directors, Directors (CEOs) within the last three (03) years (as of the time of report): None

4.2. Transactions between the company and companies where related parties of members of the Board of Directors, members of the Supervisory Board, the Director (CEO), and other managers are members of the Board of Directors or Directors (CEOs) of the company: None

4.3. Other transactions of the company (if any) that may bring material or immaterial benefits to the members of the Board of Directors, members of the Supervisory Board, the Director (CEO), and other managers: None

VIII. Transactions of shares by insiders and related parties of insiders

(Attached Appendix)

IX. Other issues to note: None

Recipients:

- As above;
- Archive.

CHAIRWOMAN OF THE BOD 



Nguyen Thi Thanh Huong

LIST OF RELATED PERSONS OF THE COMPANY
(ISSUED AS AN ATTACHMENT TO THE FIRST 6 MONTHS YEAR 2025)

No.	Name of Organization/ Individual	Securities Trading Account (if any)	Position in the Company (if any)	Reason for Increase or Decrease (Purchase, Sale, Conversion, Bonus, etc.)	The time when the person became a related party	The time when the person is no longer a related party	Reason	Related party relationship with the company	Notes
A	Internal person				Date of				
1	Le Dinh Luong		Chairman of the Board of Management		27/04/2023	1/7/2025	The legal entity has changed its representative for the contributed capital	Internal person	
2	Nguyen Thi Thanh Huong		Member of the Board of Manngement		01/07/2025		The legal entity has changed its representative for the contributed capital	Internal person	
3	Lai Hop Quoc	002C146899	Member of the Board of Manngement		27/04/2023			Internal person	
4	Nguyen Thi Kim Lan		Member of the Board of Manngement		27/04/2023			Internal person	
5	Do Minh Duc	002C119297	Member of the Board of Manngement		27/04/2023			Internal person	
6	Thieu Thi Hang My		Member of the Board of Manngement		23/04/2025			Internal person	
7	Vu Minh Tu	002C126235	Director		23/04/2025			Internal person	Mr Vu Minh Tu ceased to hold the position of Member of the Board of Directors as of April 23, 2025
8	Nguyen Tai Tuan	002C126237	Deputy Director		20/09/2022			Internal person	
9	Le Dac Dan		Deputy Director		05/06/2025			Internal person	
10	Bui Tuyen Van	002C115468	Chief Accountant		20/09/2022			Internal person	
11	Nguyen Van Minh		Head of the Supervisory Board		27/04/2023			Internal person	

No.	Name of Organization/ Individual	Securities Trading Account (if any)	Position in the Company (if any)	Reason for Increase or Decrease (Purchase, Sale, Conversion, Bonus, etc.)	The time when the person became a related party	The time when the person is no longer a related party	Reason	Related party relationship with the company	Notes
12	Nguyen Quoc Thai	045C515168	Member of the Supervisory Board		27/04/2023			Internal person	
13	Le Lam Thanh		Member of the Supervisory Board		27/04/2023			Internal person	
B	Organizations, Individuals holding over 10% of voting shares								
1	Northern Power Corporation		Organizations holding over 10% of voting shares						
2	Nguyen Phuc Vinh		Individuals holding over 10% of voting shares						

LIST OF INSIDERS AND THEIR RELATED PERSONS OF THE COMPANY
(Issued as an attachment to the Company's Semi-Annual Corporate Governance Report for the First Half of 2025)

