

**REPORT**  
**CORPORATE GOVERNANCE SITUATION**  
**Fiscal Year 2025**

To:

- The State Securities Commission;
- Hanoi Stock Exchange.

- Name of the listed company : **Thanh An 96 Construction and Installation Joint Stock Company**
- Head office address : 02 Nguyen Van Troi, Hoa Cuong Ward, Da Nang City
- Telephone : 0236.3615.333 Fax: 0236.3615.334
- Email : taichinh96@gmail.com
- Charter capital : 124,197,870,000 VND
- Stock code : TA9
- Corporate Governance Model : General Meeting of Shareholders, Board of Directors, Supervisory Board, Executive Management Board.
- Regarding the implementation of the internal audit function: Implemented.

**I. Activities of the General Meeting of Shareholders:**

On April 17<sup>th</sup>, 2025, the Company held the 2025 Annual General Meeting of Shareholders in accordance with the prescribed procedures. The General Meeting of Shareholders approved the Resolution of the Annual General Meeting of Shareholders in 2025 with the following specific contents:

Ord. No	Number of Resolutions/Decisions	Day	Content
1	01/NQ-ĐHCD	17/4/2025	The Resolution of the Annual General Meeting of Shareholders in 2025 approved the following matters: 1. Approval of the Board of Directors' report on the business performance in 2024 and the business plan for 2025.

			<p>2. Approval of the report on investment activities and asset disposal in 2024, as well as the investment and asset disposal plan for 2025.</p> <p>3. Approval of the Supervisory Board's report on its activities in 2024 and its work plan for 2025.</p> <p>4. Approve the audited financial statements for 2024 and the business, profit and dividend plan for 2025.</p> <p>5. Approve the payment of dividends and profit distribution in 2024.</p> <p>6. Approval of the proposal for the selection of an independent auditing firm to audit the Company's 2025 financial statements.</p> <p>7. Approval of the proposal on the finalization of remuneration and salaries for the Board of Directors and the Supervisory Board in 2024, and the proposed remuneration and salary scheme for 2025.</p> <p>8. Approval of the proposal to dismiss a member of the Board of Directors for the 2023–2028 term.</p> <p>9. Unanimous approval of the list of candidates for the additional election of a member of the Board of Directors and ratification of the election results for the additional member of the Board of Directors for the 2023–2028 term.</p>
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## II. Board of Directors:

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

No	Member of the Board of Directors	Duty	Start/End Date as BOD Member	
			Date of Appointment	Date of dismissal
1	Phan Xuan Bang	Chairman of the Board of Directors/Non-Executive Member	28/06/2023	
2	Dang Dinh Khiem	Vice Chairman of the Board of Directors	28/06/2023	
3	Hoang Duc Truc	Member of the Board of Directors		17/4/2025

No	Member of the Board of Directors	Duty	Start/End Date as BOD Member	
			Date of Appointment	Date of dismissal
4	Trinh Thi Thu Huong	Member of the Board of Directors	28/06/2023	
5	Nguyen Van Kang	Member of the Board of Directors	17/04/2025	
6	Nguyen Xuan Ha	Independent Member of the Board of Directors	28/06/2023	

## 2. Meetings of the Board of Directors:

STT	Member of the Board of Directors	Number of Meetings Attended	Meeting attendance rate	Reasons for not attending the meeting
1	Phan Xuan Bang	14/14	100%	
2	Dang Dinh Khiem	14/14	100%	
3	Hoang Duc Truc	03/03	100%	
4	Trinh Thi Thu Huong	14/14	100%	
5	Nguyen Van Khang	11/14	100%	
6	Nguyen Xuan Ha (independent)	14/14	100%	

## 3. Supervisory activities of the Board of Directors over the Board of Directors:

The working relationship between the Board of Directors (BOD) and the Executive Management Board has been carried out in accordance with the Company's Charter and Corporate Governance Regulations. All resolutions and decisions of the BOD directing the Executive Board have been appropriate and within the scope of the BOD's duties and authority.

In the context of economic difficulties, especially in the construction sector, the Company's leadership has made great efforts in seeking new contracts to improve production value and revenue. In the first six months of 2025, the Company encountered numerous difficulties and challenges in business operations, such as: rising and volatile prices of materials, labor, machinery, and general costs; shortages

of certain natural resources such as sand and construction stone, with sand prices increasing sharply and limited supply sources. In addition, delays in payments for some projects and customers not allowing deferred payments significantly affected the Company's business performance. With the close and timely guidance from the BOD, and the high determination and efforts of the Executive Management Board, the Company managed to overcome difficulties and successfully achieved the planned targets. The Company regularly strengthened and developed its human resources to fit its operational model, and built a strong corporate culture. Officers, employees, and workers across the Company strived to fulfill their duties with unity and dedication.

