

Hanoi, January 27, 2026

REPORT ON CORPORATE GOVERNANCE OF LISTING COMPANY

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-DHD CD-SBM	22/04/2025	Resolution of the Annual General Meeting of Shareholders for 2025
2	No 182/BB-DHD CD-SBM	22/04/2025	Minutes of the 2025 Annual General Meeting of Shareholders
3	No 108/ NQ-DHD CD-SBM	30/12/2025	Resolution on obtaining shareholders' written opinions

4	No 455/BB-DHDCD-SBM	30/12/2025	Minutes of vote counting of shareholders' written opinions
---	---------------------	------------	--

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	5/5	100%	
2	Mr.Le Dinh Luong	5/5	100%	
3	Mr.Vu Minh Tu	3/3	100%	
4	Mr.Lai Hop Quoc	10/10	100%	

5	Mrs.Nguyen Thi Kim Lan	10/10	100%	
6	Mr.Do Minh Duc	10/10	100%	
7	Mrs.Thieu Thi Hang My	7/7	100%	

3. Supervision by the BOD over the General Director:

- The Board of Directors carries out its supervisory function through regular meetings, extraordinary meetings, and direct meetings and discussions with the Board of Management on operational matters

- The Board of Directors has strictly and fully fulfilled its roles and responsibilities in accordance with the Law on Enterprises, the Company's Charter, and resolutions of the General Meeting of Shareholders; closely monitored all activities of the Company and promptly provided orientations to address difficulties, thereby ensuring efficient and effective business operations.

- The Board of Directors accompanies the Board of Management in monitoring the implementation and execution of resolutions and decisions issued by the General Meeting of Shareholders and the Board of Directors.

- The Board of Directors supervises and directs information disclosure activities to ensure transparency and timeliness in compliance with applicable 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.	01.1/QD-HDQT-SBM
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%

No.	Resolution/ Decision No.	Date	Content	Percentage
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%

No.	Resolution/ Decision No.	Date	Content	Percentage
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%

No.	Resolution/ Decision No.	Date	Content	Percentage
21	54/NQ- HDQT-SBM	30/06/2025	Resolution on the Dismissal and Appointment of Members of the Board of Directors	100%
22	89/QD-HDQT-SBM	09/09/2025	Decision re: Appointment of the person in charge of corporate governance of Bac Minh Development Investment Joint Stock Company	100%
23	90/QD-HDQT-SBM	09/09/2025	Decision re: Promulgation of the Information Disclosure Regulations of Bac Minh Development Investment Joint Stock Company	100%
24	93/QD-HDQT-SBM	11/09/2025	Decision re: Short-term borrowing from the Joint Stock Commercial Bank for Investment and Development of Vietnam – Transaction Office No. 3 to supplement working capital for the Company's production and business activities.	100%
25	102.1/ QD-HDQT-SBM	08/12/2025	Decision re: Approval of the technical plan for renovation of the lifting equipment system for operation of the sand flushing gate at Ta Co Hydropower Plant	100%
26	103/NQ-HDQT-SBM	01/12/2025	Resolution re: Obtaining shareholders' written opinions to approve matters falling under the authority of the General Meeting of Shareholders of SBM	100%
27	104/QD-HDQT-SBM	01/12/2025	Decision re: Establishment of the vote counting committee for shareholders' written voting	100%
28	110/QD-HDQT-SBM	30/12/2025	Decision re: Approval of the adjustment to the 2025 production and business plan	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	6/6	100%	100%	
2	Mr.Nguyen Quoc Thai	6/6	100%	100%	
3	Mr.Le Lam Thanh	6/6	100%	100%	

3. Supervisory activities of the Supervisory Board

- Supervision of the implementation of resolutions and decisions of the General Meeting of Shareholders and the Board of Directors issued in 2025.

- Inspection and supervision of the Company's management and administration through monitoring the activities of the Board of Directors and the Board of Management; assessment of the management performance of the Board of Directors and the Board of Management for submission to the General Meeting of

Shareholders for approval.

- Review of the appropriateness of resolutions and decisions of the Board of Directors and the Board of Management in the Company's management, ensuring compliance with the procedures for implementation of approved plans.

