

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness



N^o.: 01/2026/BCQTCT

Hai Phong, January 09, 2026

To:

- State Securities Commission
- Hanoi Stock Exchange

- Listed company name: Haiphong Electricity Water Machine Assembly JSC

- Head office address: No. 34 Thien Loi Street, An Bien Ward, Hai Phong City

- Phone: 02253856209 Fax: 02253785759

- Charter capital: 100.346.810.000 VND

- Stock code: DNC

- Corporate governance model

+ General Meeting of Shareholders, Board of Directors, General Director,
Audit Committee under the Board of Directors.

- Regarding the implementation of internal audit function: Implemented.

I. Activities of the General Meeting of Shareholders:

No.	Resolution/Decision No.	Date	Content
1	02/2025/NQ-DHDCD	05/4/2025	<ul style="list-style-type: none"> - Approval of the General Director's Report on the 2024 production and business plan and the 2025 production and business plan. - Approval of the 2024 Financial Report audited by Vaco Auditing Company Limited - Approval of the performance report of the independent member of the Board of Directors in the Audit Committee at the 2025 annual general meeting of shareholders.

			<ul style="list-style-type: none"> - Approval of the Board of Directors' 2024 performance report and 2025 strategic orientation. - Approval of profit distribution plan and dividend payment plan for 2024. - Approval of the final settlement of remuneration for the Board of Directors and Audit Committee in 2024 and the remuneration payment plan for the Board of Directors in 2025. - Approval of the plan to issue shares to increase charter capital in 2025 from after-tax profit. - Approval of the plan to select independent auditor to audit the Company's 2025 financial statements. - Approval of amendments to Clause 3, Article 2 and Clause 1, Article 6 of the Company Charter. - Approval of Authorization for the Board of Directors to implement the Resolution of the 2025 Annual General Meeting of Shareholders.
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II. Board of Directors:

1. Information about Members of Board of Directors:

No.	Members of Board of Directors	Position	Date of commencement as a member of the Board of Directors
1	Mr. Do Huy Dat	Chairman	03/4/2021
2	Mr. Nguyen Trung Kien	Board member	03/4/2021
3	Mr. Le Huu Canh	Board member	03/4/2021
4	Mr. Ta Van Son	Independent board member	03/4/2021
5	Ms. Lai Thi Vinh	Independent	03/4/2021

		board member	
6	Ms. Vu Thi Luong Dung	Board member	03/4/2021

2. Board of Directors' Meetings

No.	Members of Board of Directors	Number of Board of Directors meetings attended	Meeting attendance rate	Reason for absence
1	Mr. Do Huy Dat	04	100%	
2	Mr. Nguyen Trung Kien	04	100%	
3	Mr. Le Huu Canh	04	100%	
4	Mr. Ta Van Son	04	100%	
5	Ms. Lai Thi Vinh	04	100%	
6	Ms. Vu Thi Luong Dung	04	100%	

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

- The activities of the Board of General Directors comply with the Resolutions and Decisions of the Board of Directors.
- Supervise and direct the Executive Board to implement the Resolutions of the General Meeting of Shareholders and the Resolutions of the Board of Directors.
- The Board of Directors proposes solutions to implement the production and business plan for 2025 and at the same time supervises those activities.
- Exercise the rights and obligations of the Board of Directors in accordance with the Law and the Company's Charter.

4. Activities of sub-committees under the Board of Directors:

The Board of Directors of Haiphong Electricity Water Machine Assembly JSC does not establish any affiliated sub-committees.

5. Minutes, Resolutions/Decisions of the Board of Directors:

No.	No. of Minutes, Resolution/Decision	Date	Content
1	No. 02-2025/BB-HDQT	18/02/2025	<ul style="list-style-type: none"> - Preparations for the 2025 Annual General Meeting of Shareholders; Date of closing the list of shareholders entitled to attend the meeting; Date of closing the list of shareholders entitled to receive the second dividend in 2024 and reports to the General meeting. - Internal audit report of Hung Yen Branch in 2024. Internal audit plan in 2025 - Consideration of the proposal of the Chairman of the Board



			<p>of Directors on voting rights for representatives of DNC's capital contribution at Ha Long Electricity and Water Joint Stock Company.</p> <ul style="list-style-type: none"> - Review the General Director's report on the shortcomings in business operations and financial management of some units. - Review the Chairman of the Board of Directors' proposal on streamlining the organizational structure and restructuring the company's management staff. - Report on business and production activities in 2024; analysis report on organization and business and production activities in the period 2021-2024. - Production and business plan 2025 - Some other content.
2	No. 01-2025/NQ-HDQT	18/2/2025	<ul style="list-style-type: none"> - Unanimous approval of the time and venue for the 2025 Annual General Meeting of Shareholders. - Unanimous approval on March 10, 2025 as the closing date for the list of shareholders entitled to attend the General Meeting of Shareholders and the closing date for the list of shareholders entitled to receive the second dividend of 2024. - Unanimous approval of the 2nd interim dividend payment in 2024 at a rate of 15% in cash, payment date March 27, 2025.

3	No. 06-2025/BB-HDQT	26/4/2025	<ul style="list-style-type: none"> - Report on business and production activities for the first quarter, business and production plan for the second quarter of 2025. - Financial performance report for the first quarter of 2025. - Report on the implementation of the remote electronic meter project - Report on the operation of Phu Quoc Branch and projects - Report on the plan to streamline the organizational structure and arrange management staff of the Company - Plan to increase charter capital according to the Resolution of the 2025 Annual General Meeting of Shareholders. - Some other content.
4	No. 03/NQ-HDQT	26/4/2025	<ul style="list-style-type: none"> - The Company's Board of Directors agreed on the time to issue shares to pay dividends to increase charter capital in the third quarter of 2025. - Agreed to pay 25% stock dividend from 2024 after-tax profit audited in the financial statements.
5	No. 05/QD-HDQT	26/4/2025	Decision to reappoint the position of Business Director
6	No. 06/QD-HDQT	26/4/2025	Decision to reappoint the position of Head of Administrative Organization Department
7	No. 8/QD-HDQT	29/7/2025	Decision on the dismissal of the Director of Ha Long



			Branch
8	No. 9/QD-HDQT	29/7/2025	Decision to appoint the Director of Ha Long Branch
9	No. 10/QD-HDQT	29/7/2025	Decision to appoint the Director of Vinh Bao Power Enterprise
10	No. 12/QD-HDQT	15/8/2025	Regarding the Termination of Operations of Haiphong Electricity Water Machine Assembly JSC - Phu Quoc Branch
11	No. 05/NQ - HDQT	21/8/2025	- Unanimous approval of the 1st interim dividend payment in 2025 at a rate of 10% in cash, payment date October 29, 2025
12	No. 13/QD-HDQT	06/9/2025	Decision to remove from the position of Director of Hung Yen Branch.
13	No. 14/QD-HDQT	06/9/2025	Decision to appoint the Director of Hung Yen Branch.
14	No. 07-2025/BB-HDQT	25/7/2025	<ul style="list-style-type: none"> - Report on business and production activities for Quarter II and the first six months of 2025, and business and production plan for Quarter III 2025. - Report on financial performance for Quarter II and the first six months of 2025. - Audit Committee and Internal Audit Board report on internal audit work for the first six months of 2025. - Company organization and management personnel. - Some other content.
15	No. 15/QD-HDQT	25/9/2025	Decision to appoint Deputy General Director
16	No. 16/QD-HDQT	25/9/2025	Decision to appoint Deputy