The BOD recognizes that the Executive Management Board has effectively complied with and implemented the BOD's resolutions and decisions. The Executive Management Board has regularly held meetings to assess the Company's production and business performance, aiming for the highest possible efficiency. In the first half of 2025, the BOD closely supervised the Executive Management Board in the following areas:

- Implementing key business targets and managing the Company's operations according to the approved plan. Timely responses were directed to cope with the fluctuating prices of certain input materials such as sand and stone, minimizing the adverse effects of price volatility on the Company's business performance.

- Monitoring the Company's financial management to control costs tightly and prevent/minimize risks in production and business operations.

- Supervising the implementation of the 2025 Annual General Meeting of Shareholders' Resolution, the Company Charter, the 2025 Business and Development Plan, and the Company's internal operating regulations.

- Monitoring the appointment of personnel, recruitment, salary policies, investment activities, and the disposal of machinery and equipment to ensure compliance with legal regulations, the Company Charter, and issued internal policies.

- Overseeing compliance with the Law on Enterprises, and timely and accurate submission of periodic and extraordinary reports and disclosures to the State Securities Commission and the Hanoi Stock Exchange.

#### **4. Activities of subcommittees of the Board of Directors:**

The Board of Directors of the Company does not establish subcommittees.

### 5. Resolutions/Decisions of the Board of Directors:

Order No	Number of Resolutions/Decisions	Date	Content	Adoption Rate
1	01-NQ/HĐQT	03-01-2025	Approval of the additional salary payment for 2024 to officers, employees, and workers on the payroll as of December 31, 2024.	100%
2	02-NQ/HĐQT	24-02-2025	Approval of the schedule for organizing the Annual General Meeting of Shareholders and the record date for finalizing the list of shareholders eligible to attend the 2025 AGM.	100%
3	04-NQ/HĐQT	27-02-2025	Resolution on the appointment of the General Director of Thanh An 96 Construction and Installation Joint Stock Company.	100%
4	05-NQ/HĐQT	14-05-2025	Resolution on the approval of investment in construction equipment and machinery.	100%
5	06-NQ/HĐQT	04-9-2025	Resolution approving the investment in a concrete pump truck	100%
6	07-NQ/HĐQT	10-9-2025	Resolution approving the payment of dividends for the year 2025	100%
7	08/NQ/HĐQT	27-11-2025	Resolution on the dismissal of Mr. Trần Đình Ba Ti from the position of Deputy General Director	100%
8	01/QĐ-HĐQT	03-01-2025	Decision on additional salary payment for the year 2024 to officers, employees, and workers listed as being on duty as of 31 December 2024	100%
9	02/QĐ-HĐQT	27-02-2025	Decision on the appointment of Mr. Đặng Đình Khiêm as Director of Thanh An 96 Construction Joint Stock Company, effective from 1 March 2025	100%
10	03/QĐ-HĐQT	01-04-2025	Decision on the establishment of the Organizing Committee for the 2025 Annual General Meeting of Shareholders	100%
11	04/QĐ-HĐQT	01-04-2025	Decision on convening the 2025 Annual General Meeting of Shareholders	100%
12	05/QĐ-HĐQT	10-05-2025	Decision on salary levels and remuneration of Members of the Board of Directors, Supervisory Board members, and the Executive Management for the year 2025	100%

13	06/QĐ-HĐQT	15-05-2025	Decision on investment in machinery and equipment for construction purposes	100%
14	07/QĐ-HĐQT	21-05-2025	Decision promulgating the Management and Operating Regulations of Thanh An 96 Construction Joint Stock Company	100%
15	08/QĐ-HĐQT	27-05-2025	Decision approving the techno-economic report for the repair of the headquarters of Enterprise 36	100%
16	09/QĐ-HĐQT	28-06-2025	Decision on the appointment of Mr. Đỗ Văn Quang	100%
17	10/QĐ-HĐQT	17-7-2025	Decision assigning Mr. Nguyễn Văn Ngọc to be in charge of the Economic and Planning Department	100%
18	11/QĐ-HĐQT	06-9-2025	Decision approving the investment in a concrete pump truck	100%
19	12/QĐ-HĐQT	27-11-2025	Decision on the dismissal of Mr. Trần Đình Ba Ti from the position of Deputy General Director	100%

### III. Supervisory Board:

#### 1. Information about members of the Supervisory Board (SB)

No	Members of the Supervisory Board	Duty	Start/End Date as SB Member		Qualifications
			Date of Appointment	Date of dismissal	
1	Tran Thi Dieu Thuy	Head of the Supervisory Board	28/06/2023		Bachelor of Economics
2	Mai To Loan	Members of the Supervisory Board	28/06/2023		Bachelor of Economics
3	Lam Van Cong	Members of the Supervisory Board	28/06/2023		Bachelor of Economics