No.	Name of Organization/Individual	Securities Trading Account (if any)	Position in the Company (if any)	Relationship with the Internal person	Owner's ID Document Type	Number of Shares Owned at the Beginning of the Period		Number of Shares Owned at the End of the Period		Reason for Increase or Decrease (Purchase, Sale, Conversion, Bonus, etc.)	The time when the person became a related party	The time when the person is no longer a related party	Reason	Related party relationship with the company	Notes
						Number of Shares	Percentage	Number of Shares	Percentage						
1	Le Dinh Luong		Chairman of the Board of Management	Mr Le Dinh Luong is the Representative of contributed capital	ID	0	0,00%	0	0%		27/04/2023	1/7/2025	The legal entity has changed its representative for the contributed capital		
1.1	Le Dinh Hung			Father	ID	0	0,00%	0	0,00%						
1.2	Le Thi Dieng			Mother	ID	0	0,00%	0	0,00%						
1.3	Nguyen Van Lap			Father-in-law	ID	0	0,00%	0	0,00%						
1.4	Dinh Thi Hang			Mother-in-law	ID	0	0,00%	0	0,00%						Lost
1.5	Le Thi Ngan			Older sister	ID	0	0,00%	0	0,00%						
1.6	Nguyen Van Phu			Brother-in-law	ID	0	0,00%	0	0,00%						
1.7	Le Thi Kim Nga			Older sister	ID	0	0,00%	0	0,00%						
1.8	Trinh Quang Thieu			Brother-in-law	ID	0	0,00%	0	0,00%						
1.9	Le Thanh Lieu			Older sister	ID	0	0,00%	0	0,00%						
1.10	Nguyen Quoc Trung			Brother-in-law	ID	0	0,00%	0	0,00%						
1.11	Le Minh Nguyet			Younger sister	ID	0	0,00%	0	0,00%						
1.12	Nguyen Huu Dung			Brother-in-law	ID	0	0,00%	0	0,00%						
1.13	Le Thi Thu Nhan			Younger sister	ID	18.018	0,04%	18.018	0,04%						
1.14	Dao Van Khanh			Brother-in-law	ID	0	0,00%	0	0,00%						
1.15	Nguyen Thi Thu Huong			Wife	ID	0	0,00%	0	0,00%						
1.16	Le Dinh Khanh Linh			Daughter	ID	0	0,00%	0	0,00%						
1.17	Le Dinh Song Lam			Daughter	ID	0	0,00%	0	0,00%						
1.18	Le Truc Lam			Daughter	Passport	0	0,00%	0	0,00%						
1.19	Northern Power Corporation			Mr Le Dinh Luong is the Representative of contributed capital	ERC	8.385.108	18,61%	8.385.108	18,61%						
2	Nguyen Thi Thanh Huong		Chủ tịch HĐQT		ID	0	0,00%	0	0,00%		01/07/2025				
2.1	Nguyen Ngoc Du			Bố	ID	0	0,00%	0	0,00%						
2.2	Nguyen Thi Hao			Mẹ	ID	0	0,00%	0	0,00%						
2.3	Nguyen Thanh Son			Chồng	ID	0	0,00%	0	0,00%						
2.4	Nguyen Thuy Duong			Con gái	ID	0	0,00%	0	0,00%						
2.5	Nguyen Bao Ngoc			Con gái	ID	0	0,00%	0	0,00%						

No.	Name of Organization/ Individual	Securities Trading Account (if any)	Position in the Company (if any)	Relationship with the Internal person	Owner's ID Document Type	Number of Shares Owned at the Beginning of the Period		Number of Shares Owned at the End of the Period		Reason for Increase or Decrease (Purchase, Sale, Conversion, Bonus, etc.)	The time when the person became a related party	The time when the person is no longer a related party	Reason	Related party relationship with the company	Notes
						Number of Shares	Percentage	Number of Shares	Percentage						
2.6	Nguyen Ngoc Hung			Em trai	ID	0	0,00%	0	0,00%						
2.7	Vo Thi Thu Hien			Em dâu	ID										
2.8	Nguyen Phuong Hai			Em gái	ID	0	0,00%	0	0,00%						
2.9	Bui Hoang Anh			Em rể	ID										
2.10	Nguyen Ngoc Thuan			Bố chồng	ID	0	0,00%	0	0,00%						
2.11	Bach Kim Nga			Mẹ chồng	ID	0	0,00%	0	0,00%						
2.12	Nguyen Huy Luan			Anh chồng	ID	0	0,00%	0	0,00%						
2.13	Nguyen Hong Mai			Chị chồng	ID	0	0,00%	0	0,00%						
2.14	Northern Power Corporation			Mrs Nguyen Thi Thanh Huong is the Representative of contributed capital	ERC	8.385.108	18,61%	8.385.108	18,61%					Mrs Nguyen Thi Thanh Huong is the Representative of contributed capital	
3	Lai Hop Quoc	002C146899	Member of the Board of Management		ID	963.149	2,14%	963.149	2,14%		27/04/2023				
3.1	Lai Hop Dang			Father	ID	0	0,00%	0	0,00%						
3.2	Bui Thi Dao			Mother	ID	0	0,00%	0	0,00%						Lost
3.3	Kan Thi Quynh Lan			Wife	ID	0	0,00%	0	0,00%						
3.4	Lai Quynh Anh	005C105607		Daughter	ID	3.140	0,01%	3.140	0,01%						
3.5	Lai Ngoc Anh			Daughter	ID	0	0,00%	0	0,00%						
3.6	Lai Hop Chung			Older brother	ID	0	0,00%	0	0,00%						
3.7	Pham Thi Cham			Sister-in-law	ID	0	0,00%	0	0,00%						
3.8	Lai Hop Quang			Brother	ID	0	0,00%	0	0,00%						
3.9	Khong Thi Binh			Sister-in-law	ID	0	0,00%	0	0,00%						
3.10	Lai Hop Quy			Younger brother	ID	0	0,00%	0	0,00%						
3.11	Tran Thi Lan			Sister-in-law	ID	0	0,00%	0	0,00%						
3.12	Lai Hop Quynh			Younger brother	ID	0	0,00%	0	0,00%						
3.13	Nguyen Thi Phuc			Sister-in-law	ID	0	0,00%	0	0,00%						
3.14	Lai Thi Quyen			Younger sibling	ID	0	0,00%	0	0,00%						
3.15	Nguyen Van Cuong			Brother-in-law	ID	0	0,00%	0	0,00%						
3.16	Lai Thi Bich Lien			Younger sister	ID	0	0,00%	0	0,00%						
3.17	Nguyen Tien			Brother-in-law	ID	0	0,00%	0	0,00%						
3.18	Kieu Luong Huy			Son-in-law	ID	0	0,00%	0	0,00%						
3.19	Nguyen Thi Kim Chi			Mother-in-law		0	0,00%	0	0,00%						Lost
3.20	Kan Xuan Tung			Father-in-law		0	0,00%	0	0,00%						Lost
3.21	Northern Electricity Joint Stock Company			Director	ERC	3.664.653	8,14%	3.664.653	8,14%						
4	Nguyen Thi Kim Lan		Member of the Board of Management		ID	0	0,00%	0	0,00%		27/04/2023				
4.1	Nguyen Van Bay			Father-in-law		0	0,00%	0	0,00%						Lost
4.2	Dam Thi Nhi			Mother-in-law		0	0,00%	0	0,00%						Lost
4.3	Nguyen Van Ho			Father		0	0,00%	0	0,00%						Lost