			General Director
17	No. 17/QD-HDQT	25/9/2025	Decision to appoint Sales Manager
18	No. 18/QD-HDQT	25/9/2025	Decision to appoint the Director of Thuy Nguyen Enterprise
19	No. 09-2025/BB-HDQT	25/10/2025	<ul style="list-style-type: none"> - Report on business and production activities for Quarter III and the first nine months of 2025, and business and production plan for Quarter IV 2025. - Report on financial performance for Quarter III and the first nine months of 2025. - Report on the implementation of the remote electronic electricity meter project. - Draft detailed production plan for 2026; investment and business activities; financial activities; human resources, salaries, etc. - Draft internal audit plan for 2026. - Some other content.
20	No. 21/QD-HDQT (This decision does not require public disclosure.)	03/11/2025	Decision to establish a construction team
21	No. 22/QD-HDQT	15/12/2025	Decision to Extend the Position of Director of Ecopark Hai Duong Branch
22	No. 23/QD-HDQT	15/12/2025	Decision to Extend the Position of Head of Safety Engineering Department
23	No. 24/QD-HDQT	15/12/2025	Decision to Extend the Position of Head of Technology and Customer Care Department

III. Audit Committee

1. Information about Audit Committee members:

No.	Audit Committee member	Position	Date of commencement as a member of UBKT	Professional qualifications
1	Mr. Ta Van Son	- Member of Board of Directors, - Chairman of Audit Committee	04/2021	- Bachelor of Economics; Bachelor of Law
2	Mr. Nguyen Trung Kien	- Member of the Board of Directors - Commissioner of the Audit Committee - Head of the Internal Audit Board	04/2021	-Master of Economics

2. Meeting of the Audit Committee

No.	Member of Audit Committee	Number of meetings attended	Meeting attendance rate	Voting ratio	Reason for absence
1	Mr. Ta Van Son	02 sessions	100%	100%	
2	Mr. Nguyen Trung Kien	02 sessions	100%	100%	

3. Supervisory activities of the Audit Committee towards the Board of Directors, Executive Board and shareholders

- Regularly review the Internal Control and Risk Management system;
- Supervise the Company's internal audit department; direct the Internal Audit to perform according to its functions and tasks.
- Regularly monitor and supervise to ensure the Company complies with the provisions of the Law, requirements of the management agency and other internal regulations of the Company;
- The Chairman of the Audit Committee regularly exchanges with other members of the Board of Directors, the General Director, the Chief Accountant and other managers to collect information related to the Company's operations to serve the activities of Audit Committee and Internal Audit Board

4. Coordination of activities between the Audit Committee and the activities of the Board of Directors, the Executive Board and other management staff

- The Board of Directors, the Board of General Directors and other management staff always maintain regular contact with the Audit Committee.;

- During the working process, the Audit Committee is provided with full records, documents and information related to the working program;

- Business operations of the Company: The Audit Committee always coordinates and advises the Executive Board to organize and implement the Production and Business Plan of 2025 for high efficiency.

5. Other activities of the Audit Committee:

- The Audit Committee and Internal Audit Board regularly participate in working groups with Enterprises and Branches;

- Participate and provide comments on a number of Company documents to ensure compliance with legal regulations, requirements of regulatory agencies and other internal regulations of the Company.

- Direct the Internal Audit Board to conduct an audit of the business operations of Thuy Nguyen Power Enterprise, Vinh Bao Power Enterprise, and An Duong Power Enterprise.

- Direct the Internal Audit Board to conduct an audit of the business operations of the Ecopark Hung Yen Branch for the first six months of 2025. The audit revealed several shortcomings, and recommendations were made to the Executive Board to address them.

IV. Executive Board:

No.	Member of Executive Board	Date of birth	Professional qualifications	Date of appointment/removal of members of the Executive Board
1	Le Huu Canh	19/05/1964	Bachelor of Economics	05/04/2024 – 30/04/2026
2	Nguyen Van Thao	26/05/1964	Bachelor of Economics	05/04/2024 – 30/04/2026
3	Vu Thi Luong Dung	26/6/1975	Master of Economics	01/10/2025-01/10/2027
4	Ngo Quyen	01/4/1990	Bachelor of Finance management	01/10/2025-01/10/2027
5	Mai Thi Thanh Ha	13/02/1971	Bachelor of Economics	05/04/2024 – 30/04/2026

V. Chief Accountant:

Full name	Date of birth	Professional qualifications	Date of appointment/removal of members of the Executive Board
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Mai Thi Thanh Ha	13/02/1971	Bachelor of Economics	05/04/2024 – 30/04/2026
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VI. Corporate Governance Training:

The company sent two managers to attend a strategic director training course organized by JICA in collaboration with the Association for the Development of Human Resources and Talents - Hai Phong City People's Committee.

VII. List of related persons of public companies reporting the year and transactions of related persons of the company with the Company itself:

1. List of related persons of the Company: (with attached list)
2. Transactions between the Company and its related persons: None
3. Transactions between insiders of listed companies, related persons of insiders and subsidiaries, companies controlled by listed companies: None
4. Transactions between the company and other entities: None

VIII. Stock transactions of insiders and related persons of insiders:

1. List of insiders and related persons of insiders: (with attached list)
2. Transactions of insiders and related persons on the Company's shares:

No.	Transactions performed by	Relationship with the Insider	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reason for increase/decrease
			Number of shares	Ratio	Number of shares	Ratio	
1	Nguyen Trung Kien	Insider	2.390.148	29,7%	2.987.685	29,7%	Dividend payment in shares
2	Do Huy Dat	Insider	2.039.375	25,4%	2.549.218	25,4%	Dividend payment in shares
3	Le Huu Canh	Insider	996.253	12,4%	1.245.316	12,4%	Dividend payment in shares
4	Lai Thi Dinh	Wife of Mr. Le Huu Canh – General Director of the Company	591.010	7,3%	792.812	7,9%	Dividend payment in shares, Buying shares
5	Ta Van Son	Insider	37.600	0,4%	47.000	0,4%	Dividend payment in shares
6	Mr. Nguyen Van Thao	Insider	51.000	0,6%	0	0	Selling

