

No.: 01/2026/BCQT-CMH

Ha Noi, 28th January 2026

**REPORT ON CORPORATE GOVERNANCE
For 2025**

To: - The State Securities Commission;
- Ha Noi Stock Exchange.

- Name of company: CMH Vietnam Group Joint Stock Company (CMH Group)
- Address of head office: 12th Floor, Intracom 2 Office Building, No. 33 Cau Dien, Phuc Dien Ward, Bac Tu Liem District, Ha Noi
- Telephone: 0243 573 8555 Fax: 0243 856 4666 Email: info@cmhgroup.vn
- Charter capital: 254,525,000,000 VND
- Security symbol: CMS
- Governance model: the General Meeting of Shareholders (GMS), the Board of Directors (BOD), the Chief Executive Officer (CEO), and the Audit Committee under the BOD.
- The implementation of internal audit: Implemented.

I. Activities of the General Meeting of Shareholders

Information on meetings, resolutions/decisions of the GMS (including the resolutions of the GMS approved in the form of written comments):

No.	Resolution No.	Date	Content
1	01/2025/NQ-DHDCD-CMH	29/03/2025	<p>The resolution of the Company's 2025 annual General Meeting of Shareholders approved the following matters:</p> <ul style="list-style-type: none">- Approval of the Report of the BOD in 2024 and plan for 2025- Approval of the Report of the Board of Management (BOM) in 2024 and plan for 2025- Approval of the Report of the Audit Committee in 2024 and plan for 2025- Approval of the Business results, dividends for 2024 and the Business plan, expected dividends for 2025 (according to the Proposal No. 01/2025/TTr-HDQT-CMH dated 07/03/2025 of the BOD)- Approval of the Company's audited 2024 financial statements and 2024 profit distribution plan (according to the Proposal No. 02/2025/TTr-HDQT-CMH dated 07/03/2025 of the BOD)

			<ul style="list-style-type: none"> - Approval of the selection the company auditing 2025 financial statements (according to the Proposal No. 03/2025/TTr-HDQT-CMH dated 07/03/2025 of the BOD) - Approval of the dismissal of 03 members of the BOD of CMH Vietnam Group Joint Stock Company for the 2023 - 2028 term (according to the Proposal No. 04/2025/TTr-HDQT-CMH dated 07/03/2025 of the BOD) - Approval of the list of elected members for supplementary election to the Company's BOD for the 2023 - 2028 term
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II. Board of Directors

1. Information about the members of the Board of Directors:

No.	BOD's members	Position (<i>independent members of the BOD, non-executive members of the BOD</i>)	The date becoming/ceasing to be the member of the BOD	
			Date of appointment	Date of dismissal
1	Mr. Pham Minh Phuc	Chairman of the BOD	28/04/2023	
2	Mr. Kim Ngoc Nhan	Member of the BOD	28/04/2023	
3	Mr. Nguyen Huy Hoang	Independent member of the BOD	29/03/2025	
4	Mr. Tran Van Trung	Member of the BOD	29/03/2025	
5	Mr. Nguyen Anh Tu	Member of the BOD	29/03/2025	

2. Meetings of the Board of Directors:

No.	BOD's members	Number of BOD's meetings attended	Attendance rate	Reasons for absence
1	Mr. Pham Minh Phuc	10/10	100%	
2	Mr. Kim Ngoc Nhan	10/10	100%	
3	Mr. Nguyen Huy Hoang	10/10	100%	Appointed from 29/03/2025
4	Mr. Tran Van Trung	06/06	100%	
5	Mr. Nguyen Anh Tu	06/06	100%	

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

- Chairing and directing the successful organization of the 2025 annual GMS on 29/03/2025.
- Monitoring the implementation of the Resolutions, Decisions of the GMS and the BOD in

accordance with the Company's development direction.

