

No.: 01/2026/HĐQT

HCMC, January 16, 2026

REPORT ON CORPORATE GOVERNANCE
Year 2025

To:

- **The State Securities Commission of Vietnam**
- **The Stock Exchange**

- Name of Public company: Nha Be Garment Corporation - Joint Stock Company (NBC)
- Head office address: No. 4, Ben Nghe Street, Tan Thuan Dong Ward, District 7, HCMC
- Telephone: 028 38720077 Fax: 028 38725107
- Charter capital: 200.000.000.000 VND.
- Stock symbol: MNB
- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors and General Director.

I. Activities of the General Meeting of Shareholders:

Information on meetings, resolutions and decisions of the General Meeting of Shareholders:

No.	Resolution No.	Date	Content
1	Resolution of the Annual General Meeting of Shareholders 2025	28/06/2025	<ul style="list-style-type: none">- Approval of the report on results of business operations in the year 2024 by the Board of Directors.- Approval of the plans and solutions to implement the 2025 plan by the Board of Directors.- Approval of the 2024 activity report and the strategic direction for 2025 by the Board of Directors.- Approval of the report on results of business operations in the year 2024 and the supervision plan for 2025 by the Board of Supervisors.- Approval of the combined financial statements and audited consolidated financial statements for 2024.- Approval of the proposal to select an independent auditing firm to audit the 2025 financial statements of the Corporation.- Approval of the proposal for profit distribution, fund allocation and dividend payment for 2024.- Approval of the profit plan, fund allocation, and proposed dividend payment for 2025.- Approval of the settlement report on

			<p>remuneration for the Board of Directors and the Board of Supervisors for 2024, and the remuneration payment plan for the Board of Directors and the Board of Supervisors for 2025.</p> <ul style="list-style-type: none"> - Approval of the proposal to continue implementing the plan for the public issuance of convertible bonds and the listing of publicly issued bonds. - Approval of the proposal on amendments and supplements to the Corporation's Charter. - Approval of the plan to issue shares under the Employee Stock Ownership Plan (ESOP). - Approval of the dismissal of Mr. La Van Tot from the position of Member of the Board of Directors for Term V (2023–2027), effective from June 27, 2025. - Approval of the result of electing Mr. Nguyen Huu Tam as a new Member of the Board of Directors for the remaining period of Term V (2023–2027).
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II. Board of Directors:

1. Information about the members of the Board of Directors (BoDs):

Information on meetings, resolutions and decisions of the General Meeting of Shareholders:

No.	Member of the Board of Directors	Position	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Mr. Pham Phu Cuong	Non-executive Member of the Board of Directors	30/06/2023	
2	Mr. Nguyen Ngoc Lan	Member of the Board of Directors – General Director	30/06/2023	
3	Mr. Doan Minh Duc	Member of the Board of Directors – Deputy General Director	30/06/2023	
4	Mr. Nguyen Xuan Dong	Non-executive Member of the Board of Directors	30/06/2023	
5	Mr. La Van Tot	Non-executive Member of the	30/06/2023	27/06/2025

		Board of Directors		
6	Mr. Nguyen Huu Tam	Member of the Board of Directors – Deputy General Director	27/06/2025	

2. Meetings of the Board of Directors:

No.	Member of the BoD	Position	Number of BoD meetings attended	Attendance rate	Note
1	Mr. Pham Phu Cuong	Chairman of the Board of Directors	21/21	100%	
2	Mr. Nguyen Ngoc Lan	Member of the Board of Directors	21/21	100%	
3	Mr. Doan Minh Duc	Member of the Board of Directors	21/21	100%	
4	Mr. La Van Tot	Member of the Board of Directors	10/21	48%	Dismissed on June 27, 2025
5	Mr. Nguyen Xuan Dong	Member of the Board of Directors	19/21	90%	
6	Mr. Nguyen Huu Tam	Member of the Board of Directors	11/21	52%	Appointed on 27/06/2025

3. Supervising the Board of Management by the Board of Directors:

- In 2025, the Board of Directors (BoD) held 21 meetings to exchange information, assess and evaluate the Corporation's production and business operations, and to issue decisions, resolutions, and direct instructions for the management and operation of business activities.