7	Vu Thi Luong Dung	Insider	266.675	3,3%	309.518	3,0%	Dividend payment in shares, Selling shares
8	Dan Hai Long	Husband of Ms. Vu Thi Luong Dung – Insider	3.641	0,05%	4.551	0,05%	Dividend payment in shares
9	Lai Thi Vinh	Insider	61.090	0,7%	76.362	0,7%	Dividend payment in shares
10	Trinh Tien Thanh	Husband of Ms. Lai Thi Vinh – Insider	3.907	0,05%	4.883	0,05%	Dividend payment in shares
11	Trinh Thanh Tung	Child of Ms. Lai Thi Vinh – Insider	375	0,005%	1.068	0,01%	Dividend payment in shares, Buying
12	Ngo Quyen	Insider	13.875	0,17%	17.343	0,17%	Dividend payment in shares
13	Nguyen Thi Thu Ha	Insider	60.675	0,7%	75.843	0,7%	Dividend payment in shares
14	Mai Thi Thanh Ha	Insider	816	0,01%	1.650	0,01%	Dividend payment in shares, Buying

IX. Other issues to note: None

**FOR BOARD OF DIRECTORS
CHAIRMAN**

Recipients:

- As above;
- Archived at the company.

(signed and sealed)

Do Huy Dat

Type of Governance Report:

Reporting period (year):

2025

**List of insiders and related persons of insiders
(attached to the Company's Governance Report 2025)**

Corporate name:

HAI PHONG ELECTRICITY WATER MACHINE ASSEMBLY JOINT STOCK COMPANY

Stock code:

DNC

Or.	Stock code	Full name (*)	Securities trading account (if any)	Job title at the company (if any)	Relationships with insiders	Owner's Certificate (*) (Citizen Identity Card/Passport/Business Registration Certificate)			Head office address/Contact address	Number of shares held at the end of the period	Share ownership ratio at the end of the period	Remark (regarding the absence of the Owner's Certificate number and other notes)
						Owner's Certificate No. (*)	Date of issue	Place of issue				
1	3	2	4	5	6	7	8	9	10	11	12	13
1	DNC	Do Huy Dat							No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
1.1	DNC	Bui Thanh Thuy			Wife of Mr. Do Huy Dat - Chairman of the Board of Directors				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
1.2	DNC	Do Thanh Cong			Son of Mr. Do Huy Dat - Chairman of the Board of Directors				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
1.3	DNC	Do Thi Dan Tam			Daughter of Mr. Do Huy Dat - Chairman of the Board of Directors				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
1.4	DNC	Nguyen Thi Thu Ha			Daughter-in-law of Mr. Do Huy Dat - Chairman of the Board of Directors				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
1.5	DNC	Bui Ngoc Anh			Son-in-law of Mr. Do Huy Dat - Chairman of the Board of Directors				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			

Or.	Stock code	Full name (*)	Securities trading account (if any)	Job title at the company (if any)	Relationships with insiders	Owner's Certificate (*) (Citizen Identity Card/Passport/Business Registration Certificate)			Head office address/Contact address	Number of shares held at the end of the period	Share ownership ratio at the end of the period	Remark (regarding the absence of the Owner's Certificate number and other notes)
						Owner's Certificate No. (*)	Date of issue	Place of issue				
1.6	DNC	Do Huy So			Older brother of Mr. Do Huy Dat - Chairman of the Board of Directors				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
1.7	DNC	Do Thi Can			Older sister of Mr. Do Huy Dat - Chairman of the Board of Directors				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
1.8	DNC	Do Thi Ngo			Older sister of Mr. Do Huy Dat - Chairman of the Board of Directors				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
1.9	DNC	Do Huy Thu			Older brother of Mr. Do Huy Dat - Chairman of the Board of Directors				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
1.10	DNC	Do Huy Xep			Older brother of Mr. Do Huy Dat - Chairman of the Board of Directors				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
1.11	DNC	Do Thi Kiem			Younger sister of Mr. Do Huy Dat - Chairman of the Board of Directors				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
2	DNC	Nguyen Trung Kien							No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
2.1	DNC	Luu Thi Yeng			Biological mother of Mr. Nguyen Trung Kien - Member of the Board of Directors, Head of Internal Audit Board				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
2.2	DNC	Nguyen Thi Thu Ha			Wife of Mr. Nguyen Trung Kien - Member of the Board of Directors, Head of Internal Audit Board				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			

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						Owner's Certificate No. (*)	Date of issue	Place of issue				
2.3	DNC	Nguyen Thanh Huyen			Daughter of Mr. Nguyen Trung Kien - Member of the Board of Directors, Head of Internal Audit Board				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
2.4	DNC	Nguyen Thanh Hoa			Daughter of Mr. Nguyen Trung Kien - Member of the Board of Directors, Head of Internal Audit Board				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
2.5	DNC	Tran Tuan Phuc			Son-in-law of Mr. Nguyen Trung Kien - Member of the Board of Directors, Head of Internal Audit Board				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
2.6	DNC	Nguyen Thi Yen			Younger sister of Mr. Nguyen Trung Kien - Member of the Board of Directors, Head of Internal Audit Board				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
2.7	DNC	Nguyen Ngoc San			Younger brother of Mr. Nguyen Trung Kien - Member of the Board of Directors, Head of Internal Audit Board				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
2.8	DNC	Nguyen Binh Khiem			Younger brother of Mr. Nguyen Trung Kien - Member of the Board of Directors, Head of Internal Audit Board				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
2.9	DNC	Nguyen Van Du			Younger brother of Mr. Nguyen Trung Kien - Member of the Board of Directors, Head of Internal Audit Board				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			

Or.	Stock code	Full name (*)	Securities trading account (if any)	Job title at the company (if any)	Relationships with insiders	Owner's Certificate (*) (Citizen Identity Card/Passport/Business Registration Certificate)			Head office address/Contact address	Number of shares held at the end of the period	Share ownership ratio at the end of the period	Remark (regarding the absence of the Owner's Certificate number and other notes)
						Owner's Certificate No. (*)	Date of issue	Place of issue				
2.10	DNC	Do Thi Huong			Younger sister-in-law of Mr. Nguyen Trung Kien - Member of the Board of Directors, Head of Internal Audit Board				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
2.11	DNC	Vu Thi Thuy Hang			Younger sister-in-law of Mr. Nguyen Trung Kien - Member of the Board of Directors, Head of Internal Audit Board				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
2.12	DNC	Do Ngoc Phuc			Younger brother-in-law of Mr. Nguyen Trung Kien - Member of the Board of Directors, Head of Internal Audit Board				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
2.13	DNC	Vu Thi Lam			Younger sister-in-law of Mr. Nguyen Trung Kien - Member of the Board of Directors, Head of Internal Audit Board				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
2.14	DNC	Vu Ngoc Nguyen			Son-in-law of Mr. Nguyen Trung Kien - Member of the Board of Directors, Head of Internal Audit Board				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
3	DNC	Lai Thi Vinh							No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
3.1	DNC	Trinh Tien Thanh			Husband of Ms. Lai Thi Vinh - Member of the Board of Directors				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
3.2	DNC	Trinh Tien Duc			Son of Ms. Lai Thi Vinh - Member of the Board of Directors				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
3.3	DNC	Trinh Thanh Tung			Son of Ms. Lai Thi Vinh - Member of the Board of Directors				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			