- Review of monthly production and business performance reports; quarterly, semi-annual financial statements, and audited annual financial statements prior to submission 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 discussing and reaching consensus with the Board of Directors on inspection and supervision contents and plans, and coordinating with the Executive Management during the implementation of inspection and supervision activities.

- Strengthening coordination, information exchange, and discussions between the Supervisory Board and the Board of Directors, the Board of Management, and other managerial staff through expanded meetings of the Board of Directors.

- All documents and minutes of meetings of the Board of Directors were provided to the Supervisory Board for review in order to provide timely feedback and recommendations.

- The Supervisory Board always closely coordinates with the Board of Directors and the Executive Management to promptly grasp the actual situation of the Company's production and business activities, thereby contributing opinions and recommendations in compliance with applicable laws and in the best interests 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 of Economics

VI. Training on corporate governance

Members of the Board of Directors, the Supervisory Board, the Executive Management, and other managerial staff of the Company participated in training courses and workshops on corporate governance as required. In addition, the Board of Directors arranged and appointed representatives to attend training programs and workshops organized by the State Securities Commission and the Hanoi Stock Exchange in order to enhance the Company's compliance with regulations promulgated by the State

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.

No.	Name of organization/individual	Related party relationships with the company	Number*, Date of Issue, Issuing Authority	Headquarters Address/Contact Address	Transaction Date with the Company	Resolution/ Decision Number of the General Meeting of Shareholders	Content, quantity, total transaction value	Note
-----	---------------------------------	--	---	--------------------------------------	-----------------------------------	--	--	------

						<i>/Board of Directors... passed</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	Year 2025	Resolution No. 108/NQ-GMS-SBM dated 30 December 2025	<i>Purchase of commercial electricity with a total value of</i> 310.255.148.359 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 *1/2*



Nguyen Thi Thanh Huong

LIST OF RELATED PERSONS OF THE COMPANY
(Issued as an attachment to the Company's Corporate Governance Report for 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 Directors		27/04/2023	1/7/2025	The legal entity has changed its representative for the contributed capital	Internal person	
2	Nguyen Thi Thanh Huong		Chairman of the Board of Directors		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/Person in charge of corporate governance		09/09/2025	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/ Appoint the Person in charge of Corporate Governance effective from September 9, 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 Tuyet Van	002C115468	Chief Accountant		20/09/2022			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
11	Nguyen Van Minh		Head of the Supervisory Board		27/04/2023			Internal person	
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 Corporate Governance Report for 2025)

No.	Name of Organization/ Individual	Securities Trading Account (if any)	Position in the Company (if any)	Number of Shares Owned at the End of the Period		Notes
				Number of Shares	Percentage	
1	Le Dinh Luong		Chairman of the Board of Directors	0	0%	Dismissed effective from July 1, 2025
2	Nguyen Thi Thanh Huong		Chairman of the Board of Directors	0	0,00%	Appointed effective from July 1, 2025
2.1	Nguyen Ngoc Du			0	0,00%	Father
2.2	Nguyen Thi Hao			0	0,00%	Mother
2.3	Nguyen Thanh Son			0	0,00%	Husband
2.4	Nguyen Thuy Duong			0	0,00%	Daughter
2.5	Nguyen Bao Ngoc			0	0,00%	Daughter
2.6	Nguyen Ngoc Hung			0	0,00%	Younger brother
2.7	Vo Thi Thu Hien					Sister-in-law
2.8	Nguyen Phuong Hai			0	0,00%	Younger sister
2.9	Bui Hoang Anh					Brother-in-law
2.10	Nguyen Ngoc Huan			0	0,00%	Father-in-law
2.11	Bach Kim Nga			0	0,00%	Mother-in-law