## 2. Supervisory Board Meeting:

STT	Members of the Supervisory Board	Number of Sessions Attended	Meeting attendance rate	Voting Rate	Reasons for not attending the meeting
1	Tran Thi Dieu Thuy	4/4	100%	100%	
2	Mai To Loan	4/4	100%	100%	
3	Lam Van Cong	4/4	100%	100%	

## 3. Supervisory activities of the Supervisory Board for the Board of Directors, the Board of Directors and shareholders:

In Fiscal Year 2025, the global economic and political situation witnessed many complex developments, including significant changes in tariff policies between the United States and other countries. Domestically, efforts were concentrated on restructuring the administrative apparatus and reorganizing local administrative units into a two-tier local government model. Several policies and directives of the State were adjusted to align with practical requirements, which affected the Company's management and operations. However, with high determination, the Board of Directors (BOD) and the Executive Management Board (EMB) actively and proactively sought new business opportunities. The BOD provided guidance to the EMB in various aspects to enhance operational efficiency. Despite numerous challenges such as intense competition for projects and constant fluctuations in prices, the EMB effectively managed production and business activities, achieving positive results. In accordance with its responsibilities and authority as stipulated in the Company Charter, the Supervisory Board performed its supervisory duties as follows:

- The Supervisory Board fully participated in all meetings of the Board of Directors in accordance with regulations.

- The Board of Directors implemented the Resolutions of the General Meeting of Shareholders and adhered to the provisions of the Company Charter. The BOD issued resolutions and decisions relating to business operations, construction investment, and other matters in accordance with applicable regulations.

- The BOD effectively performed its roles of direction, supervision, and support to the Executive Management Board in operating the Company's business activities, ensuring that production value and revenue met the approved targets.

- The Board of Directors is constantly looking for new management solutions and investment opportunities to create stability and long-term sustainable development for Thanh An 96 Construction Company.

- The Executive Management Board promptly implemented the BOD's resolutions and decisions, actively addressing challenges and taking necessary measures for effective management.

- The Executive Management Board regularly supervised the operations of affiliated units, provided strategic direction, and resolved issues and difficulties arising in the course of production, business, and investment activities.

#### **4. The coordination of activities between the Supervisory Board and the activities of the Board of Directors, the Board of Directors and other managers.**

- The Supervisory Board has closely coordinated with the Board of Directors and the Board of Directors in performing the assigned functions and tasks, inspection and supervision activities as prescribed.

- The Board of Directors has fully provided resolutions and decisions to the Supervisory Board.

- The Board of Directors and the Board of Directors have created favorable conditions for the Supervisory Board to perform their tasks such as: providing necessary reports and documents for inspection and supervision; coordinate control with subordinate units.

- The Supervisory Board is invited to attend the meeting of the Board of Directors and other meetings, participate in giving opinions to ensure that the Company's activities are appropriate and meet the interests of shareholders.

#### **5. Other activities of the Supervisory Board.**

Inspection and supervision of other aspects of work:

Supervise the implementation of inviting independent audit units to audit in accordance with the Resolution of the General Meeting of Shareholders.

**IV. Executive Board:**

Or d. No	Member of the Board of Trustees	Duty	Date of birth	Qualific ations	Start/end date of the Executive Board	
					Date of Appointme nt	Date of dismissal
1	Hoang Duc Truc	Director	09/01/1967	Civil Engineer		01/3/2025
2	Dang Dinh Khiem	Director	15/12/1979	Civil Engineer	01/03/2025	
3	Pham Van Le	Deputy Director	01/12/1963	Civil Engineer	01/01/2008	
4	Tran Dinh Ba Ti	Deputy Director	30/12/1983	Civil Engineer		27/11/2025
5	Nguyen Van Khang	Deputy Director	16/02/1981	Civil Engineer	05/09/2022	
6	Trinh Thi Thu Huong	Deputy Director	01/02/1977	Bachelor of Economi cs	09/05/2023	

**V. Chief Accountant:**

Full name	Date of birth	Professional qualifications	Date of Appointmen t	Date of dismissal
Hoang Xuan Thom	08/10/1989	Master of Economics	01/01/2022	

**VI. Training on corporate governance:** The Company sends comrades in the Board of Directors and related comrades to participate in training courses on corporate governance to comply with regulations.