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						Number of Shares	Percentage	Number of Shares	Percentage						
4.4	Nguyen Thi Hoan			Mother		0	0,00%	0	0,00%						Lost
4.5	Nguyen Phuc Vinh			Husband	ID	9.355.500	20,77%	9.355.500	20,77%						
4.6	Nguyen Phuc			Son	Passport	0	0,00%	0	0,00%						
4.7	Đang Thị Ngọc Trang			Daughter-in-law	Passport	0	0,00%	0	0,00%						
4.8	Nguyen Phuc Thinh			Son	ID	0	0,00%	0	0,00%						
4.9	Tran Thi Lan Huong			Daughter-in-law	ID	0	0,00%	0	0,00%						
4.10	Nguyen Phuc Dam Linh			Daughter	ID	0	0,00%	0	0,00%						
6	Do Minh Duc	002C119297	Member of the Board of Management		ID	20.790	0,05%	20.790	0,05%		27/04/2023				
5.1	Di Ich Dao			Father	ID	0	0,00%	0	0,00%						
5.2	Nguyen Thi Xuan			Mother	ID		0,00%		0,00%						
5.3	Nguyen Van Lap			Father-in-law	ID	0	0,00%	0	0,00%						
5.4	Dinh Thi Hang			Mother-in-law	ID	0	0,00%	0	0,00%						
5.5	Do Minh Hung			Younger sibling	ID	0	0,00%	0	0,00%						
5.6	Do Manh Cuong			Younger brother	ID	0	0,00%	0	0,00%						
5.7	Nguyen Hoang Loan	002C119246		Wife	ID	0	0,00%	0	0,00%						
5.8	Do Hoang Dung			Daughter	ID	0	0,00%	0	0,00%						
5.9	Do Hoang An			Daughter	ID	0	0,00%	0	0,00%						
5.10	Doan Thi Mai Anh			Sister-in-law	ID	0	0,00%	0	0,00%						
5.11	Le Thi Thu Ha			Sister-in-law	ID	0	0,00%	0	0,00%						
5.12	Linh Lam Investment Co., Ltd			Capital Management Representative	ERC	4.283.925	9,51%	4.283.925	9,51%					Mr. Do Minh Duc is the Chief Accountant of the Company	
6	Thieu Thi Hang My		Member of the Board of Management		ID						23/04/2025				
6.1	Thieu Kim Quynh				ID										
6.2	Dinh Thi Hang Nga				ID										
6.3	Thieu Quynh Chi				ID										
6.4	Pham Thieu Jared														
6.5	Pham Anh Sa														
7	Vu Minh Tu	002C126235	Director		ID	975.779	2,17%	975.779	2,17%		23/04/2025				ceased to hold the position of Member of the Board of Directors as of April 23, 2025
7.1	Vu Minh Su			Father		0	0,00%	0	0,00%						Lost
7.2	Hoang Thi Nguyen			Mother		0	0,00%	0	0,00%						Lost
7.3	Vu Thi Lan Anh			Older sister	ID	0	0,00%	0	0,00%						
7.4	Nguyen Van Cong			Brother-in-law	ID	0	0,00%	0	0,00%						
7.5	Vu Minh Tuan			Older brother	ID	0	0,00%	0	0,00%						Lost
7.6	Trinh Thi Thu			Sister-in-law	ID	0	0,00%	0	0,00%						
7.7	Nguyen Thi Hong Hanh	002C272766		Wife	ID	0	0,00%	0	0,00%						
7.8	Nguyen Cuong			Father-in-law	ID	0	0,00%	0	0,00%						Lost
7.9	Tran Thi Thuan			Mother-in-law	ID	0	0,00%	0	0,00%						