No.	Name of Organization/ Individual	Securities Trading Account (if any)	Position in the Company (if any)	Number of Shares Owned at the End of the Period		Notes
				Number of Shares	Percentage	
2.12	Nguyen Huy Luan			0	0,00%	Brother-in-law
2.13	Nguyen Hong Mai			0	0,00%	Sister-in-law
2.14	Northern Power Corporation			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 Manngement	963.149	2,14%	
3.1	Lai Hop Dang			0	0,00%	Father
3.2	Bui Thi Dao			0	0,00%	Mother
3.3	Kan Thi Quynh Lan			0	0,00%	Wife
3.4	Lai Quynh Anh	005C105607		3.140	0,01%	Daughter
3.5	Lai Ngoc Anh			0	0,00%	Daughter
3.6	Lai Hop Chung			0	0,00%	Older brother
3.7	Pham Thi Cham			0	0,00%	Sister-in-law
3.8	Lai Hop Quang			0	0,00%	Brother
3.9	Khong Thi Binh			0	0,00%	Sister-in-law
3.10	Lai Hop Quy			0	0,00%	Younger brother
3.11	Tran Thi Lan			0	0,00%	Sister-in-law
3.12	Lai Hop Quynh			0	0,00%	Younger brother

No.	Name of Organization/ Individual	Securities Trading Account (if any)	Position in the Company (if any)	Number of Shares Owned at the End of the Period		Notes
				Number of Shares	Percentage	
3.13	Nguyen Thi Phuc			0	0,00%	Sister-in-law
3.14	Lai Thi Quyen			0	0,00%	Younger sibling
3.15	Nguyen Van Cuong			0	0,00%	Brother-in-law
3.16	Lai Thi Bich Lien			0	0,00%	Younger sister
3.17	Nguyen Tien			0	0,00%	Brother-in-law
3.18	Kieu Luong Huy			0	0,00%	Son-in-law
3.19	Nguyen Thi Kim Giao			0	0,00%	Mother-in-law
3.20	Kan Xuan Tung			0	0,00%	Father-in-law
3.21	Northern Electricity Joint Stock Company			3.664.653	8,14%	Director
4	Nguyen Thi Kim Lan		Member of the Board of Manngement	0	0,00%	
4.1	Nguyen Van Bay			0	0,00%	Father-in-law
4.2	Dam Thi Nhi			0	0,00%	Mother-in-law
4.3	Nguyen Van Ho			0	0,00%	Father
4.4	Nguyen Thi Hoan			0	0,00%	Mother
4.5	Nguyen Phuc Vinh			9.355.500	20,77%	Husband
4.6	Nguyen Phuc Cuong			0	0,00%	Son
4.7	Dang Thi Ngoc Tam			0	0,00%	Daughter-in-law
4.8	Nguyen Phuc Thinh			0	0,00%	Son
4.9	Tran Thi Lan Huong			0	0,00%	Daughter-in-law
4.10	Nguyen Phuc Dam Linh			0	0,00%	Daughter
5	Do Minh Duc	002C119297	Member of the Board of Manngement	20.790	0,05%	

No.	Name of Organization/ Individual	Securities Trading Account (if any)	Position in the Company (if any)	Number of Shares Owned at the End of the Period		Notes
				Number of Shares	Percentage	
5.1	Di Ich Dao			0	0,00%	Father
5.2	Nguyen Thi Xuan				0,00%	Mother
5.3	Nguyen Van Lap			0	0,00%	Father-in-law
5.4	Dinh Thi Hang			0	0,00%	Mother-in-law
5.5	Do Minh Hung			0	0,00%	Younger sibling
5.6	Do Manh Cuong			0	0,00%	Younger brother
5.7	Nguyen Hoang Loan	002C119246		0	0,00%	Wife
5.8	Do Hoang Dung			0	0,00%	Daughter
5.9	Do Hoang An			0	0,00%	Daughter
5.10	Doan Thi Mai Anh			0	0,00%	Sister-in-law
5.11	Le Thi Thu Ha			0	0,00%	Sister-in-law
5.12	Linh Lam Investment Co., Ltd			4.283.925	9,51%	Capital Management Representative
6	Thieu Thi Hang My		Member of the Board of Manngement			
6.1	Thieu Kim Quynh					
6.2	Dinh Thi Hang Nga					
6.3	Thieu Quynh Chi					