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						Owner's Certificate No. (*)	Date of issue	Place of issue				
3.4	DNC	Lai Thi Oanh			Older sister of Ms. Lai Thi Vinh - Member of the Board of Directors				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
3.5	DNC	Lai Van Cuong			Older brother of Ms. Lai Thi Vinh - Member of the Board of Directors				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
3.6	DNC	Lai Quang Trung			Older brother of Ms. Lai Thi Vinh - Member of the Board of Directors				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
3.7	DNC	Lai Thi Kim Dung			Older sister of Ms. Lai Thi Vinh - Member of the Board of Directors				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
3.8	DNC	Lai Thi Dinh			Older sister of Ms. Lai Thi Vinh - Member of the Board of Directors				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
3.9	DNC	Chu Thi Yen			Older sister-in-law of Ms. Lai Thi Vinh - Member of the Board of Directors				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
3.10	DNC	Nguyen Thi Hong Hanh			Older sister-in-law of Ms. Lai Thi Vinh - Member of the Board of Directors				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
3.11	DNC	Le Huu Canh			Older brother-in-law of Ms. Lai Thi Vinh - Member of the Board of Directors				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
4	DNC	Le Huu Canh							No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			

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						Owner's Certificate No. (*)	Date of issue	Place of issue				
4.1	DNC	Nguyen Thi Mo			Biological mother of Mr. Le Huu Canh - Member of the Board of Directors, General Director				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
4.2	DNC	Lai Thi Dinh			Wife of Mr. Le Huu Canh - Member of the Board of Directors, General Director				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
4.3	DNC	Le Hoai Thanh			Daughter of Mr. Le Huu Canh - Member of the Board of Directors, General Director				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
4.4	DNC	Le Thi Ngoc Diep			Daughter of Mr. Le Huu Canh - Member of the Board of Directors, General Director				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
4.5	DNC	Le Thi Loan			Older sister of Mr. Le Huu Canh - Member of the Board of Directors, General Director				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
4.6	DNC	Le Thi Phuong			Younger sister of Mr. Le Huu Canh - Member of the Board of Directors, General Director				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
4.7	DNC	Ngo Quyen			Son-in-law of Mr. Le Huu Canh - Member of the Board of Directors, General Director				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
5	DNC	Ta Van Son							No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			

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						Owner's Certificate No. (*)	Date of issue	Place of issue				
5.1	DNC	Nguyen Thi Thu Huong			Wife of Mr. Ta Van Son - Member of the Board of Directors, Chairman of the Audit Committee				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
5.2	DNC	Pham Thi Ngo			Biological mother of Mr. Ta Van Son - Member of the Board of Directors, Chairman of the Audit Committee				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
5.3	DNC	Nguyen Quang Tru			Father-in-law of Mr. Ta Van Son - Member of the Board of Directors, Chairman of the Audit Committee				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
5.4	DNC	Ta Van Minh			Older brother of Mr. Ta Van Son - Member of the Board of Directors, Chairman of the Audit Committee				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
5.5	DNC	Ta Thi Hai			Younger sister of Mr. Ta Van Son - Member of the Board of Directors, Chairman of the Audit Committee				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
5.6	DNC	Ta Thi Thu Ha			Younger sister of Mr. Ta Van Son - Member of the Board of Directors, Chairman of the Audit Committee				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
5.7	DNC	Le Van Hai			Older sister-in-law of Mr. Ta Van Son - Member of the Board of Directors, Chairman of the Audit Committee				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
5.8	DNC	Ngo Quang Dung			Younger brother-in-law of Mr. Ta Van Son - Member of the Board of Directors, Chairman of the Audit Committee				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			

Or.	Stock code	Full name (*)	Securities trading account (if any)	Job title at the company (if any)	Relationships with insiders	Owner's Certificate (*) (Citizen Identity Card/Passport/Business Registration Certificate)			Head office address/Contact address	Number of shares held at the end of the period	Share ownership ratio at the end of the period	Remark (regarding the absence of the Owner's Certificate number and other notes)
						Owner's Certificate No. (*)	Date of issue	Place of issue				
5.9	DNC	Luong Tuong Minh			Younger brother-in-law of Mr. Ta Van Son - Member of the Board of Directors, Chairman of the Audit Committee				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
5.10	DNC	Ta Nhat Linh			Daughter of Mr. Ta Van Son - Member of the Board of Directors, Chairman of the Audit Committee				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
5.11	DNC	Nguyen Viet Cuong			Son-in-law of Mr. Ta Van Son - Member of the Board of Directors, Chairman of the Audit Committee				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
5.12	DNC	Ta Son Tung			Son of Mr. Ta Van Son - Member of the Board of Directors, Chairman of the Audit Committee				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
5.13	DNC	Bui Ngoc Diep			Daughter-in-law of Mr. Ta Van Son - Member of the Board of Directors, Chairman of the Audit Committee				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
6	DNC	Vu Thi Luong Dung							No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
6.1	DNC	Luong Thi Nhai			Biological mother of Ms. Vu Thi Luong Dung - Member of the Board of Directors, Deputy General Director, Information discloser, Person in charge of Corporate Governance, Chairperson of the Trade Union				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			

Or.	Stock code	Full name (*)	Securities trading account (if any)	Job title at the company (if any)	Relationships with insiders	Owner's Certificate (*) (Citizen Identity Card/Passport/Business Registration Certificate)			Head office address/Contact address	Number of shares held at the end of the period	Share ownership ratio at the end of the period	Remark (regarding the absence of the Owner's Certificate number and other notes)
						Owner's Certificate No. (*)	Date of issue	Place of issue				
6.2	DNC	Dan Van Hai			Father-in-law of Ms. Vu Thi Luong Dung - Member of the Board of Directors, Deputy General Director, Information discloser, Person in charge of Corporate Governance, Chairperson of the Trade Union				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
6.3	DNC	Nguyen Thi Kep			Mother-in-law of Ms. Vu Thi Luong Dung - Member of the Board of Directors, Deputy General Director, Information discloser, Person in charge of Corporate Governance, Chairperson of the Trade Union				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
6.4	DNC	Dan Hai Long			Husband of Ms. Vu Thi Luong Dung - Member of the Board of Directors, Deputy General Director, Information discloser, Person in charge of Corporate Governance, Chairperson of the Trade Union				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
6.5	DNC	Dan Vu Hoang Linh			Son of Ms. Vu Thi Luong Dung - Member of the Board of Directors, Deputy General Director, Information discloser, Person in charge of Corporate Governance, Chairperson of the Trade Union				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
6.6	DNC	Vu Quang Dung			Older brother of Ms. Vu Thi Luong Dung - Member of the Board of Directors, Deputy General Director, Information discloser, Person in charge of Corporate Governance, Chairperson of the Trade Union				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			