No.	Name of Organization/ Individual	Securities Trading Account (if any)	Position in the Company (if any)	Relationship with the Internal person	Owner's ID Document Type	Number of Shares Owned at the Beginning of the Period		Number of Shares Owned at the End of the Period		Reason for Increase or Decrease (Purchase, Sale, Conversion, Bonus, etc.)	The time when the person became a related party	The time when the person is no longer a related party	Reason	Related party relationship with the company	Notes
						Number of Shares	Percentage	Number of Shares	Percentage						
7.10	Vu Hoang Bao Anh			Daughter	ID	0	0,00%	0	0,00%						
7.11	Vu Hoang Nam Anh			Son	ID	0	0,00%	0	0,00%						
8	Nguyen Tai Tuan	002C126237	Deputy Director		ID	60.014	0,13%	60.014	0,13%		20/09/2022				
8.1	Nguyen Tai Sinh			Father		0	0,00%	0	0,00%						Lost
8.2	Hoang Thi Van			Mother		0	0,00%	0	0,00%						Lost
8.3	Nguyen Thi Thuy			Older sister	ID	0	0,00%	0	0,00%						
8.4	Nguyen Thi Thu			Older sister	ID	0	0,00%	0	0,00%						
8.5	Nguyen Thi Xuan			Older sister	ID	0	0,00%	0	0,00%						
8.6	Nguyen Thi Toan			Younger sibling	ID	0	0,00%	0	0,00%						
8.7	Nguyen Thu Huong			Wife	ID	0	0,00%	0	0,00%						
8.8	Nguyen Khanh Linh			Child	Passport	0	0,00%	0	0,00%						
8.9	Do Cao Minh			Son-in-law	Passport	0	0,00%	0	0,00%						
8.10	Nguyen Tai Tien			Child	ID	0	0,00%	0	0,00%						
8.11	Nguyen Huu Thai			Father-in-law	ID	0	0,00%	0	0,00%						
8.12	Hoang Thi Khieu			Mother-in-law	ID	0	0,00%	0	0,00%						
8.13	Le Luan			Brother-in-law		0	0,00%	0	0,00%						Lost
8.14	Vu Dinh Khoa			Brother-in-law		0	0,00%	0	0,00%						Lost
8.15	Duong Van Du			Brother-in-law	ID	0	0,00%	0	0,00%						
8.16	Nguyen Thuyet			Brother-in-law	ID	0	0,00%	0	0,00%						
9	Le Dac Dan		Deputy Director		ID	0	0,00%	0	0,00%		05/06/2025				
9.1	Le Dac Phong			Father	ID	0	0,00%	0	0,00%						
9.2	Nguyen Thi Hue			Mother	ID	0	0,00%	0	0,00%						
9.3	Le Thi Huong			Older sister	ID	0	0,00%	0	0,00%						
9.4	Pham Van Luu			Brother-in-law	ID	0	0,00%	0	0,00%						
9.5	Le Thi Dung			Older sister	ID	0	0,00%	0	0,00%						
9.6	Hoang Cong Hoan			Brother-in-law	ID	0	0,00%	0	0,00%						
9.7	Le Thi Phuong			Younger sibling	ID	0	0,00%	0	0,00%						
9.8	Vuong Thi Thu Huong			Wife	ID	0	0,00%	0	0,00%						
9.9	Le Dac Binh			Son		0	0,00%	0	0,00%						
9.10	Le Dac Binh Minh			Son		0	0,00%	0	0,00%						
9.11	Vuong Van Than			Father-in-law	ID	0	0,00%	0	0,00%						
9.12	Pham Thi Reo			Mother-in-law	ID	0	0,00%	0	0,00%						
10	Bui Tuyet Van	002C115468	Chief Accountant		ID	235.207	0,52%	235.207	0,52%		20/09/2022				
10.1	Bui Van Han			Father	ID	0	0,00%	0	0,00%						
10.2	Cao Thi Anh Tuyet	002C238268		Mother	ID	82.850	0,18%	80.850	0,18%						