No.	Name of Organization/ Individual	Securities Trading Account (if any)	Position in the Company (if any)	Number of Shares Owned at the End of the Period		Notes
				Number of Shares	Percentage	
6.4	Pham Thieu Jared					
6.5	Pham Anh Sa					
7	Vu Minh Tu	002C126235	Director/ Person in charge of corporate governance	975.779	2,17%	
7.1	Vu Minh Su			0	0,00%	Father
7.2	Hoang Thi Nguyen			0	0,00%	Mother
7.3	Vu Thi Lan Anh			0	0,00%	Older sister
7.4	Nguyen Van Cong			0	0,00%	Brother-in-law
7.5	Vu Minh Tuan			0	0,00%	Older brother
7.6	Trinh Thi Thu			0	0,00%	Sister-in-law
7.7	Nguyen Thi Hong Hanh	002C272766		0	0,00%	Wife
7.8	Nguyen Cuong			0	0,00%	Father-in-law
7.9	Tran Thi Thuan			0	0,00%	Mother-in-law
7.10	Vu Hoang Bao Anh			0	0,00%	Daughter
7.11	Vu Hoang Nam Anh			0	0,00%	Son
8	Nguyen Tai Tuan	002C126237	Deputy Director	60.014	0,13%	
8.1	Nguyen Tai Sinh			0	0,00%	Father
8.2	Hoang Thi Van			0	0,00%	Mother
8.3	Nguyen Thi Thuy			0	0,00%	Older sister
8.4	Nguyen Thi Thu			0	0,00%	Older sister
8.5	Nguyen Thi Xuan			0	0,00%	Older sister

No.	Name of Organization/ Individual	Securities Trading Account (if any)	Position in the Company (if any)	Number of Shares Owned at the End of the Period		Notes
				Number of Shares	Percentage	
8.6	Nguyen Thi Toan			0	0,00%	Younger sibling
8.7	Nguyen Thu Huong			0	0,00%	Wife
8.8	Nguyen Khanh Linh			0	0,00%	Child
8.9	Do Cao Minh			0	0,00%	Son-in-law
8.10	Nguyen Tai Tien			0	0,00%	Child
8.11	Nguyen Huu Thai			0	0,00%	Father-in-law
8.12	Hoang Thi Khieu			0	0,00%	Mother-in-law
8.13	Le Luan			0	0,00%	Brother-in-law
8.14	Vu Dinh Khoa			0	0,00%	Brother-in-law
8.15	Duong Van Du			0	0,00%	Brother-in-law
8.16	Nguyen Thuyet			0	0,00%	Brother-in-law
9	Le Duc Dan		Deputy Director	0	0,00%	
9.1	Le Duc Phong			0	0,00%	Father
9.2	Nguyen Thi Hue			0	0,00%	Mother
9.3	Le Thi Huong			0	0,00%	Older sister
9.4	Pham Van Luu			0	0,00%	Brother-in-law
9.5	Le Thi Dung			0	0,00%	Older sister
9.6	Hoang Cong Hoan			0	0,00%	Brother-in-law

No.	Name of Organization/ Individual	Securities Trading Account (if any)	Position in the Company (if any)	Number of Shares Owned at the End of the Period		Notes
				Number of Shares	Percentage	
9.7	Le Thi Phuong			0	0,00%	Younger sibling
9.8	Vuong Thi Thu Huong			0	0,00%	Wife
9.9	Le Dac Binh			0	0,00%	Son
9.10	Le Dac Binh Minh			0	0,00%	Son
9.11	Vuong Van Than			0	0,00%	Father-in-law
9.12	Pham Thi Reo			0	0,00%	Mother-in-law
10	Bui Tuyet Van	002C115468	Chief Accountant	235.207	0,52%	
10.1	Bui Van Han			0	0,00%	Father
10.2	Cao Thi Anh Tuyet	002C238268		80.850	0,18%	Mother
10.3	Nguyen Thi Vinh			0	0,00%	Mother-in-law
10.4	Bui Tuan Viet			0	0,00%	Younger brother
10.5	Pham Ky Nam			0	0,00%	Husband
10.6	Pham Bao Ngan			0	0,00%	Daughter
10.7	Pham Phuc Nguyen			0	0,00%	Son
10.8	Bui Thi Hong Trang	002C111754		0	0%	Sister
11	Nguyen Van Minh		Head of the Supervisory Board	297.990	0,66%	