Or.	Stock code	Full name (*)	Securities trading account (if any)	Job title at the company (if any)	Relationships with insiders	Owner's Certificate (*) (Citizen Identity Card/Passport/Business Registration Certificate)			Head office address/Contact address	Number of shares held at the end of the period	Share ownership ratio at the end of the period	Remark (regarding the absence of the Owner's Certificate number and other notes)
						Owner's Certificate No. (*)	Date of issue	Place of issue				
6.7	DNC	Vu Thi Binh			Older sister of Ms. Vu Thi Luong Dung - Member of the Board of Directors, Deputy General Director, Information discloser, Person in charge of Corporate Governance, Chairperson of the Trade Union				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
6.8	DNC	Nguyen Van Bang			Older brother-in-law of Ms. Vu Thi Luong Dung - Member of the Board of Directors, Deputy General Director, Information discloser, Person in charge of Corporate Governance, Chairperson of the Trade Union				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
7	DNC	Ngo Quyen							No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
7.1	DNC	Le Huu Canh			Father-in-law of Mr. Ngo Quyen - Deputy General Director of the Company				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
7.2	DNC	Lai Thi Dinh			Mother-in-law of Mr. Ngo Quyen - Deputy General Director of the Company				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
7.3	DNC	Le Hoai Thanh			Wife of Mr. Ngo Quyen - Deputy General Director of the Company				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			

Or.	Stock code	Full name (*)	Securities trading account (if any)	Job title at the company (if any)	Relationships with insiders	Owner's Certificate (*) (Citizen Identity Card/Passport/Business Registration Certificate)			Head office address/Contact address	Number of shares held at the end of the period	Share ownership ratio at the end of the period	Remark (regarding the absence of the Owner's Certificate number and other notes)
						Owner's Certificate No. (*)	Date of issue	Place of issue				
7.4	DNC	Ngo Xuan Duong			Biological father of Mr. Ngo Quyen - Deputy General Director of the Company				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
7.5	DNC	Duong Thi Nhai			Biological mother of Mr. Ngo Quyen - Deputy General Director of the Company				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
7.6	DNC	Ngo Thi Quyen			Older sister of Mr. Ngo Quyen - Deputy General Director of the Company				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
7.7	DNC	Nguyen Anh Duc			Older brother-in-law of Mr. Ngo Quyen - Deputy General Director of the Company				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
7.8	DNC	Ngo Thanh Truc			Daughter of Mr. Ngo Quyen - Deputy General Director of the Company				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			còn nhỏ dưới 14 tuổi
8	DNC	Nguyen Van Thao							No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
8.1	DNC	Lai Thi Thu Thao			Wife of Mr. Nguyen Van Thao - Deputy General Director				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
8.2	DNC	Nguyen Thu Van			Daughter of Mr. Nguyen Van Thao - Deputy General Director				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			

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Or.	Stock code	Full name (*)	Securities trading account (if any)	Job title at the company (if any)	Relationships with insiders	Owner's Certificate (*) (Citizen Identity Card/Passport/Business Registration Certificate)			Head office address/Contact address	Number of shares held at the end of the period	Share ownership ratio at the end of the period	Remark (regarding the absence of the Owner's Certificate number and other notes)
						Owner's Certificate No. (*)	Date of issue	Place of issue				
8.3	DNC	Nguyen Bao Minh			Son of Mr. Nguyen Van Thao - Deputy General Director				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
8.4	DNC	Nguyen Thi Gai			Older sister of Mr. Nguyen Van Thao - Deputy General Director				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
8.5	DNC	Nguyen Van Lam			Older brother of Mr. Nguyen Van Thao - Deputy General Director				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
8.6	DNC	Nguyen Huu Son			Older brother of Mr. Nguyen Van Thao - Deputy General Director				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
8.7	DNC	Nguyen Duc Teo			Older brother of Mr. Nguyen Van Thao - Deputy General Director				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
8.8	DNC	Nguyen Thi Goi			Older sister of Mr. Nguyen Van Thao - Deputy General Director				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
8.9	DNC	Lai Van Bay			Father-in-law of Mr. Nguyen Van Thao - Deputy General Director				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
8.10	DNC	Nguyen Thi Hoai			Older sister-in-law of Mr. Nguyen Van Thao - Deputy General Director				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			

Or.	Stock code	Full name (*)	Securities trading account (if any)	Job title at the company (if any)	Relationships with insiders	Owner's Certificate (*) (Citizen Identity Card/Passport/Business Registration Certificate)			Head office address/Contact address	Number of shares held at the end of the period	Share ownership ratio at the end of the period	Remark (regarding the absence of the Owner's Certificate number and other notes)
						Owner's Certificate No. (*)	Date of issue	Place of issue				
8.11	DNC	Tran Thi Luong			Older sister-in-law of Mr. Nguyen Van Thao - Deputy General Director				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
9	DNC	Mai Thi Thanh Ha							No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
9.1	DNC	Do Thi Can			Biological mother of Ms. Mai Thi Thanh Ha - Chief Accountant				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
9.2	DNC	Nguyen Van Chien			Husband of Ms. Mai Thi Thanh Ha - Chief Accountant				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
9.3	DNC	Nguyen Van Huy			Son of Ms. Mai Thi Thanh Ha - Chief Accountant				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
9.4	DNC	Nguyen Tien Manh			Son of Ms. Mai Thi Thanh Ha - Chief Accountant				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
9.5	DNC	Nguyen Thi Xa			Mother-in-law of Ms. Mai Thi Thanh Ha - Chief Accountant				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
9.6	DNC	Mai Thi Thanh Huong			Younger sister of Ms. Mai Thi Thanh Ha - Chief Accountant				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			

Or.	Stock code	Full name (*)	Securities trading account (if any)	Job title at the company (if any)	Relationships with insiders	Owner's Certificate (*) (Citizen Identity Card/Passport/Business Registration Certificate)			Head office address/Contact address	Number of shares held at the end of the period	Share ownership ratio at the end of the period	Remark (regarding the absence of the Owner's Certificate number and other notes)
						Owner's Certificate No. (*)	Date of issue	Place of issue				
9.7	DNC	Hoang Son			Younger brother-in-law of Ms. Mai Thi Thanh Ha - Chief Accountant				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
10	DNC	Nguyen Thi Thu Ha							No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
10.1	DNC	Nguyen Van Luan			Biological father of Ms. Nguyen Thi Thu Ha - Member of the Internal Audit Board, Company Secretary				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
10.2	DNC	Do Thi Hen			Biological mother of Ms. Nguyen Thi Thu Ha - Member of the Internal Audit Board, Company Secretary				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
10.3	DNC	Pham Ba Trang			Father-in-law of Ms. Nguyen Thi Thu Ha - Member of the Internal Audit Board, Company Secretary				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
10.4	DNC	Nguyen Thi Thoang			Mother-in-law of Ms. Nguyen Thi Thu Ha - Member of the Internal Audit Board, Company Secretary				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
10.5	DNC	Pham Quang Hung			Husband of Ms. Nguyen Thi Thu Ha - Member of the Internal Audit Board, Company Secretary				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			