- To ensure compliance with corporate governance regulations and the timely and effective implementation of the Resolutions of the GMS, the BoD has regularly inspected and supervised the implementation of the resolutions and decisions of the GMS and the BoD. The BoD has also monitored the activities of the General Director and the supporting apparatus in carrying out the tasks assigned by the BoD. Attention has been paid to supervising the implementation of the production and business plan, while ensuring the interests of employees and shareholders in accordance with the law. All unusual issues arising in connection with the Corporation's operations are promptly reported by the General Director to the BoD, enabling the BoD to fully grasp the situation and provide timely directions when necessary. As a result, in 2025, the Corporation's operations remained stable, secure, and compliant with legal regulations.

4. Activities of the Board of Directors' subcommittee: None

- The Board of Directors does not establish subcommittees but assigns each member to be responsible for specific areas under the supervision, promotion, and guidance of the Board of Directors in implementing the decisions and resolutions of the Board in their assigned fields.

5. Resolutions/Decisions of the Board of Directors:

No.	Resolution/Decision No.	Date	Content	Approval rate
1	05/2025/HĐQT	25/02/2025	Decision on personnel representing NBC's capital at Dalat Garment Joint Stock Company.	100%
2	06/2025/HĐQT	25/02/2025	Decision on personnel representing NBC's capital at Song Tien Garment Joint Stock Company.	100%
3	07/2025/HĐQT	25/02/2025	Decision on personnel representing NBC's capital at Binh Thuan – Nha Be Garment Joint Stock Company.	100%
4	09/2025/HĐQT	05/03/2025	Resolution approving the implementation of the public issuance plan for convertible bonds, including details of the capital use plan from the public offering of convertible bonds.	100%
5	11/2025/HĐQT	05/03/2025	Resolution approving the dossier for the public issuance of convertible bonds.	100%
6	13/2025/HĐQT	19/03/2025	Resolution approving the loan from VietinBank – Branch 4.	100%
7	16/2025/HĐQT	02/04/2025	Resolution on the extension of the deadline for holding the 2025 Annual General Meeting of Shareholders.	100%
8	19/2025/HĐQT	05/05/2025	Decision on personnel representing NBC's capital and nominating candidates for the Board of Directors and Supervisory Board at Binh Thuan – Nha Be Garment Joint Stock Company.	100%
9	20/2025/HĐQT	05/05/2025	Decision on personnel representing NBC's capital and nominating candidates for the Board of Directors and Supervisory Board at Dalat Garment Joint Stock Company.	100%
10	21/2025/HĐQT	05/05/2025	Decision on personnel representing NBC's capital and nominating candidates for the Board of Directors and Supervisory Board at NBC Logistics Joint Stock Company.	100%
11	23/2025/HĐQT	22/05/2025	Resolution on the approval of the resignation letter from Mr. La Van Tot as a member of the Board of Directors.	100%

12	26/2024/HĐQT	23/05/2025	Resolution approving the implementation plan to ensure share issuance for conversion complies with foreign ownership ratio regulations.	100%
13	28/2025/HĐQT	23/05/2025	Resolution approving the dossier for the public offering of convertible bonds	100%
14	31/2025/HĐQT	24/06/2025	Resolution on nominating a candidate for election as an additional member of the Board of Directors for the remaining period of Term V (2023–2027)	100%
15	33/2025/HĐQT	14/07/2025	Resolution approving the implementation of the public offering plan for convertible bonds, including details of the plan for use of proceeds from the public offering of convertible bonds	100%
16	35/2025/HĐQT	14/07/2025	Resolution approving the dossier for the public offering of convertible bonds	100%
17	38/2025/HĐQT	24/07/2025	Resolution approving the loan from Vietcombank	100%
18	39/2025/HĐQT	25/07/2025	Resolution on the payment of cash dividends for 2024 in accordance with the Resolution of the 2025 Annual General Meeting of Shareholders	100%
19	42/2025/HĐQT	14/08/2025	Resolution approving the implementation of the public offering plan for convertible bonds, including details of the plan for use of proceeds from the public offering of convertible bonds	100%
20	43/2025/HĐQT	14/08/2025	Resolution approving the dossier for the public offering of convertible bonds	100%
21	45/2025/HĐQT	21/08/2025	Resolution approving the loan from SeABank	100%
22	47/2025/HĐQT	15/09/2025	Resolution on changing the corporate seal of Nha Be Garment Corporation – Joint Stock Company	100%
23	49/2025/HĐQT	07/10/2025	Resolution on the appointment of the Person in charge of Corporate Governance	100%