No.	Name of Organization/ Individual	Securities Trading Account (if any)	Position in the Company (if any)	Number of Shares Owned at the End of the Period		Notes
				Number of Shares	Percentage	
11.1	Nguyen Van Luan			0	0,00%	Father
11.2	Nguyen Thi Thao			0	0,00%	Mother
11.3	Nguyen Van Binh			0	0,00%	Father-in-law
11.4	Doan Thi Thanh Hang			0	0,00%	Mother-in-law
11.5	Nguyen Thanh Nhan			152.344	0,34%	Wife
11.6	Nguyen Minh Duc			0	0,00%	Son
11.7	Nguyen Minh Hien			0	0,00%	Daughter
11.8	Nguyen Van Thanh			0	0,00%	Older brother
11.9	Nguyen Thi Hong Nhung			0	0,00%	Sister-in-law
11.10	Nguyen Thi Binh			0	0,00%	Younger sibling
11.11	Vu Huy Luong	002C115835		0	0,00%	Brother-in-law
12	Nguyen Quoc Thai	045C515168	Member of the Supervisory Board	0	0,00%	
12.1	Nguyen Thi Xuan			0	0,00%	Mother
12.2	Nguyen Thi Don			0	0,00%	Mother-in-law
12.3	Nguyen Thi Thanh Huong	021C369475		0	0,00%	Wife

No.	Name of Organization/ Individual	Securities Trading Account (if any)	Position in the Company (if any)	Number of Shares Owned at the End of the Period		Notes
				Number of Shares	Percentage	
12.4	Nguyen Sy Duy Hoang	021C658226		0	0,00%	Son
12.5	Nguyen Thi Dieu Anh			0	0,00%	Daughter
12.6	Nguyen Si Dung			0	0,00%	Brother
12.7	Nguyen Thanh Tra			0	0,00%	Sister-in-law
12.8	Nguyen Sy Ngoc			0	0,00%	Brother
12.9	Dinh To Uyen			0	0,00%	Sister-in-law
12.10	Nguyen Thi Chau			0	0,00%	Sister
12.11	Dinh Van Toan			0	0,00%	Brother-in-law
12.12	Nguyen Thi Ha	076C122831		0	0,00%	Sister
12.13	Nguyen Sy Binh			0	0,00%	Brother
12.14	Tran Kim Oanh			0	0,00%	Sister-in-law
12.15	Nguyen Sy An			0	0,00%	Brother
12.16	Nguyen Thi Phuong			0	0,00%	Sister-in-law
12.17	Nguyen Quoc Trinh			0	0,00%	Brother
12.18	Le Thi Tam			0	0,00%	Sister-in-law
13	Le Lam Thanh		Member of the Supervisory Board	1.837.959	4,08%	
13.1	Le Thi Ngoc Ha			0	0,00%	Sister

No.	Name of Organization/ Individual	Securities Trading Account (if any)	Position in the Company (if any)	Number of Shares Owned at the End of the Period		Notes
				Number of Shares	Percentage	
13.2	Le Thi Chinh			0	0,00%	Sister
13.3	Nguyen Huu Chuong			0	0,00%	Brother-in- law
13.4	Le Thi Huong			0	0,00%	Sister
13.5	Le Quang Thai			0	0,00%	Brother
13.6	Nguyen Thi Kim Thuy			0	0,00%	Sister-in-law
13.7	Le Xuan Vien			0	0,00%	Father
13.8	Ha Thi Phien			0	0,00%	Mother
13.9	Le Hong Chuong			0	0,00%	Brother
13.10	Dao Mai Long			0	0,00%	Sister in law
13.11	Le Anh Xuan			0	0,00%	Younger sister
13.12	Le Phuong Thuy			0	0,00%	Younger sister
13.13	Nguyen Viet Cuong			0	0,00%	Brother-in-law
13.14	Ton Nu Le Hoa			0	0,00%	Wife
13.15	Le Lam Tien					Child
13.16	Tran Khanh Hoa			0	0,00%	Son-in-law
13.17	Le Trung Kien			0	0,00%	Child
13.18	Tran Thi Phuong			0	0,00%	Mother-in-law
13.19	Ton That Hap			0	0,00%	Farthe-in-law
13.20	Ton Nu Hue Chi					Sister-in-law