Or.	Stock code	Full name (*)	Securities trading account (if any)	Job title at the company (if any)	Relationships with insiders	Owner's Certificate (*) (Citizen Identity Card/Passport/Business Registration Certificate)			Head office address/Contact address	Number of shares held at the end of the period	Share ownership ratio at the end of the period	Remark (regarding the absence of the Owner's Certificate number and other notes)
						Owner's Certificate No. (*)	Date of issue	Place of issue				
10.6	DNC	Pham Thi Song Thu			Daughter of Ms. Nguyen Thi Thu Ha - Member of the Internal Audit Board, Company Secretary				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
10.7	DNC	Nguyen Ngoc Luu			Older brother of Ms. Nguyen Thi Thu Ha - Member of the Internal Audit Board, Company Secretary				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
10.8	DNC	Nguyen Thi Anh			Older sister-in-law of Ms. Nguyen Thi Thu Ha - Member of the Internal Audit Board, Company Secretary				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
10.9	DNC	Nguyen Thi Thu Hien			Older sister of Ms. Nguyen Thi Thu Ha - Member of the Internal Audit Board, Company Secretary				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
10.10	DNC	Do Van Chinh			Older brother-in-law of Ms. Nguyen Thi Thu Ha - Member of the Internal Audit Board, Company Secretary				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
10.11	DNC	Nguyen Huu Binh			Younger brother of Ms. Nguyen Thi Thu Ha - Member of the Internal Audit Board, Company Secretary				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
10.12	DNC	Bui Thi Thu Huong			Younger sister-in-law of Ms. Nguyen Thi Thu Ha - Member of the Internal Audit Board, Company Secretary				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			

Or.	Stock code	Full name (*)	Securities trading account (if any)	Job title at the company (if any)	Relationships with insiders	Owner's Certificate (*) (Citizen Identity Card/Passport/Business Registration Certificate)			Head office address/Contact address	Number of shares held at the end of the period	Share ownership ratio at the end of the period	Remark (regarding the absence of the Owner's Certificate number and other notes)
						Owner's Certificate No. (*)	Date of issue	Place of issue				
11	DNC	Duong Thuy Linh							No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
11.1	DNC	Duong Anh Tuan			Biological father of Ms. Duong Thuy Linh - Member of the Internal Audit Board				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
11.2	DNC	Lam Thi Lich			Biological mother of Ms. Duong Thuy Linh - Member of the Internal Audit Board				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
11.3	DNC	Duong Thuc Luan			Younger sister of Ms. Duong Thuy Linh - Member of the Internal Audit Board				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			
11.4	DNC	Le Minh Hoang			Younger brother-in-law of Ms. Duong Thuy Linh - Member of the Internal Audit Board				No. 34 Thien Loi Street, An Bien Ward, Hai Phong City			

Hai Phong, January 9, 2026

**For Board of Directors
Chairman**

(signed and sealed)

Do Huy Dat

LIST OF COMPANY RELATED PERSONS



Or.	Full name	Securities trading account (if any)	Job title at the company (if any)	Owner's Certificate number	Date of issue of Owner's Certificate	Place of issue of Owner's Certificate	Head office address/Contact address	Starting time of being the related persons	Ending time of being the related persons	Relationship with the company
1	Bui Thanh Thuy						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2005		Wife of Mr. Do Huy Dat - Chairman of the Board of Directors
2	Do Thanh Cong						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2005		Son of Mr. Do Huy Dat - Chairman of the Board of Directors
3	Do Thi Dan Tam						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2005		Daughter of Mr. Do Huy Dat - Chairman of the Board of Directors
4	Nguyen Thi Thu Ha						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2005		Daughter-in-law of Mr. Do Huy Dat - Chairman of the Board of Directors
5	Bui Ngoc Anh						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2005		Son-in-law of Mr. Do Huy Dat - Chairman of the Board of Directors
6	Do Huy So						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2005		Older brother of Mr. Do Huy Dat - Chairman of the Board of Directors
7	Do Thi Can						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2005		Older sister of Mr. Do Huy Dat - Chairman of the Board of Directors

Or.	Full name	Securities trading account (if any)	Job title at the company (if any)	Owner's Certificate number	Date of issue of Owner's Certificate	Place of issue of Owner's Certificate	Head office address/Contact address	Starting time of being the related persons	Ending time of being the related persons	Relationship with the company
8	Do Thi Ngo						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2005		Older sister of Mr. Do Huy Dat - Chairman of the Board of Directors
9	Do Huy Thu						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2005		Older brother of Mr. Do Huy Dat - Chairman of the Board of Directors
10	Do Huy Xep						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2005		Older brother of Mr. Do Huy Dat - Chairman of the Board of Directors
11	Do Thi Kiem						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2005		Younger sister of Mr. Do Huy Dat - Chairman of the Board of Directors
12	Luu Thi Yeng						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2013		Biological mother of Mr. Nguyen Trung Kien - Member of the Board of Directors, Head of Internal Audit Board
13	Nguyen Thi Thu Ha						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2013		Wife of Mr. Nguyen Trung Kien - Member of the Board of Directors, Head of Internal Audit Board
14	Nguyen Thanh Huyen						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2013		Daughter of Mr. Nguyen Trung Kien - Member of the Board of Directors, Head of Internal Audit Board

Or.	Full name	Securities trading account (if any)	Job title at the company (if any)	Owner's Certificate number	Date of issue of Owner's Certificate	Place of issue of Owner's Certificate	Head office address/Contact address	Starting time of being the related persons	Ending time of being the related persons	Relationship with the company
15	Nguyen Thanh Hoa						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2013		Daughter of Mr. Nguyen Trung Kien - Member of the Board of Directors, Head of Internal Audit Board
16	Tran Tuan Phuc						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2013		Son-in-law of Mr. Nguyen Trung Kien - Member of the Board of Directors, Head of Internal Audit Board
17	Nguyen Thi Yen						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2013		Younger sister of Mr. Nguyen Trung Kien - Member of the Board of Directors, Head of Internal Audit Board
18	Nguyen Ngoc San						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2013		Younger brother of Mr. Nguyen Trung Kien - Member of the Board of Directors, Head of Internal Audit Board
19	Nguyen Binh Khiem						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2013		Younger brother of Mr. Nguyen Trung Kien - Member of the Board of Directors, Head of Internal Audit Board
20	Nguyen Van Du						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2013		Younger brother of Mr. Nguyen Trung Kien - Member of the Board of Directors, Head of Internal Audit Board