- Supervising the implementation of the Company's business plan.
4. Activities of Audit Committee:
- The Audit Committee assessed independently the compliance with and adherence to legal policies, the Charter, and the Resolutions of the GMS and the BOD.
 - The assessment included evaluating the compliance with legal regulations and the effectiveness of internal controls through financial information and business operations.
5. Resolutions/Decisions of the Board of Directors:

No.	Resolutions/Decisions No.	Date	Content	Approval rate
1	01/2025/NQ-HDQT-CMH	10/02/2025	Approval of the final registration date to exercise the right to attend the Company's 2025 annual GMS	100%
2	02/2025/NQ-HDQT-CMH	07/03/2025	Approval of the time, venue, and proposed agenda for the Company's 2025 annual GMS	100%
3	03/2025/NQ-HDQT-CMH	25/03/2025	Approval of the list of nominees and candidates for the supplementary election to the BOD for the 2023 - 2028 term	100%
4	04/2025/NQ-HDQT-CMH	28/03/2025	Approval of the amendment to the list of nominees and candidates for supplementary election to the BOD for the 2023 - 2028 term	100%
5	05/2025/NQ-HDQT-CMH	08/04/2025	Delegation of responsibilities to the members of the BOD for the 2023 - 2028 term	100%
6	01/2025/QĐ-HDQT-CMH	08/04/2025	Composition of the Audit Committee for the 2023 - 2028 term	100%
7	06/2025/NQ-HDQT-CMH	23/06/2025	Approval of the business plan of CMH Group for the period from June 2025 to May 2026 and the credit limit for business operations for the period from June 2025 to May 2026 at Vietinbank – Thanh An Branch	100%
8	07/2025/NQ-HDQT-CMH	25/06/2025	Approval of participation with a partner as an investor in the infrastructure development project of the Kim Son Industrial Park	100%
9	02/2025/QĐ-HDQT-CMH	08/07/2025	Dismissal from the position of Deputy General Director for Mr. Nguyễn Văn Phi	100%

10	08/2025/NQ-HDQT-CMH	11/08/2025	Approval of the signing of a construction contract for the works including bored piling and superstructure construction (including structural works, masonry, tiling, and painting) LeMore Phan Thiet Hotel Project	100%
11	09/2025/NQ-HDQT-CMH	25/11/2025	Approval of Contract No. 01/2025/HĐTC/MTNTP-CMH dated 12/11/2025 regarding the construction, acceptance, and handover of the entire scope of works for the medium-voltage power cable line from the 110kV substation of Thanh Hoa City to Aeon Mall Thanh Hoa Commercial Center, between Mien Trung Nam Thanh pho Two-Member Limited Liability Company and CMH Group.	100%

III. Audit Committee:

1. Information about members of Audit Committee:

No.	Members of Audit Committee	Position	The date becoming/ceasing to be the member of the Audit Committee	Qualification
1	Mr. Pham Minh Phuc	Member	Starting from 28/04/2023	University degree
2	Mr. Nguyen Huy Hoang	Head	Starting from 08/04/2025	Master
3	Mr. Nguyen Anh Tu	Member	Starting from 08/04/2025	Master

2. Meetings of Audit Committee:

No.	Members of Audit Committee	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Mr. Pham Minh Phuc	2/2	100%	100%	
2	Mr. Nguyen Huy Hoang	2/2	100%	100%	
3	Mr. Nguyen Anh Tu	2/2	100%	100%	

3. Supervising BOD, BOM and shareholders by Audit Committee:

- The Audit Committee monitors and oversees the compliance with the Company's Charter and the implementation of the Resolutions of the GMS, BOD, and BOM.
- The Audit Committee reported its activities to the shareholders through the Audit Committee's 2024 report and the 2025 plan at the Company's 2025 annual GMS.

4. The coordination among Audit Committee, BOD, BOM and other managers:
 - In 2025, the Audit Committee received support from the BOD regarding the content and plan for inspection and monitoring, and coordinated with the BOM and departments/divisions during the implementation of inspection and supervision activities. The Audit Committee reported the results of its monitoring and inspection work and made recommendations for timely actions to address existing issues, aiming to improve the Company's operational efficiency.
 - The Audit Committee has access to and is fully provided with relevant documents related to the Company's business operations, governance, and management activities to support its work requirements.
5. Other activities of the Audit Committee (if any): None.