**VII. List of related persons of the public company and transactions of related persons of the Company with the Company itself**

**1. List of related persons of the Company:**

*Attached to Appendix 01*

**2. Transactions between the Company and related persons of the Company; or between the Company and major shareholders, internal persons and related persons of internal persons.**

STT	Organization Name	Related relationship with the company	Securities Registration Certificate No., date of issuance, place of issuance	Head Office Address/ Contact Address	Time of transaction with the company	Resolution/Decision No. of the General Meeting of Shareholders / Board of Directors (if any, specify date of issuance)	Transaction details, quantity, and total value	Note
1	Thanh An Corporation	Parent Company	0100108663	141 Ho Dac Di Street, Kim Lien Ward, Hanoi			26.377.025.457	
-	Dividends on State capital					Comply with the regulations	8.972.436.814	
-	Brand fees					Comply with the regulations	17.404.588.643	
2	Executive Management Board 11S – Thanh An Corporation						6.000.000.000	

**3. Transactions between internal persons of listed companies and related persons of internal persons and subsidiaries or companies controlled by listed companies**

None.

**4. Transactions between the Company and other subjects.**

4.1. Transactions between companies in which members of the Board of Directors, members of the Supervisory Board, and the CEO have been founding members or members of the Board of Directors or the CEO in the past three (03) years: No.

4.2. Company-to-company transactions in which related persons of members of the Board of Directors, members of the Supervisory Board, and the CEO are members of the Board of Directors and the Executive Director: No.

4.3. Other transactions of the Company that may bring material or immaterial benefits to members of the Board of Directors, members of the Supervisory Board, and the CEO: No.

### VIII. Trading of shares of insiders and related persons of insiders

1. List of insiders and related persons of insiders:

*Attached to Appendix 02*

2. Transactions of insiders and related persons with respect to the shares of the listed company:

TT	Transaction Executioner	Relations with Insiders	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reason increase / diminish	Notes
			Number of Shares	Proportion	Number of Shares	Proportion		
1	Lam Van Cong	Member of the Supervisory Board	45,989 CP	0,37%	43,989 CP	0,35%	Sell 2,000 shares	Transactions under 50 million VND/day


IX. Other issues to note: None

**Recipient:**

-As above;

- Archive: Office of Clerical Records, Supervisory Board, Department T03.

ON BEHALF OF THE BOARD  
PRESIDENT



Phan Xuan Bang

**Appendix 1: List of Related Persons of the Company**

<b>Ord. No</b>	<b>Name of Organization/Individual</b>	<b>Securities Trading Account</b>	<b>Position in the Company</b>	<b>ID Number, Date of Issue, Place of Issue</b>	<b>Contact Address</b>	<b>Date Became a Related Person</b>	<b>Date Ceased to Be a Related Person</b>	<b>Reason</b>	<b>Nature of Relationship with the Company</b>
1	Thanh An Corporation		51% of charter capital			2008			Parent Company
2	Trade Union of Thanh An 96 Construction and Installation Joint Stock Company		Trade union organization			2008			Company's Trade Union Organization
3	Nguyễn Ngọc Dũng		Chief Executive Officer (CEO) of Thanh An Corporation			2022			Representative of the Parent Company
4	Võ Cửu Long		Major Shareholder			10/09/2024			Major Shareholder
5	Phan Xuân Bằng		Chairman of the Board of Directors			28/06/2023			Chairman of the Board of Directors
5,1	Nguyễn Thị Hồng Nhu		Wife			28/06/2023			
5,2	Phan Nhã Linh		Biological child			28/06/2023			
5,3	Phan Gia Phụng		Biological child			28/06/2023			
5,4	Phan Kim Tấn Dũng		Biological child			28/06/2023			
5,5	Phan Kim Trọng		Older brother			28/06/2023			
5,6	Phan Anh Tuyển		Younger sibling			28/06/2023			
5,7	Phan Thị Thanh Nhân		Younger sibling			28/06/2023			
5,8	Phan Thị Kim Thoa		Younger sibling			28/06/2023			
5,9	Trần Thị Hoa		Mother-in-law			28/06/2023			
5,10	Võ Thị Vân		Sister-in-law			28/06/2023			
5,11	Cao Thị Huyền		Sister-in-law (younger brother's wife)			28/06/2023			
5,12	Lê Thế Phương		Brother-in-law (younger sister's husband)			28/06/2023			
6	Đặng Đình Khiêm		Vice Chairman of the Board of Directors, Deputy Director of the Company			28/06/2023			Vice Chairman of the Board of Directors, Deputy Director of the Company
6,1	Đặng Đình Thoa		Biological father			28/06/2023			
6,2	Trần Thị Phìn		Biological mother			28/06/2023			
6,3	Lê Thị Thương		Wife			28/06/2023			
6,4	Đặng Thị Phương		Younger sibling			28/06/2023			
6,5	Đặng Đình Khiêm		Younger sibling			28/06/2023			
6,6	Đặng Thị Minh Thu		Biological child			28/06/2023			
6,7	Đặng Lê Bình		Biological child			28/06/2023			