24	50/2025/HĐQT	07/10/2025	Resolution on promulgating the Information Disclosure Regulations of Nha Be Garment Corporation – Joint Stock Company	100%
25	52/2025/HĐQT	08/10/2025	Resolution approving the record date for determining the list of shareholders entitled to purchase bonds from the offering of convertible bonds to existing shareholders	100%
26	54/2025/HĐQT	26/11/2025	Resolution approving the results of bond subscription and payment for convertible bonds from the offering to existing shareholders as of November 12, 2025, and approving the plan for handling odd lots and undistributed remaining bonds	100%
27	56/2025/HĐQT	08/12/2025	Resolution approving the results of the offering of convertible bonds to existing shareholders	100%
28	59/2025/HĐQT	23/12/2025	Resolution on personnel representing and managing NBC's capital contribution at Binh Dinh Garment Joint Stock Company	100%
29	61/2025/HĐQT	24/12/2025	Resolution on the investment in purchasing shares of Nha Be Garment – Soc Trang Joint Stock Company	100%

III. Board of Supervisors:

1. Information about members of Board of Supervisors (BoS):

No.	Member of the BoS	Position	The date becoming/ceasing to be BoS member	Note
1	Mr. Phan Van Hai	Head of the Board of Supervisors	30/06/2023	
2	Mrs. Pham Thi Thanh Phuong	Member of Board of Supervisors	30/06/2023	
3	Mrs. Nguyen Thi Ngoc Thao	Member of Board of Supervisors	30/06/2023	

2. Meetings of the Board of Supervisors (BoS):

No.	Member of Board of Supervisor	Number of meetings attended	Attendance rate	Voting rate
1	Mr. Phan Van Hai	04/04	100%	100%
2	Mrs. Pham Thi Thanh Phuong	04/04	100%	100%
3	Mrs. Nguyen Thi Ngoc Thao	04/04	100%	100%

3. *Supervising the Board of Directors, the Board of Management, Shareholders by the Board of Supervisors:*

- In 2025, the Board of Supervisors performed its oversight function on the management activities of the Board of Directors, the General Director, and the Corporation's business operations in compliance with the provisions of the law and the Corporation's Charter by attending and providing input at the Board of Directors' meetings;
- Reviewing the Corporation's quarterly financial statements;
- Assessing the effectiveness of the management and operations of the Board of Directors, the General Director, and the Corporation's business performance through financial statements and reports from the Board of Directors and the Board of Managements.

4. *The coordination between the Board of Supervisors with the Board of Management, Board of Directors and other managers:*

- The Board of Supervisors, along with members of the Board of Directors, the Board of Managements, and relevant units, actively exchanged information and coordinated efforts during the implementation of inspection and supervision activities.;
- The Board of Directors' meetings consistently invited members of the Board of Supervisors and the Board of Managements to participate in jointly developing solutions for the Corporation's business operations.
- The Board of Directors, the Board of Supervisors, the Board of Managements, and the management personnel of the Corporation maintained a close and coordinated relationship in the management and operation of business activities. During its activities, the Board of Supervisors was provided with all relevant documents and information in full compliance with the Corporation's Charter and internal governance regulations.

5. *Other activities of the Board of Supervisors:*

The Board of Supervisors regularly collaborated with specialized departments to provide feedback on the development, issuance, or amendment of governance regulations. Additionally, it frequently monitored the compliance of these departments during business operations to ensure that activities were implemented correctly, comprehensively, and promptly in accordance with current legal regulations.