IV. Board of Management

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment/ dismissal
1	Mr. Kim Ngoc Nhan	02/11/1974	Master	Date of appointment: 21/11/2023
2	Mr. Nguyen Van Phi	16/11/1977	University degree	Date of appointment: 06/01/2022 Date of dismissal: 01/08/2025
3	Ms. Dinh Thi Thuy	25/10/1979	University degree	Date of appointment: 25/02/2014
4	Mr. Tran Van Trung	20/10/1979	University degree	Date of appointment: 30/06/2015
5	Mr. Nguyen Ngoc Tu	02/09/1980	University degree	Date of appointment: 14/04/2017

V. Chief Accountant

Name	Date of birth	Qualification	Date of appointment/ dismissal
Ms. Dinh Thi Thuy	25/10/1979	University degree	16/03/2015

VI. Training courses on corporate governance

Training on corporate governance is always a priority for the Company. The leadership team and other management personnel participate in training as required to stay informed about relevant legal regulations and apply them to governance activities.

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.
(Please refer to Appendix No. 01 enclosed with this Report)
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 controlled by the Company: None.
4. Transactions between the company and others: None.affiliated persons
- 4.1. Transactions between the company and the company where members of the BOD, the CEO, or other managers have been or are currently founding members or members of the BOD, Director (CEO) within the last three (03) years (as of the time of reporting): None.
- 4.2. Transactions between the company and the company that its affiliated persons with members of BOD, CEO and other managers are members of the BOD, **executive** CEO: None.
- 4.3. Other transactions of the company (if any) that may provide material or immaterial benefits to members of the BOD, CEO, and other managers: None.



VIII. Share transactions of internal persons and their affiliated persons.

1. The list of internal persons and their affiliated persons.
(Please refer to Appendix No. 02 enclosed with this Report)
2. Transactions of internal persons and affiliated persons with shares of the Company.
(Please refer to Appendix No. 03 enclosed with this Report)

IX. Other significant issues: None.

Recipients:

- As addressed;
- BOD;
- CEO;
- Archives: VT.

CHAIRMAN OF THE BOD 
(Signature, full name, and company seal)


Phạm Minh Phúc

Hanoi, 29th January 2026

APPENDIX 01

THE LIST OF AFFILIATED PERSONS OF THE COMPANY

(Updated as of December 31, 2025. Attached: Report on Corporate Governance For 2025 No 01/2026/BCQT-CMH)

1. The list of affiliated persons of the Company

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company	PeriodNumber of Shares Owned at the End of the Period	Percentage of Shares Owned at the End of the Period
1	Pham Minh Phuc		Chairman			27/04/2018			Chairman	6.191.200	24,325%
1.1	Pham Minh Duc								Father		0,000%
1.2	Nguyen Xuan Trach								Father-in-law		0,000%
1.3	Do Thi Bong								Mother-in-law		0,000%
1.4	Nguyen Thi Thu Phuong								wife	3.450	0,014%
1.5	Pham Minh Hau								younger brother		0,000%
1.6	Nguyen Thi Thuy Le								sister-in-law		0,000%
1.7	Pham Minh Hoa								younger sister	2.300	0,009%
1.8	Pham Minh Nguyen								Child		0,000%
1.9	Pham Minh Khang								Child		0,000%
1.10	Ta Hoang Linh								sister-in-law		0,000%
1.11	Pham Gia Tuan								younger brother		0,000%
2	Kim Ngoc Nhan		CEO			27/04/2018			CEO	300.000	1,179%
2.1	Kim Van Dao								Father		0,000%