Or.	Full name	Securities trading account (if any)	Job title at the company (if any)	Owner's Certificate number	Date of issue of Owner's Certificate	Place of issue of Owner's Certificate	Head office address/Contact address	Starting time of being the related persons	Ending time of being the related persons	Relationship with the company
21	Do Thi Huong						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2013		Younger sister-in-law of Mr. Nguyen Trung Kien - Member of the Board of Directors, Head of Internal Audit Board
22	Vu Thi Thuy Hang						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2013		Younger sister-in-law of Mr. Nguyen Trung Kien - Member of the Board of Directors, Head of Internal Audit Board
23	Do Ngoc Phuc						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2013		Younger brother-in-law of Mr. Nguyen Trung Kien - Member of the Board of Directors, Head of Internal Audit Board
24	Vu Thi Lam						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2013		Younger sister-in-law of Mr. Nguyen Trung Kien - Member of the Board of Directors, Head of Internal Audit Board
25	Vu Ngoc Nguyen						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2013		Son-in-law of Mr. Nguyen Trung Kien - Member of the Board of Directors, Head of Internal Audit Board
26	Trinh Tien Thanh						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2016		Husband of Ms. Lai Thi Vinh - Member of the Board of Directors
27	Trinh Tien Duc						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2016		Son of Ms. Lai Thi Vinh - Member of the Board of Directors

Or.	Full name	Securities trading account (if any)	Job title at the company (if any)	Owner's Certificate number	Date of issue of Owner's Certificate	Place of issue of Owner's Certificate	Head office address/Contact address	Starting time of being the related persons	Ending time of being the related persons	Relationship with the company
28	Trinh Thanh Tung						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2016		Son of Ms. Lai Thi Vinh - Member of the Board of Directors
29	Lai Thi Oanh						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2016		Older sister of Ms. Lai Thi Vinh - Member of the Board of Directors
30	Lai Van Cuong						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2016		Older brother of Ms. Lai Thi Vinh - Member of the Board of Directors
31	Lai Quang Trung						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2016		Older brother of Ms. Lai Thi Vinh - Member of the Board of Directors
32	Lai Thi Kim Dung						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2016		Older sister of Ms. Lai Thi Vinh - Member of the Board of Directors
33	Lai Thi Dinh						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2016		Older sister of Ms. Lai Thi Vinh - Member of the Board of Directors
34	Chu Thi Yen						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2016		Older sister-in-law of Ms. Lai Thi Vinh - Member of the Board of Directors

Or.	Full name	Securities trading account (if any)	Job title at the company (if any)	Owner's Certificate number	Date of issue of Owner's Certificate	Place of issue of Owner's Certificate	Head office address/Contact address	Starting time of being the related persons	Ending time of being the related persons	Relationship with the company
35	Nguyen Thi Hong Hanh						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2016		Older sister-in-law of Ms. Lai Thi Vinh - Member of the Board of Directors
36	Le Huu Canh						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2016		Older brother-in-law of Ms. Lai Thi Vinh - Member of the Board of Directors
37	Nguyen Thi Mo						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2005		Biological mother of Mr. Le Huu Canh - Member of the Board of Directors, General Director
38	Lai Thi Dinh						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2005		Wife of Mr. Le Huu Canh - Member of the Board of Directors, General Director
39	Le Hoai Thanh						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2005		Daughter of Mr. Le Huu Canh - Member of the Board of Directors, General Director
40	Le Thi Ngoc Diep						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2005		Daughter of Mr. Le Huu Canh - Member of the Board of Directors, General Director
41	Le Thi Loan						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2005		Older sister of Mr. Le Huu Canh - Member of the Board of Directors, General Director

Or.	Full name	Securities trading account (if any)	Job title at the company (if any)	Owner's Certificate number	Date of issue of Owner's Certificate	Place of issue of Owner's Certificate	Head office address/Contact address	Starting time of being the related persons	Ending time of being the related persons	Relationship with the company
42	Le Thi Phuong						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2005		Younger sister of Mr. Le Huu Canh - Member of the Board of Directors, General Director
43	Ngo Quyen						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2005		Son-in-law of Mr. Le Huu Canh - Member of the Board of Directors, General Director
44	Nguyen Thi Thu Huong						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2021		Wife of Mr. Ta Van Son - Member of the Board of Directors, Chairman of the Audit Committee
45	Pham Thi Ngo						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2021		Biological mother of Mr. Ta Van Son - Member of the Board of Directors, Chairman of the Audit Committee
46	Nguyen Quang Tru						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2021		Father-in-law of Mr. Ta Van Son - Member of the Board of Directors, Chairman of the Audit Committee
47	Ta Van Minh						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2021		Older brother of Mr. Ta Van Son - Member of the Board of Directors, Chairman of the Audit Committee
48	Ta Thi Hai						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2021		Younger sister of Mr. Ta Van Son - Member of the Board of Directors, Chairman of the Audit Committee

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49	Ta Thi Thu Ha						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2021		Younger sister of Mr. Ta Van Son - Member of the Board of Directors, Chairman of the Audit Committee
50	Le Van Hai						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2021		Older sister-in-law of Mr. Ta Van Son - Member of the Board of Directors, Chairman of the Audit Committee
51	Ngo Quang Dung						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2021		Younger brother-in-law of Mr. Ta Van Son - Member of the Board of Directors, Chairman of the Audit Committee
52	Luong Tuong Minh						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2021		Younger brother-in-law of Mr. Ta Van Son - Member of the Board of Directors, Chairman of the Audit Committee
53	Ta Nhat Linh						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2021		Daughter of Mr. Ta Van Son - Member of the Board of Directors, Chairman of the Audit Committee
54	Nguyen Viet Cuong						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2021		Son-in-law of Mr. Ta Van Son - Member of the Board of Directors, Chairman of the Audit Committee
55	Ta Son Tung						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2021		Son of Mr. Ta Van Son - Member of the Board of Directors, Chairman of the Audit Committee
56	Bui Ngoc Diep						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2021		Daughter-in-law of Mr. Ta Van Son - Member of the Board of Directors, Chairman of the Audit Committee