IV. Board of Management:

No.	Member of Board of Management	Date of birth	Qualification
1	Mr. Nguyen Ngoc Lan	09/09/1971	Bachelor of Economic
2	Mrs. Le Thi Ngoc Dieu	25/12/1969	College of Sewing Technology
3	Mr. Mai Van Hoang Dung	03/05/1967	Bachelor of Economic
4	Mrs. Le Thi Ha Chi	24/04/1971	Bachelor of Economic
5	Mr. Doan Minh Duc	13/07/1971	Bachelor of Economic
6	Mrs. Duong Thi Tuyet	21/02/1966	Technical College
7	Mr. Le Thanh Hoang	15/03/1964	Bachelor of Economic
8	Mr. Dao Duy Le	20/05/1963	Bachelor of Economic
9	Mr. Nguyen Huu Tam	05/09/1974	Bachelor of Economic

V. Chief Accountant:

Name	Date of birth	Qualification
Mr. Dang Minh Tuyen	23/09/1983	Bachelor of Economic

VI. Training courses on corporate governance:

Members of the Board of Directors, the Board of Supervisors, the Board of Management, Chief Accountant, and the Company Secretary have participated in corporate governance training courses.

VII. The list of affiliated persons of the public company and transactions of affiliated persons of the Company:**1. The list of affiliated persons of the Company**

No.	Name of organization/individual	Position at the Company (if any)	NSH No. *, date of issue, place of issue	Address	Relationship with the Company
1	Vietnam National Textile And Garment Group		0100100008	41A Ly Thai To Street, Hanoi	State shareholder
2	4M Joint Stock Company		0312575412	No. 9, Street No. 8, M-Building, Tan Phu Ward, District 7, Ho Chi Minh City	Major shareholders
3	Tran Linh Trang		001170008907	27 Hang Chuoi Street, Pham Dinh Ho Ward, Hai Ba Trung District, Hanoi	Major shareholders
4	La Van Tot	TV HĐQT (Dismissed on 27/06/2025)	075078000118	No. 02, My Phu 3A Residential Area, Quarter 6, Tan Phu Ward, District 7, Ho Chi Minh City	No longer a major shareholder as of May 22, 2025.
5	Nguyen Ly Duc Quan		056078000183	No. 21, Street 79, Quarter 1, Tan Quy Ward, District 7, Ho Chi Minh City	Became a major shareholder on November 25, 2025

2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons: None

3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power: None

4. Transactions between the Company and other objects: None

VII. Share transactions of internal persons and their affiliated persons:

1. The list of internal persons and their affiliated persons

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1	Pham Phu Cuong		Chairman of the Board of Directors	049070022499, 24/11/2021, Police Department for Administrative Management of Social Order	01 Le Quoc Trinh Street, Quarter 4, Phu Tho Hoa Ward, Tan Phu District, HCM	325.622	1,63%	Representative of State Capital
	Huynh Thi Nhung							Mother
	Nguyen Thi Hong Hue							Wife
	Pham Quoc Bao							Child
	Pham Nguyen Thai An							Child
	Pham Thanh Hung							Older Sibling
	Pham Thanh Vu							Younger Sibling
	Pham Thi Thanh Trang							Younger Sibling
	Pham Thi Thanh Nhan			049179021936, 02/11/2021, Cục CS QLHC về TTXH	101 Đường số 10, KP1A, P.Tân Thuận Đông, Q.7, Tp.HCM	16.100	0,08%	Younger Sibling

2	Nguyen Ngoc Lan		Member of the Board of Directors, General Director	079071042831, 18/07/2023, Police Department for Administrative Management of Social Order	227 Vo Thanh Trang, Ward 11, Tan Binh District, HCM	176.700	0,88%	Representative of State Capital
	Nguyen Ngoc Hong							Father
	Nguyen Thi Trinh							Mother
	Nguyen Thi Tuy Hoa							Older Sibling
	Nguyen Thi Kim Thinh							Older Sibling
	Nguyen Thi Xuan Don							Older Sibling
	Nguyen Van Son							Older Sibling
	Nguyen Ngoc Duy Khuong							Younger Sibling
3	Doan Minh Duc		Member of the Board of Directors, Deputy General Director	079071046810, 22/11/2021 - Issued in Ho Chi Minh City	484/2 Le Quang Dinh, Ward 11, Binh Thanh, Ho Chi Minh City	56.100	0,28%	
	Doan Minh Anh							Child
	Doan Minh Thinh							Child
	Le Thi Thanh Xuan							Mother