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	NSH No. *, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company	PeriodNumber of Shares Owned at the End of the Period	Percentage of Shares Owned at the End of the Period
2.2	Nguyen Thi Yen								Mother		0,000%
2.3	Pham Tho Yen								Father-in-law		0,000%
2.4	Pham Thi Hieu								wife	5.750	0,023%
2.5	Kim Thi Oanh								Younger sister	575	0,002%
2.6	Kim Van Nghia								Younger brother	575	0,002%
2.7	Kim Tuan Anh								Younger brother	1.150	0,005%
2.8	Kim Thi Van Anh								Younger sister		0,000%
2.9	Nguyen Thi Minh Huong								Younger sister-in-law		0,000%
2.10	Phung Thi Thao								Younger sister-in-law		0,000%
2.11	Dang Van Hung								Brother-in-law		0,000%
2.12	Nguyen Van Thuong								Brother-in-law		0,000%
3	Dinh Thi Thuy		D. CEO/Chief Accountant			25/02/2014			D. CEO/Chief Accountant	114.686	0,451%
3.1	Dinh Hong Thanh								Father		0,000%
3.2	Dang Thi Tha								Mother	1.150	0,005%
3.3	Cao Minh Nga								Mother-in-law		0,000%
3.4	Nguyen Huu Manh								Husband	575	0,002%
3.5	Nguyen Quynh Trang								Child		0,000%
3.6	Nguyễn Quang Huy								Child		0,000%
3.7	Dinh Thi Thu Thao								Younger sister	575	0,002%
3.8	Dao Tien Chien								Brother-in-law		0,000%
3.9	Dinh Nam Thang								younger brother		0,000%

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company	PeriodNumber of Shares Owned at the End of the Period	Percentage of Shares Owned at the End of the Period
3.10	Nguyen Thi Khanh linh								Younger sister-in-law		0,000%
4	Nguyen Ngoc Tu		D. CEO			14/04/2017			D. CEO	23	0,000%
4.1	Pham Thi Diep								Mother		0,000%
4.2	Nguyen Thi Bich								Mother-in-law		0,000%
4.3	Truong Thuy Lien								wife		0,000%
4.4	Nguyen Ngoc Mai								younger brother		0,000%
4.5	Nguyen Thi Kim Dung								Sister		0,000%
4.6	Nguyen Truong An								Brother-in-law		0,000%
4.7	Le Dinh Thanh								Brother-in-law		0,000%
5	Tran Van Trung		D. CEO			30/06/2015			D. CEO		0,000%
5.1	Tran Trung Chinh								Father		0,000%
5.2	Pham Thi Chuong								Mother		0,000%
5.3	Tran Duc Hoc								Father-in-law		0,000%
5.4	Do Thi Nguyen								Mother-in-law		0,000%
5.5	Tran Thi Thuy Trang								wife		0,000%
5.6	Tran Thi Chinh								Younger sister		0,000%
5.7	Nguyen Manh Lan								Brother-in-law		0,000%
6	Nguyen Huy Hoang		Independent Board Member			29/03/2025		Appoint	Independent Board Member	253,000	0,994%
6.1	Nguyen Huu Thai								Father		0,000%
6.2	Nguyen Thi Gai								Mother		0,000%

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No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company	PeriodNumber of Shares Owned at the End of the Period	Percentage of Shares Owned at the End of the Period
8.1	Construction environment, JSC								Subsidiary		0,000%
8.2	CM Investment and Trading, JSC								Subsidiary		0,000%
8.3	CM Constructinon Company Limited								Subsidiary		0,000%
8.4	CM Thanh Dong, JSC								Subsidiary		0,000%

2. Changes to the list of affiliated persons of the Company

- The list of affiliated persons of the Company increased:

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company	PeriodNumber of Shares Owned at the End of the Period	Percentage of Shares Owned at the End of the Period
1	Nguyen Huy Hoang		Independent Board Member			29/03/2025		Appoint	Independent Board Member	253,000	0,994%
1.1	Nguyen Huu Thai								Father		0,000%
1.2	Nguyen Thi Gai								Mother		0,000%
1.3	Pham Anh Dung								Father-in-law		0,000%
1.4	Vu Thi Hoa								Mother-in-law		0,000%
1.5	Pham Lan Huong								wife		0,000%
1.6	Nguyen Hoai Phuong								child		0,000%
1.7	Nguyen Quang Huy								child		0,000%
1.8	Nguyen Manh Ha								younger brother		0,000%