Or.	Full name	Securities trading account (if any)	Job title at the company (if any)	Owner's Certificate number	Date of issue of Owner's Certificate	Place of issue of Owner's Certificate	Head office address/Contact address	Starting time of being the related persons	Ending time of being the related persons	Relationship with the company
57	Luong Thi Nhai						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2013		Biological mother of Ms. Vu Thi Luong Dung - Member of the Board of Directors, Information discloser, Person in charge of Corporate Governance, Chairperson of the Trade Union
58	Dan Van Hai						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2013		Father-in-law of Ms. Vu Thi Luong Dung - Member of the Board of Directors, Information discloser, Person in charge of Corporate Governance, Chairperson of the Trade Union
59	Nguyen Thi Kep						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2013		Mother-in-law of Ms. Vu Thi Luong Dung - Member of the Board of Directors, Information discloser, Person in charge of Corporate Governance, Chairperson of the Trade Union
60	Dan Hai Long						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2013		Husband of Ms. Vu Thi Luong Dung - Member of the Board of Directors, Information discloser, Person in charge of Corporate Governance, Chairperson of the Trade Union
61	Dan Vu Hoang Linh						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2013		Son of Ms. Vu Thi Luong Dung - Member of the Board of Directors, Information discloser, Person in charge of Corporate Governance, Chairperson of the Trade Union
62	Vu Quang Dung						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2013		Older brother of Ms. Vu Thi Luong Dung - Member of the Board of Directors, Information discloser, Person in charge of Corporate Governance, Chairperson of the Trade Union

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63	Vu Thi Binh						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2013		Older sister of Ms. Vu Thi Luong Dung - Member of the Board of Directors, Information discloser, Person in charge of Corporate Governance, Chairperson of the Trade Union
64	Nguyen Van Bang						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2013		Older brother-in-law of Ms. Vu Thi Luong Dung - Member of the Board of Directors, Information discloser, Person in charge of Corporate Governance, Chairperson of the Trade Union
65	Le Huu Canh						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2025		Father-in-law of Mr. Ngo Quyen - Deputy General Director of the Company
66	Lai Thi Dinh						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2025		Mother-in-law of Mr. Ngo Quyen - Deputy General Director of the Company
67	Le Hoai Thanh						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2025		Wife of Mr. Ngo Quyen - Deputy General Director of the Company
68	Ngo Xuan Duong						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2025		Biological father of Mr. Ngo Quyen - Deputy General Director of the Company
69	Duong Thi Nhai						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2025		Biological mother of Mr. Ngo Quyen - Deputy General Director of the Company
70	Ngo Thi Quyen						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2025		Older sister of Mr. Ngo Quyen - Deputy General Director of the Company

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71	Nguyen Anh Duc						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2025		Older brother-in-law of Mr. Ngo Quyen - Deputy General Director of the Company
72	Ngo Thanh Truc						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2025		Daughter of Mr. Ngo Quyen - Deputy General Director of the Company
73	Lai Thi Thu Thao						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2011		Wife of Mr. Nguyen Van Thao - Deputy General Director
74	Nguyen Thu Van						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2011		Daughter of Mr. Nguyen Van Thao - Deputy General Director
75	Nguyen Bao Minh						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2011		Son of Mr. Nguyen Van Thao - Deputy General Director
76	Nguyen Thi Gai						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2011		Older sister of Mr. Nguyen Van Thao - Deputy General Director
77	Nguyen Van Lam						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2011		Older brother of Mr. Nguyen Van Thao - Deputy General Director
78	Nguyen Huu Son						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2011		Older brother of Mr. Nguyen Van Thao - Deputy General Director
79	Nguyen Duc Teo						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2011		Older brother of Mr. Nguyen Van Thao - Deputy General Director

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80	Nguyen Thi Goi						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2011		Older sister of Mr. Nguyen Van Thao - Deputy General Director
81	Lai Van Bay						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2011		Father-in-law of Mr. Nguyen Van Thao - Deputy General Director
82	Nguyen Thi Hoai						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2011		Older sister-in-law of Mr. Nguyen Van Thao - Deputy General Director
83	Tran Thi Luong						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2011		Older sister-in-law of Mr. Nguyen Van Thao - Deputy General Director
84	Do Thi Can						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2021		Biological mother of Ms. Mai Thi Thanh Ha - Chief Accountant
85	Nguyen Van Chien						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2021		Husband of Ms. Mai Thi Thanh Ha - Chief Accountant
86	Nguyen Van Huy						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2021		Son of Ms. Mai Thi Thanh Ha - Chief Accountant
87	Nguyen Tien Manh						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2021		Son of Ms. Mai Thi Thanh Ha - Chief Accountant
88	Nguyen Thi Xa						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2021		Mother-in-law of Ms. Mai Thi Thanh Ha - Chief Accountant

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89	Mai Thi Thanh Huong						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2021		Younger sister of Ms. Mai Thi Thanh Ha - Chief Accountant
90	Hoang Son						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2021		Younger brother-in-law of Ms. Mai Thi Thanh Ha - Chief Accountant
91	Nguyen Van Luan						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2013		Biological father of Ms. Nguyen Thi Thu Ha - Member of the Internal Audit Board, Company Secretary
92	Do Thi Hen						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2013		Biological mother of Ms. Nguyen Thi Thu Ha - Member of the Internal Audit Board, Company Secretary
93	Pham Ba Trang						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2013		Father-in-law of Ms. Nguyen Thi Thu Ha - Member of the Internal Audit Board, Company Secretary
94	Nguyen Thi Thoang						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2013		Mother-in-law of Ms. Nguyen Thi Thu Ha - Member of the Internal Audit Board, Company Secretary
95	Pham Quang Hung						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2013		Husband of Ms. Nguyen Thi Thu Ha - Member of the Internal Audit Board, Company Secretary
96	Pham Thi Song Thu						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2013		Daughter of Ms. Nguyen Thi Thu Ha - Member of the Internal Audit Board, Company Secretary

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97	Nguyen Ngoc Luu						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2013		Older brother of Ms. Nguyen Thi Thu Ha - Member of the Internal Audit Board, Company Secretary
98	Nguyen Thi Anh						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2013		Older sister-in-law of Ms. Nguyen Thi Thu Ha - Member of the Internal Audit Board, Company Secretary
99	Nguyen Thi Thu Hien						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2013		Older sister of Ms. Nguyen Thi Thu Ha - Member of the Internal Audit Board, Company Secretary
100	Do Van Chinh						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2013		Older brother-in-law of Ms. Nguyen Thi Thu Ha - Member of the Internal Audit Board, Company Secretary
101	Nguyen Huu Binh						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2013		Younger brother of Ms. Nguyen Thi Thu Ha - Member of the Internal Audit Board, Company Secretary
102	Bui Thi Thu Huong						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2013		Younger sister-in-law of Ms. Nguyen Thi Thu Ha - Member of the Internal Audit Board, Company Secretary

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103	Duong Anh Tuan						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2021		Biological father of Ms. Duong Thuy Linh - Member of the Internal Audit Board
104	Lam Thi Lich						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2021		Biological mother of Ms. Duong Thuy Linh - Member of the Internal Audit Board
105	Duong Thuc Luan						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2021		Younger sister of Ms. Duong Thuy Linh - Member of the Internal Audit Board
106	Le Minh Hoang						No. 34 Thien Loi Street, An Bien Ward, Hai Phong City	2021		Younger brother-in-law of Ms. Duong Thuy Linh - Member of the Internal Audit Board