	Doan Khanh Linh							Older Sibling
	Doan Minh Truong							Older Sibling
	Doan Minh Vu							Older Sibling
	Doan Minh Loc							Older Sibling
4	Nguyen Xuan Dong		Member of the Board of Directors	001070048919, 23/07/2021, Police Department for Administrative Management of Social Order	Lot 76, A2, My Dinh Ward, Nam Tu Liem District, Hanoi	20.500	0,01%	
	Nguyen Xuan Binh							Father
	Ngo Thi Than							Mother
	Tran Huong Nga							Wife
	Nguyen Nhat Ha							Child
	Nguyen Tran Xuan An							Child
	Nguyen An Ha Anh							Child
	Nguyen Thi Anh Dao			001173019213, 16/04/2021, Police Department for Administrative Management of Social Order		398.900	1,99%	Younger Sibling

5	Nguyen Huu Tam		Member of the Board of Directors, Deputy General Director			71.400	0.36%	
	Nguyen Van Truc			083052000522	35/1 Le Thi Hong Gam, Ward 6, My Tho Tien Giang			Father
	Nguyen Thi Hoa			082152008223	35/1 Le Thi Hong Gam, Ward 6, My Tho Tien Giang			Mother
	Nguyen Van Minh			079058002959	774/8 Dien Bien Phu, Ward 10, District 10, Ho Chi Minh City			Father-in-law
	Tran Thi My Phuoc			079158006349	774/8 Dien Bien Phu, Ward 10, District 10, Ho Chi Minh City			Mother-in-law
	Nguyen Thi My Tran			079180010507	B401, Hung Vuong 1, KP3, Tan Phong Ward, District 7, Ho Chi Minh City			Wife
	Nguyen Huu Minh An			P02860066	B401, Hung Vuong 1, KP3, Tan Phong Ward, District 7, Ho Chi Minh City			Child
	Nguyen Lam An Nhien			P02860065	B401, Hung Vuong 1, KP3, Tan Phong Ward, District 7, Ho Chi Minh City			Child

	Nguyen Van Cuong			082071009429	35/1 Le Thi Hong Gam, Ward 6, My Tho Tien Giang			Older Sibling
	Bui Thi Kim Phuong			083177007298	Tan Xuan, Ba Tri, Ben Tre			Older Sister-in-law
	Nguyen Thi Dieu Huyen			082173001600	35/1 Le Thi Hong Gam, Ward 6, My Tho Tien Giang			Older Sibling
	Nguyen Huy Thuong			044064002588	35/1 Le Thi Hong Gam, Ward 6, My Tho Tien Giang			Older Brother-in-law
	Nguyen Huu Tri			082076009110	1191/6 Hamlet 2, Phuoc Kien, Nha Be, Ho Chi Minh City			Older Sibling
	Tran Huynh Ngoc Quang			080181000569	1191/6 Hamlet 2, Phuoc Kien, Nha Be, Ho Chi Minh City			Younger Sister-in-law
	Nguyen Huu Tram			082079019806	30/90 Lam Van Ben, Tan Kieng, District 7, Ho Chi Minh City			Sibling
	Nguyen Hoang Bich Thao			079181019358	30/90 Lam Van Ben, Tan Kieng, District 7, Ho Chi Minh City			Younger Sister-in-law
6	La Van Tot		Member of the Board of Directors (Dismissed on 27/06/2025)	074078000118, 03/03/2022, Police Department for Administrative Management of Social Order	No. 2 My Phu 3A Internal Road, My Phu 3 Area, Tan Phu Ward, District 7, HCMC	10.000	0,05%	
	Liem Tu Phuong			079180002374				Wife
	La Anh Kiet			079204038738				Child

	La Kien Minh							Child
	La Kien Gia							Child
	La Thi Tuoi			075177000135				Older Sibling
	La Van Them			075080007750				Younger Sibling
7	Phan Van Hai	006C013710	Head of the Board of Supervisors	052067000226 08/10/2018, Department of Registration and National Database on Population Management	16/10Z Bui Van Ba, Tan Thuan Dong Ward, District 7, HCM	221.007	1.11%	
	Ta Thanh Truc	006C087184				10.000	0.05%	Wife
	Phan Thanh Huong Thuy							Child
	Phan Thien Nhan							Child
	Ho Loi							Older Brother-in-law
8	Nguyen Thi Ngoc Thao	001C537940	Member of the Board of Supervisors	082179000522, 29/05/2018, Department of Registration and National Database on Population Management	87/73, Street No. 3, BHH Ward, Binh Tan District, HCM	55.600	0.28%	
	Nguyen Van Hoi							Father
	Nguyen Thi Dieu							Mother
	Huynh Thanh Phung							Husband
	Nguyen Thi Ngoc Anh							Older Sibling
	Nguyen Thi Thu Hong							Older Sibling
	Nguyen Thi Tuyet Loan							Older Sibling