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	NSH No. *, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company	PeriodNumber of Shares Owned at the End of the Period	Percentage of Shares Owned at the End of the Period
1.9	Nguyen Thi Minh								sister-in-law		0,000%
2	Nguyen Anh Tu		Board Member			29/03/2025		Appoint	Board Member		0,000%
2.1	Nguyen Huu Cuong								Father		0,000%
2.2	Le Thi An								Mother		0,000%
2.3	Ha Thi Van								wife		0,000%
2.4	Ha Van Xuan								Father-in-law		0,000%
2.5	Quach Thi Nhu								Mother-in-law		0,000%
2.6	Nguyen Thanh Cuong								Brother		0,000%
2.7	Nguyen Thi Huyen								sister		0,000%
2.8	Le Anh Tuan								Brother-in-law		0,000%
2.9	Ha Thi Thuy								sister-in-law		0,000%

- The list of affiliated persons of the Company decreased:

1	Nguyen Duc Huong		Board Member	025062000309	No. 5, Group 13, Lang Thuong, Dong Da, Hanoi	22/11/2021		Dismiss	Board Member	-	0,000%
1.1	Hoang Phuong Thao								wife	-	0,000%
1.2	Tran Thi Ne								Mother		0,000%
1.3	Nguyen Hoang Duy		Board Member						Child	-	0,000%
1.4	Nguyen Hoang Anh								Child		0,000%
1.5	Nguyen Hoang Nhi								Child		0,000%
1.6	Nguyen Thi Minh								Sister		0,000%

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1.7	Do Hong Sinh								Brother-in-law		0,000%
1.8	Nguyen Thi Lien								Sister		0,000%
1.9	Ha Van Nang								Brother-in-law		0,000%
1.10	Nguyen Thi Hoa								Younger sister		0,000%
1.11	Vu Tien Khoa								Brother-in-law		0,000%
1.12	Nguyen Van Sang								Brother		0,000%
1.13	Nguyen Thi Hong								Younger sister-in-law		0,000%
1.14	Nguyen Khac Bang								Brother		0,000%
1.15	Hoang Thi Nhan								Younger sister-in-law		0,000%
1.16	Vu Thi Thanh Luan								Younger sister-in-law		0,000%
1.17	Nguyen Thi Ut								Younger sister		0,000%
1.18	Hoang Van Yen								Brother-in-law		0,000%
2	Nguyen Hoang Duy		Board Member			29/04/2022	29/03/2025	Dismiss	Board Member	-	0,000%
2.1	Nguyen Duc Huong		TVHDQT						Father	-	0,000%
2.2	Do Thi Tuyet Loan								Mother		0,000%
2.3	Nguyen Hoang Anh								Younger sister		0,000%
2.4	Nguyen Hoang Nhi								Younger sister		0,000%
3	Nguyen Thi Bich Loc		Board Member			29/04/2022	29/03/2025	Dismiss	Board Member		0,000%
3.1	Nguyen Xuan Lai								Father		0,000%
3.2	Nguyen Anh Tai								Father		0,000%

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3.3	Nguyen Thanh Binh								Younger father		0,000%
3.4	Nguyen Van Anh								Younger sister-in-law		0,000%
3.5	Nguyen Quynh Huong								Child		0,000%
3.6	Nguyen Quynh Anh								Child		0,000%
4	Nguyen Van Phi		D. CEO			06/01/2022	01/08/2025	Dismiss	D. CEO	34	0,000%
4.1	Tran Thi Thanh Ha								wife		0,000%
4.2	Nguyen Van Phe								Father		0,000%
4.3	Phan Thi Biet								Mother		0,000%
4.4	Nguyen Ha Vy								Child		0,000%
4.5	Nguyen Thi Phuong Chi								Child		0,000%
4.6	Nguyen Minh Phu								Child		0,000%