Ord. No	Name of Organization/Individual	Securities Trading Account	Position in the Company	ID Number, Date of Issue, Place of Issue	Contact Address	Date Became a Related Person	Date Ceased to Be a Related Person	Reason	Nature of Relationship with the Company
6,8	Đặng Lê Minh		Biological child			28/06/2023			
6,9	Đặng Hà My		Biological child			28/06/2023			
6,10	Lê Công Hoan		Father-in-law			28/06/2023			
6,11	Nguyễn Thị Sáu		Mother-in-law			28/06/2023			
6,12	Nguyễn Mạnh Hà		Brother-in-law (younger sister's husband)			28/06/2023			
6,13	Phạm Thị Nga		Sister-in-law (younger brother's wife)			28/06/2023			
7	Hoàng Đức Trúc		Member of the Board of Directors, Director of the Company				01/03/2025		Member of the Board of Directors, Director of the Company
7,1	Chu Thị Hà		Biological mother				01/03/2025		
7,2	Lê Thị Trung Hậu		Wife				01/03/2025		
7,3	Hoàng Bảo Trung		Biological child				01/03/2025		
7,4	Hoàng Lê Minh Anh		Biological child				01/03/2025		
7,5	Hoàng Thị Hương		Younger sibling				01/03/2025		
7,6	Hoàng Đức Giang		Younger sibling				01/03/2025		
7,7	Hoàng Đức Long		Younger sibling				01/03/2025		
7,8	Hoàng Đức Thành		Younger sibling				01/03/2025		
7,9	Nguyễn Thị Đông		Mother-in-law				01/03/2025		
7,10	Nguyễn Duy Khánh		Brother-in-law (younger sister's husband)				01/03/2025		
7,11	Nguyễn Thị Đào		Sister-in-law (younger brother's wife)				01/03/2025		
7,12	Nguyễn Thị Mai		Sister-in-law (younger brother's wife)				01/03/2025		
7,13	Đào Thị Thuýn		Sister-in-law (younger brother's wife)				01/03/2025		
8	Trịnh Thị Thu Hương		Member of the Board of Directors, Deputy Director, Authorized Person for Information Disclosure			28/06/2023			Member of the Board of Directors, Deputy Director, Authorized Person for Information Disclosure
8,1	Trịnh Văn Sờ		Biological father			28/06/2023			
8,2	Vũ Thị Liên		Biological mother			28/06/2023			
8,3	Trịnh Phú Cường		Younger sibling			28/06/2023			
8,4	Trịnh Sự Nghiệp		Younger sibling			28/06/2023			
8,5	Hà Xuân Quân		Husband			28/06/2023			

Ord. No	Name of Organization/Individual	Securities Trading Account	Position in the Company	ID Number, Date of Issue, Place of Issue	Contact Address	Date Became a Related Person	Date Ceased to Be a Related Person	Reason	Nature of Relationship with the Company
8,6	Hà Ngọc Minh		Biological child – At a young age			28/06/2023			
8,7	Hà Ngọc Lan		Biological child – At a young age			28/06/2023			
8,8	Hà Sinh Quận		Father-in-law (husband's father)			28/06/2023			
8,9	Lê Thị Dung		Mother-in-law (husband's mother)			28/06/2023			
8,10	Lê Thị Ánh		Sister-in-law (younger brother's wife)			28/06/2023			
8,11	Võ Thị Hồng Hạnh		Sister-in-law (younger brother's wife)			28/06/2023			
<b>9</b>	<b>Nguyễn Xuân Hà</b>		<b>Member of the Board</b>			<b>28/06/2023</b>			<b>Member of the Board</b>
9,1	Bùi Thị Xuân Hương		Wife			28/06/2023			
9,2	Nguyễn Lê Đạt		Younger sibling			28/06/2023			
9,3	Nguyễn Thị Gái		Younger sibling			28/06/2023			
9,4	Nguyễn Xuân Hưng		Biological child			28/06/2023			
9,5	Nguyễn Thị Hồng Hạnh		Biological child			28/06/2023			
9,6	Nguyễn Như Hà		Son-in-law			28/06/2023			
9,7	Lê Thị Hồng		Sister-in-law (younger brother's wife)			28/06/2023			
9,8	Phạm Phiên		Brother-in-law (younger sister's husband)			28/06/2023			
<b>10</b>	<b>Phạm Văn Lê</b>		<b>Vice President</b>			<b>01/01/2008</b>			<b>Vice President</b>
10,1	Nguyễn Thị Thúy An		Wife			01/01/2008			
10,2	Phạm Trịnh Duy		Biological child			01/01/2008			
10,3	Phạm Quang Huy		Biological child			01/01/2008			
10,4	Phạm Xuân Đền		Older brother			01/01/2008			
10,5	Phạm Thị Hương		Biological sister			01/01/2008			
10,6	Phạm Văn Hựu		Older brother			01/01/2008			
10,7	Phạm Thị Hiền		Biological sister			01/01/2008			
10,8	Phạm Văn Hậu		Older brother			01/01/2008			
10,9	Phạm Văn Hán		Younger sibling			01/01/2008			
10,10	Phạm Thị Hoa		Younger sibling			01/01/2008			
10,11	Nguyễn Thị Huân		Sister-in-law			01/01/2008			
10,12	Nguyễn Thị Kiện		Sister-in-law			01/01/2008			