	Nguyen Minh Chanh							Older Sibling
	Nguyen Minh Tinh							Younger Sibling
	Tran Thi Mong Tuyen							Younger Sister-in-law
	Phan Ngoc Hoa							Older Brother-in-law
	Pham Van Dung							Older Brother-in-law
	Dinh Nhut Dung							Older Brother-in-law
9	Pham Thi Thanh Phuong		Member of the Board of Supervisors	056175007259 issued 10/07/2021	No. 10 Nguyen Hue, Ben Nghe Ward, District 1, HCM	6.000	0,03%	
	Pham Thi Bich Thuan							Older Sibling
	Nguyen Van Hao							Older Brother-in-law
	Pham Thi Van							Older Sibling
	Tran Nhu Lua							Older Brother-in-law
	Pham Thi Thanh Tuyen							Older Sibling
	Do Huu Nhan							Older Brother-in-law
	Pham Tan Dung							Older Sibling
	Nguyen Thi Quynh Chi							Older Sister-in-law
	Pham Thi Trinh							Older Sibling
	Nguyen Huu Thuan							Older Brother-in-law

	Pham Tan Dan							Older Sibling
	Tran Thi Huong Giang							Sister-in-law
	Pham Tan Quang							Older Sibling
	Dinh Kim Loan							Older Sister-in-law
	Huynh Nhu Bao Chau							Child
10	Le Thi Ngoc Dieu		Deputy General Director	079169002651	272/4 Doan Van Bo, Ward 16, District 4, Ho Chi Minh City.	137.162	0.69%	
	To Thi Dieu			089150000130				Mother
	Le Ngoc Nha			079070004640				Younger Sibling
	Nguyen Ngoc Thuy			079172004522				Younger Sister-in-law
	Le Ngoc Nhan			079073025950				Younger Sibling
	Phan Thi Ngoc Linh			079177013412				Younger Sister-in-law
	Le Thi Ngoc Hien			079179003163				Younger Sibling
	Giap Hoang Minh			079077006433				Younger Brother-in-law
11	Duong Thi Tuyet		Deputy General Director	079166027717 issued 10/07/2021	21A Ton That Thuyet, Ward 18, District 4, HCMC	31.355	0.16%	
	Duong Van Luon							Father
	Phan Thi Giu							Mother

	Duong Xuan Chi							Younger Sibling
	Dang Vu Hoi							Younger Brother-in-law
	Duong Mong Hung							Younger Sibling
	Nguyen Thi Phuong							Younger Sister-in-law
	Duong Xuan Trang							Younger Sibling
	Duong Huu Phuoc							Younger Sibling
	Huynh Thi Khanh Van							Younger Sister-in-law
	Duong Xuan Lan							Younger Sibling
	Uong Sy Sinh							Younger Brother-in-law
12	Dao Duy Le		Deputy General Director	052063019693, issued 28/09/2021	Hoai Hao Ward, Hoai Nhon Town, Binh Dinh	11.300	0.06%	
	Vo Thi A							Wife
	Dao Duy Hoai							Child
	Dao Duy Huy							Child
	Trinh Thi Thuy Kieu							Children-in-law
13	Le Thanh Hoang		Deputy General Director	060064005579, issued 25/09/2022	17 Tran Nhat Duat, Binh Hung, Phan Thiet, BT	24.600	0.12%	