No.	Name of Organization/ Individual	Securities Trading Account (if any)	Position in the Company (if any)	Relationship with the Internal person	Owner's ID Document Type	Number of Shares Owned at the Beginning of the Period		Number of Shares Owned at the End of the Period		Reason for Increase or Decrease (Purchase, Sale, Conversion, Bonus, etc.)	The time when the person became a related party	The time when the person is no longer a related party	Reason	Related party relationship with the company	Notes
						Number of Shares	Percentage	Number of Shares	Percentage						
10.3	Nguyen Thi Vinh			Mother-in-law	ID	0	0,00%	0	0,00%						
10.4	Bui Tuan Viet			Younger brother	ID	0	0,00%	0	0,00%						
10.5	Pham Ky Nam			Husband	ID	0	0,00%	0	0,00%						
10.6	Pham Bao Ngan			Daughter	ID	0	0,00%	0	0,00%						
10.7	Pham Phuc Nguyen			Son		0	0,00%	0	0,00%						
10.8	Bui Thi Hong Trang	002C111754		Sister	ID	0	0,00%	0	0%						
11	Nguyen Van Minh		Head of the Supervisory Board		ID	75.075	0,17%	297.990	0,66%	Mua bán	27/04/2023				
11.1	Nguyen Van Luan			Father	ID	222.915	0,49%	0	0,00%	Mua bán					
11.2	Nguyen Thi Thao			Mother	ID	0	0,00%	0	0,00%						
11.3	Nguyen Van Binh			Father-in-law	ID	0	0,00%	0	0,00%						
11.4	Doan Thi Thanh Hang			Mother-in-law	ID	0	0,00%	0	0,00%						
11.5	Nguyen Thanh Nhan			Wife	ID	152.344	0,34%	152.344	0,34%						
11.6	Nguyen Minh Duc			Son		0	0,00%	0	0,00%						
11.7	Nguyen Minh Hien			Daughter		0	0,00%	0	0,00%						
11.8	Nguyen Van Thanh			Older brother	ID	0	0,00%	0	0,00%						
11.9	Nguyen Thi Hong Nhung			Sister-in-law	ID	0	0,00%	0	0,00%						
11.10	Nguyen Thi Binh			Younger sibling	ID	0	0,00%	0	0,00%						
11.11	Vu Huy Luong	002C115835		Brother-in-law	ID	0	0,00%	0	0,00%						
12	Nguyen Quoc Thal	045C515168	Member of the Supervisory Board		ID	0	0,00%	0	0,00%		27/04/2023				
12.1	Nguyen Thi Xuan			Mother	ID	0	0,00%	0	0,00%						
12.2	Nguyen Thi Don			Mother-in-law	ID	0	0,00%	0	0,00%						
12.3	Nguyen Thi Thanh Huong	021C369475		Wife	ID	0	0,00%	0	0,00%						
12.4	Nguyen Sy Duy Hoang	021C658226		Son	ID	0	0,00%	0	0,00%						
12.5	Nguyen Thi Dieu Anh			Daughter	ID	0	0,00%	0	0,00%						
12.6	Nguyen Si Dung			Brother	ID	0	0,00%	0	0,00%						
12.7	Nguyen Thanh Tra			Sister-in-law	ID	0	0,00%	0	0,00%						
12.8	Nguyen Sy Ngoc			Brother	ID	0	0,00%	0	0,00%						
12.9	Dinh To Uyen			Sister-in-law	ID	0	0,00%	0	0,00%						
12.10	Nguyen Thi Chau			Sister	ID	0	0,00%	0	0,00%						
12.11	Dinh Van Toan			Brother-in-law	ID	0	0,00%	0	0,00%						
12.12	Nguyen Thi Ha	076C122831		Sister	ID	0	0,00%	0	0,00%						
12.13	Nguyen Sy Binh			Brother	ID	0	0,00%	0	0,00%						

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