Ord. No	Name of Organization/Individual	Securities Trading Account	Position in the Company	ID Number, Date of Issue, Place of Issue	Contact Address	Date Became a Related Person	Date Ceased to Be a Related Person	Reason	Nature of Relationship with the Company
10,13	Nguyễn Văn Xuyên		Brother-in-law (older sister's husband)			01/01/2008			
10,14	Bùi Thị Tuyết Mai		Sister-in-law			01/01/2008			
10,15	Kiều Thu Thủy		Sister-in-law (younger brother's wife)			01/01/2008			
10,16	Đặng Văn Thanh		Brother-in-law (younger sister's husband)			01/01/2008			
11	<b>Trần Đình Ba Ti</b>		<b>Vice President</b>				27/11/2025		<b>Vice President</b>
11.1	Trương Thị Ngọc Yên		Wife				27/11/2025		
11.2	Trần Ngọc Hồng Thủy		Child				27/11/2025		
11.3	Trần Ngọc Hồng Loan		Child				27/11/2025		
11.4	Trần Đình Lâm		Biological father				27/11/2025		
11.5	Nguyễn Thị Mai		Biological mother				27/11/2025		
11.6	Trương Bán		Father-in-law				27/11/2025		
11.7	Đặng Thị Thương		Mother-in-law				27/11/2025		
11.8	Trần Đình Tân Ní		Older brother				27/11/2025		
11.9	Nguyễn Thị Mộng Cẩm		Sister-in-law				27/11/2025		
11.10	Trần Thị Solli		Biological sister				27/11/2025		
11.11	Thái Dũng		Brother-in-law (older sister's husband)				27/11/2025		
11.12	Trần Đình Anh Tuấn		Younger sibling				27/11/2025		
11.13	Nguyễn Thị Diễm		Sister-in-law (younger brother's wife)				27/11/2025		
12	<b>Nguyễn Văn Kháng</b>		<b>Vice President</b>			05/09/2022	27/11/2025		<b>Vice President</b>
12.1	Nguyễn Thị Ánh Hồng		Wife			05/09/2022	27/11/2025		
12.2	Nguyễn Lương Thành		Child			05/09/2022	27/11/2025		
12.3	Nguyễn Bảo Ngọc		Child			05/09/2022	27/11/2025		
12.4	Nguyễn Văn Khuyến		Biological father			05/09/2022	27/11/2025		
12.5	Nguyễn Thị Vân		Biological mother			05/09/2022	27/11/2025		
12.6	Nguyễn Văn Ngón		Father-in-law			05/09/2022	27/11/2025		
12.7	Trần Thị Diệu		Mother-in-law			05/09/2022	27/11/2025		
12.8	Nguyễn Thị Khánh		Biological sister			05/09/2022	27/11/2025		
12.9	Nguyễn Tương Tri		Brother-in-law (older sister's husband)			05/09/2022	27/11/2025		
12.10	Nguyễn Thị Phương		Biological sister			05/09/2022	27/11/2025		
12.11	Đào Văn Lâm		Brother-in-law (older sister's husband)			05/09/2022	27/11/2025		
12.12	Nguyễn Thị Thuýn		Younger sibling			05/09/2022	27/11/2025		
12.13	Võ Ngọc Tuấn Anh		Brother-in-law (younger sister's husband)			05/09/2022	27/11/2025		
13	<b>Hoàng Xuân Thơm</b>		<b>Chief Accountant</b>			01/01/2022			<b>Chief Accountant</b>