Hanoi, 29th January 2026

APPENDIX 02

THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS

(Updated as of December 31, 2025. Attached: Report on Corporate Governance For 2025 No 01/2026/BCQT-CMH)

1. The list of internal persons and their affiliated persons

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company	PeriodNumber of Shares Owned at the End of the Period	Percentage of Shares Owned at the End of the Period
1	Pham Minh Phuc		Chairman			27/04/2018			Chairman	6.191.200	24,325%
1.1	Pham Minh Duc								Father		0,000%
1.2	Nguyen Xuan Trach								Father-in-law		0,000%
1.3	Do Thi Bong								Mother-in-law		0,000%
1.4	Nguyen Thi Thu Phuong								wife	3.450	0,014%
1.5	Pham Minh Hau								younger brother		0,000%
1.6	Nguyen Thi Thuy Le								sister-in-law		0,000%
1.7	Pham Minh Hoa								younger sister	2.300	0,009%
1.8	Pham Minh Nguyen								Child		0,000%
1.9	Pham Minh Khang								Child		0,000%
1.10	Ta Hoang Linh								sister-in-law		0,000%
1.11	Pham Gia Tuan								younger brother		0,000%
2	Kim Ngoc Nhan		CEO			27/04/2018			CEO	300.000	1,179%
2.1	Kim Van Dao								Father		0,000%

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company	PeriodNumber of Shares Owned at the End of the Period	Percentage of Shares Owned at the End of the Period
2.2	Nguyen Thi Yen								Mother		0,000%
2.3	Pham Tho Yen								Father-in-law		0,000%
2.4	Pham Thi Hieu								wife	5.750	0,023%
2.5	Kim Thi Oanh								Younger sister	575	0,002%
2.6	Kim Van Nghia								Younger brother	575	0,002%
2.7	Kim Tuan Anh								Younger brother	1.150	0,005%
2.8	Kim Thi Van Anh								Younger sister		0,000%
2.9	Nguyen Thi Minh Huong								Younger sister-in-law		0,000%
2.10	Phung Thi Thao								Younger sister-in-law		0,000%
2.11	Dang Van Hung								Brother-in-law		0,000%
2.12	Nguyen Van Thuong								Brother-in-law		0,000%
3	Dinh Thi Thuy		D. CEO/Chief Accountant			25/02/2014			D. CEO/Chief Accountant	114.686	0,451%
3.1	Dinh Hong Thanh								Father		0,000%
3.2	Dang Thi Tha								Mother	1.150	0,005%
3.3	Cao Minh Nga								Mother-in-law		0,000%
3.4	Nguyen Huu Manh								Husband	575	0,002%
3.5	Nguyen Quynh Trang								Child		0,000%
3.6	Nguyễn Quang Huy								Child		0,000%
3.7	Dinh Thi Thu Thao								Younger sister	575	0,002%
3.8	Dao Tien Chien								Brother-in-law		0,000%
3.9	Dinh Nam Thang								younger brother		0,000%

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	NSH No. *, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company	PeriodNumber of Shares Owned at the End of the Period	Percentage of Shares Owned at the End of the Period
3.10	Nguyen Thi Khanh linh								Younger sister-in-law		0,000%
4	Nguyen Ngoc Tu		D. CEO			14/04/2017			D. CEO	23	0,000%
4.1	Pham Thi Diep								Mother		0,000%
4.2	Nguyen Thi Bich								Mother-in-law		0,000%
4.3	Truong Thuy Lien								wife		0,000%
4.4	Nguyen Ngoc Mai								younger brother		0,000%
4.5	Nguyen Thi Kim Dung								Sister		0,000%
4.6	Nguyen Truong An								Brother-in-law		0,000%
4.7	Le Dinh Thanh								Brother-in-law		0,000%
5	Tran Van Trung		D. CEO			30/06/2015			D. CEO		0,000%
5.1	Tran Trung Chinh								Father		0,000%
5.2	Pham Thi Chuong								Mother		0,000%
5.3	Tran Duc Hoc								Father-in-law		0,000%
5.4	Do Thi Nguyen								Mother-in-law		0,000%
5.5	Tran Thi Thuy Trang								wife		0,000%
5.6	Tran Thi Chinh								Younger sister		0,000%
5.7	Nguyen Manh Lan								Brother-in-law		0,000%
6	Nguyen Huy Hoang		Independent Board Member			29/03/2025		Appoint	Independent Board Member	253,000	0,994%
6.1	Nguyen Huu Thai								Father		0,000%
6.2	Nguyen Thi Gai								Mother		0,000%