	Nguyen Thi Hong Loan							Wife
	Le Ngoc Dang							Child
	Nguyen Nhat Lai							Mother-in-law
	Le Thi Hai Yen							Younger Sibling
	Trinh Van Tuan							Younger Brother-in-law
	Le Hoai Thuong							Older Sibling
	Duong Thi Thuy Loan							Younger Sister-in-law
	Le Tien Dang							Older Sibling
14	Mai Van Hoang Dung	006C87687	Deputy General Director	079067034753. 20/12/2021/HCM	No. 81-Road 5-KP3-An Phu Ward-Thu Duc City-HCMC.	79.404	0.40%	
	Nguyen Thi Dong							Mother
	Thuong Cong Chanh							Father-in-law
	Thuong Thi Ngoc Tuyet							Wife
	Mai Thuong Hoang Duy							Child
	Mai Kim Dung							Older Sibling
	Mai Thi Kim Hoang							Older Sibling
	Mai Van Kiet							Younger Sibling
	Mai Thi Kim Oanh							Younger Sibling
	Mai Thi Kim Yen							Younger Sibling

	Pham Van Tu							Older Brother-in-law
	Dao Xuan Truong							Younger Brother-in-law
	Tran Minh Quang							Younger Brother-in-law
15	Le Thi Ha Chi		Deputy General Director	079171017993, issued 02/08/2022	350/1/6L Huynh Tan Phat Street, Binh Thuan Ward, District 7, Ho Chi Minh City	81.200	0.41%	
	Le Thanh Van							Older Sibling
	Le Thi Ha Thanh							Older Sibling
	Le Thi Ha Phuong							Older Sibling
	Le Thi Ha Ngoc					3.000	0.02%	Younger Sibling
	Le Thi Ha Chau							Younger Sibling
	Pham Thi Tuyet Thanh							Older Sister-in-law
	Nguyen Kim Thong							Older Brother-in-law
	Vo Chi Dung							Younger Brother-in-law
	Dao Ngoc Tu							Younger Brother-in-law

16	Dang Minh Tuyen		Chief Accountant	072083002573, 23/02/2021 – Police Department for Administrative Management of Social Order	41/36/19 Special use 9, Phu My Ward, District 7, Ho Chi Minh City	35.100	0,18%	
	Dang Van Thach							Father
	Vo Thi My Tuyen							Mother
	Nguyen Mai Khanh Trang							Wife
	Dang Nguyen Ha My							Child
	Dang Minh Khoa							Child
	Dang Vo Phuong Hang							Younger Sibling
	Dang Vo Hue Chi							Younger Sibling

2. Transactions of internal persons and affiliated persons with shares of the company

Stt	Transaction executor	Relationship with internal persons	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increasing, decreasing (buying, selling, converting, rewarding, etc.)
			Number of shares	Percentage	Number of shares	Percentage	
1	Pham Phu Cuong		325.622	1,63%	325.622	1,63%	
	Pham Thi Thanh Nhan	Younger Sibling	16.100	0,08%	16.100	0,08%	
2	Nguyen Ngoc Lan		176.700	0,88%	176.700	0,88%	
3	Doan Minh Duc		56.100	0,28%	56.100	0,28%	
4	La Van Tot		1.694.720	8,47%	10.000	0,05%	Sell

5	Nguyen Xuan Dong		20.500	0,10%	20.500	0,10%	
	Nguyen Thi Anh Dao	Younger Sibling	398.900	1,99%	398.900	1,99%	
6	Phan Văn Hai		212.857	1,06%	221.007	1,11%	Buy
7	Nguyen Thi Ngoc Thao		55.600	0,28%	55.600	0,28%	
8	Pham Thi Thanh Phuong		6.000	0,03%	6.000	0,03%	
9	Duong Thi Tuyen		31.355	0,16%	31.355	0,16%	
10	Dao Duy Le		11.300	0,06%	11.300	0,06%	
11	Le Tht Ngoc Dieu		137.162	0,69%	137.162	0,69%	
12	Le Thanh Hoang		24.600	0,12%	24.600	0,12%	
13	Mai Van Hoang Dung		79.404	0,40%	79.404	0,40%	
14	Le Thi Ha Chi		81.200	0,41%	81.200	0,41%	
	Le Thi Ha Ngoc	Younger Sibling	3.000	0,02%	3.000	0,02%	
15	Nguyen Huu Tam		71.400	0,36%	71.400	0,36%	
16	Dang Minh Tuyen		35.100	0,18%	35.100	0,18%	

IV. Other significant issues: None

CHAIRMAN OF THE BOARD OF DIRECTORS *Real*



PHAM PHU CUONG