Ord. No	Name of Organization/Individual	Securities Trading Account	Position in the Company	ID Number, Date of Issue, Place of Issue	Contact Address	Date Became a Related Person	Date Ceased to Be a Related Person	Reason	Nature of Relationship with the Company
13.1	Hoàng Hoa Thám		Biological father			01/01/2022			
13.2	Tăng Tôn Cường		Father-in-law			01/01/2022			
13.3	Nguyễn Thị Như Ý		Mother-in-law			01/01/2022			
13.4	Tăng Thị Yến Thịnh		Wife			01/01/2022			
13.5	Hoàng Khôi Nguyên		Biological child			01/01/2022			
13.6	Hoàng Khải Nguyên		Biological child			01/01/2022			
13.7	Hoàng Cao Thanh		Older brother			01/01/2022			
13.8	Hồ Thị Thái		Sister-in-law			01/01/2022			
13.9	Hoàng Thị Thúy		Biological sister			01/01/2022			
13.10	Hoàng Minh Thông		Brother-in-law (older sister's husband)			01/01/2022			
13.11	Hoàng Văn Thùy		Older brother			01/01/2022			
13.12	Ngô Thị Hằng		Sister-in-law			01/01/2022			
13.13	Hoàng Xuân Thơ		Younger sibling			01/01/2022			
13.14	Nguyễn Linh Trang		Sister-in-law (younger brother's wife)			01/01/2022			
13.15	Hoàng Văn Thương		Younger sibling			01/01/2022			
14	<b>Trần Thị Diệu Thúy</b>		<b>Head of the Supervisory Board</b>			<b>28/06/2023</b>			<b>Head of the Supervisory Board</b>
14.1	Trần Liễm		Biological father			28/06/2023			
14.2	Phan Thị Kim Hương		Biological mother			28/06/2023			
14.3	Trần Thị Thanh Nhân		Younger sibling			28/06/2023			
14.4	Trần Cao Thiên		Younger sibling			28/06/2023			
14.5	Trần Ngọc Sơn		Younger sibling			28/06/2023			
14.6	Nguyễn Hồi Sinh		Husband			28/06/2023			
14.7	Nguyễn Trần Diệu Phương		Biological child			28/06/2023			
14.8	Nguyễn Trần Bảo Hân		Biological child			28/06/2023			
14.9	Nguyễn Trần Anh Thư		Biological child			28/06/2023			
14.10	Nguyễn Đức Quyết		Father-in-law (husband's father)			28/06/2023			
14.11	Trần Thị Hồng Phước		Mother-in-law (husband's mother)			28/06/2023			
14.12	Trần Phước Sung		Brother-in-law (younger sister's husband)			28/06/2023			
14.13	Lê Thị Thùy Vân		Sister-in-law (younger brother's wife)			28/06/2023			
14.14	Nguyễn Thị Thúy Sang		Sister-in-law (younger brother's wife)			28/06/2023			
15	<b>Lâm Văn Công</b>		<b>Member of the Supervisory Board</b>			<b>28/06/2023</b>			<b>Member of the Supervisory Board</b>
15.1	Nguyễn Thị Thùy Trinh		Wife			28/06/2023			

Ord. No	Name of Organization/Individual	Securities Trading Account	Position in the Company	ID Number, Date of Issue, Place of Issue	Contact Address	Date Became a Related Person	Date Ceased to Be a Related Person	Reason	Nature of Relationship with the Company
15.2	Lâm Tiến Dũng		Child			28/06/2023			
15.3	Lâm Bảo Duy		Child			28/06/2023			
15.4	Nguyễn Xuân Lai		Father-in-law			28/06/2023			
15.5	Huỳnh Thị Ngọc Nguyệt		Mother-in-law			28/06/2023			
15.6	Lâm Việt Sỹ		Older brother			28/06/2023			
15.7	Vũ Thị Dương		Sister-in-law			28/06/2023			
15.8	Lâm Văn Nông		Older brother			28/06/2023			
15.9	Nguyễn Thị Na		Sister-in-law			28/06/2023			
15.10	Lâm Thị Hằng		Biological sister			28/06/2023			
15.11	Nguyễn Văn Tuấn		Brother-in-law (older sister's husband)			28/06/2023			
15.12	Lâm Thị Nguyệt		Biological sister			28/06/2023			
15.13	Nguyễn Văn Tuyên		Brother-in-law (older sister's husband)			28/06/2023			
<b>16</b>	<b>Mai Tổ Loan</b>		<b>Member of the Supervisory Board</b>			<b>28/06/2023</b>			<b>Member of the Supervisory Board</b>
16.1	Vũ Thị Nang		Biological mother			28/06/2023			
16.2	Trịnh Phú Lợi		Husband			28/06/2023			
16.3	Mai Xuân Quang		Younger sibling			28/06/2023			
16.4	Mai Xuân Trung		Younger sibling			28/06/2023			
16.5	Trịnh Mai Anh		Biological child			28/06/2023			
16.6	Trịnh Thanh Tùng		Biological child			28/06/2023			
16.7	Trịnh Thị Át		Mother-in-law (husband's mother)			28/06/2023			
16.8	Đỗ Thị Hồng Thu		Sister-in-law (younger brother's wife)			28/06/2023			
<b>17</b>	<b>Trần Thái Hưng</b>		<b>Secretary of the Company's Board of Directors, Head of Administration and HR Department</b>			<b>01/01/2025</b>			<b>Secretary of the Company's Board of Directors, Head of Administration and HR Department</b>
17.1	Trịnh Thị Hoa		Wife			01/01/2025			
17.2	Trần Xuân Điền		Biological father			01/01/2025			
17.3	Vũ Thị Hiền		Biological mother			01/01/2025			
17.4	Trịnh Văn Trọng		Father-in-law			01/01/2025			
17.5	Trịnh Thị Cứ		Mother-in-law			01/01/2025			
17.6	Trần Thái Sơn		Biological child			01/01/2025			
17.7	Trần Trịnh Thái Dương		Biological child			01/01/2025			
17.8	Trần Thị Hương		Younger sibling			01/01/2025			
17.9	Trần Thị Hoa		Younger sibling			01/01/2025			
17.10	Bùi Văn Như		Brother-in-law (younger sister's husband)			01/01/2025			