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	NSH No. *, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company	PeriodNumber of Shares Owned at the End of the Period	Percentage of Shares Owned at the End of the Period
6.3	Pham Anh Dung								Father-in-law		0,000%
6.4	Vu Thi Hoa								Mother-in-law		0,000%
6.5	Pham Lan Huong								wife		0,000%
6.6	Nguyen Hoai Phuong								child		0,000%
6.7	Nguyen Quang Huy								child		0,000%
6.8	Nguyen Manh Ha								younger brother		0,000%
6.9	Nguyen Thi Minh								sister-in-law		0,000%
7	Nguyen Anh Tu		Board Member			29/03/2025		Appoint	Board Member		0,000%
7.1	Nguyen Huu Cuong								Father		0,000%
7.2	Le Thi An								Mother		0,000%
7.3	Ha Thi Van								wife		0,000%
7.4	Ha Van Xoan								Father-in-law		0,000%
7.5	Quach Thi Nhu								Mother-in-law		0,000%
7.6	Nguyen Thanh Cuong								Brother		0,000%
7.7	Nguyen Thi Huyen								sister		0,000%
7.8	Le Anh Tuan								Brother-in-law		0,000%
7.9	Ha Thi Thuy								sister-in-law		0,000%

2. Changes to The list of internal persons and their affiliated persons

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	NSH No. *, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company	PeriodNumber of Shares Owned at the End of the Period	Percentage of Shares Owned at the End of the Period
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- The list of internal persons and their affiliated persons has increased:

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	NSH No. *, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company	PeriodNumber of Shares Owned at the End of the Period	Percentage of Shares Owned at the End of the Period
1	Nguyen Huy Hoang		Independent Board Member			29/03/2025		Appoint	Independent Board Member	253,000	0,994%
1.1	Nguyen Huu Thai								Father		0,000%
1.2	Nguyen Thi Gai								Mother		0,000%
1.3	Pham Anh Dung								Father-in-law		0,000%
1.4	Vu Thi Hoa								Mother-in-law		0,000%
1.5	Pham Lan Huong								wife		0,000%
1.6	Nguyen Hoai Phuong								child		0,000%
1.7	Nguyen Quang Huy								child		0,000%
1.8	Nguyen Manh Ha								younger brother		0,000%
1.9	Nguyen Thi Minh								sister-in-law		0,000%
2	Nguyen Anh Tu		Board Member			29/03/2025		Appoint	Board Member		0,000%
2.1	Nguyen Huu Cuong								Father		0,000%
2.2	Le Thi An								Mother		0,000%
2.3	Ha Thi Van								wife		0,000%

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company	PeriodNumber of Shares Owned at the End of the Period	Percentage of Shares Owned at the End of the Period
2.4	Ha Van Xoun								Father-in-law		0,000%
2.5	Quach Thi Nhu								Mother-in-law		0,000%
2.6	Nguyen Thanh Cuong								Brother		0,000%
2.7	Nguyen Thi Huyen								sister		0,000%
2.8	Le Anh Tuan								Brother-in-law		0,000%
2.9	Ha Thi Thuy								sister-in-law		0,000%

- The list of internal persons and their affiliated persons has increased has decreased:

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company	PeriodNumber of Shares Owned at the End of the Period	Percentage of Shares Owned at the End of the Period
1	Nguyen Duc Huong		Board Member			22/11/2021		Dismiss	Board Member	-	0,000%
1.1	Hoang Phuong Thao								wife	-	0,000%
1.2	Tran Thi Ne								Mother		0,000%
1.3	Nguyen Hoang Duy		Board Member						Child	-	0,000%
1.4	Nguyen Hoang Anh								Child		0,000%
1.5	Nguyen Hoang Nhi								Child		0,000%
1.6	Nguyen Thi Minh								Sister		0,000%
1.7	Do Hong Sinh								Brother-in-law		0,000%
1.8	Nguyen Thi Lien								Sister		0,000%
1.9	Ha Van Nang								Brother-in-law		0,000%

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	NSH No. *, date of issue, place of issue	Address	'Time of starting to be affiliated person	'Time of ending to be affiliated person	Reasons	Relationship with the Company	PeriodNumber of Shares Owned at the End of the Period	Percentage of Shares Owned at the End of the Period
1.10	Nguyen Thi Hoa								Younger sister		0,000%
1.11	Vu Tien Khoa								Brother-in-law		0,000%
1.12	Nguyen Van Sang								Brother		0,000%
1.13	Nguyen Thi Hong								Younger sister-in-law		0,000%
1.14	Nguyen Khac Bang								Brother		0,000%
1.15	Hoang Thi Nhan								Younger sister-in-law		0,000%
1.16	Vu Thi Thanh Luan								Younger sister-in-law		0,000%
1.17	Nguyen Thi Ut								Younger sister		0,000%
1.18	Hoang Van Yen								Brother-in-law		0,000%
2	Nguyen Hoang Duy		Board Member			29/04/2022	29/03/2025	Dismiss	Board Member	-	0,000%
2.1	Nguyen Duc Huong		TVHDQT						Father	-	0,000%
2.2	Do Thi Tuyet Loan								Mother		0,000%
2.3	Nguyen Hoang Anh								Younger sister		0,000%
2.4	Nguyen Hoang Nhi								Younger sister		0,000%
3	Nguyen Thi Bích Loc		Board Member			29/04/2022	29/03/2025	Dismiss	Board Member		0,000%
3.1	Nguyen Xuan Lai								Father		0,000%
3.2	Nguyen Anh Tai								Father		0,000%
3.3	Nguyen Thanh Binh								Younger father		0,000%
3.4	Nguyen Van Anh								Younger sister-in-law		0,000%
3.5	Nguyen Quynh Huong								Child		0,000%

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	NSH No. *, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company	PeriodNumber of Shares Owned at the End of the Period	Percentage of Shares Owned at the End of the Period
3.6	Nguyen Quynh Anh								Child		0,000%
4	Nguyen Van Phi		D. CEO			06/01/2022	01/08/2025	Dismiss	D. CEO	34	0,000%
4.1	Tran Thi Thanh Ha								wife		0,000%
4.2	Nguyen Van Phe								Father		0,000%
4.3	Phan Thi Biet								Mother		0,000%
4.4	Nguyen Ha Vy								Child		0,000%
4.5	Nguyen Thi Phuong Chi								Child		0,000%
4.6	Nguyen Minh Phu								Child		0,000%

Hanoi, 29th January 2026

APPENDIX 03

TRANSACTIONS OF INTERNAL PERSONS AND AFFILIATED PERSONS WITH SHARES OF THE COMPANY

(Updated as of December 31, 2025. Attached: Report on Corporate Governance For 2025 No 01/2026/BCQT-CMH)

No.	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	Nguyen Duc Huong	Board Member (until March 29, 2025)	4.282.800	16,83%	0	0%	Sale transaction
2	Nguyen Hoang Duy	Board Member (until March 29, 2025)	452.000	1,78%	0	0%	Sale transaction
3	Hoang Phuong Thao	Wife of a Board Member (until March 29, 2025)	250.800	0,99%	0	0%	Sale transaction
3	Pham Minh Phuc	Board Member	5.591.200	21,97%	6.191.200	24,32%	Purchase transaction
3	Nguyen Anh Tu	Board Member	3.000.000	11,79%	0	0%	Sale transaction