**Appendix 2: List of Insiders and Related Persons of Insiders**

Ord. No	Name of Organization/Individual	Securities Trading Account	Position in the Company	ID Number, Date of Issue, Place of Issue	Contact Address	Number of Shares at the End of the Period	Shareholding Ratio at the End of the Period	Notes
1	<b>Phan Xuân Bằng</b>		<b>Chairman</b>			<b>10.000</b>	<b>0,08%</b>	
1.1	Nguyễn Thị Hồng Nhu		Wife				0,00%	
1.2	Phan Nhã Linh		Child				0,00%	
1.3	Phan Gia Phụng		Child				0,00%	
1.4	Phan Kim Tấn Dũng		Child				0,00%	
1.5	Phan Kim Trọng		Older brother				0,00%	
1.6	Phan Anh Tuyển		Younger sibling				0,00%	
1.7	Phan Thị Thanh Nhân		Younger sibling				0,00%	
1.8	Phan Thị Kim Thoa		Younger sibling				0,00%	
1.9	Trần Thị Hoa		Mother-in-law (wife's mother)				0,00%	
1.10	Võ Thị Vân		Sister-in-law (older brother's wife)				0,00%	
1.11	Cao Thị Huyền		Sister-in-law (younger brother's wife)				0,00%	
1.12	Lê Thế Phương		Brother-in-law (younger sister's husband)				0,00%	
2	<b>Đặng Đình Khiêm</b>		<b>Vice Chairman of the Board of Directors, Deputy Director of the Company</b>			<b>83.483</b>	<b>0,67%</b>	
2.1	Đặng Đình Thoa		Biological father				0,00%	
2.2	Trần Thị Phìn		Biological mother				0,00%	
2.3	Lê Thị Sương		Wife				0,00%	
2.4	Đặng Thị Phương		Younger sibling				0,00%	
2.5	Đặng Đình Kiêm		Younger sibling			18.626	0,15%	
2.6	Đặng Thị Minh Thư		Biological child				0,00%	
2.7	Đặng Lê Bình		Child				0,00%	
2.8	Đặng Lê Minh		Child				0,00%	
2.9	Đặng Hà My		Child				0,00%	
2.10	Lê Công Hoan		Father-in-law (wife's father)				0,00%	
2.11	Nguyễn Thị Sáu		Mother-in-law (wife's mother)				0,00%	
2.12	Nguyễn Mạnh Hà		Brother-in-law (younger sister's husband)				0,00%	
2.13	Phạm Thị Nga		Sister-in-law (younger brother's wife)				0,00%	

Ord. No	Name of Organization/Individual	Securities Trading Account	Position in the Company	ID Number, Date of Issue, Place of Issue	Contact Address	Number of Shares at the End of the Period	Shareholding Ratio at the End of the Period	Notes
3	Hoàng Đức Trúc		Member of the Board of Directors, Director of the Company			125.404	1,01%	
3.1	Chu Thị Hà		Biological mother				0,00%	
3.2	Lê Thị Trung Hậu		Wife				0,00%	
3.3	Hoàng Bảo Trung		Child				0,00%	
3.4	Hoàng Lê Minh Anh		Child				0,00%	
3.5	Hoàng Thị Hương		Younger sibling				0,00%	
3.6	Hoàng Đức Giang		Younger sibling				0,00%	
3.7	Hoàng Đức Long		Younger sibling				0,00%	
3.8	Hoàng Đức Thành		Younger sibling				0,00%	
3.9	Nguyễn Thị Đông		Mother-in-law (wife's mother)				0,00%	
3.10	Nguyễn Duy Khánh		Brother-in-law (younger sister's husband)				0,00%	
3.11	Nguyễn Thị Đào		Sister-in-law (younger brother's wife)				0,00%	
3.12	Nguyễn Thị Mai		Sister-in-law (younger brother's wife)				0,00%	
3.13	Đào Thị Thuyền		Sister-in-law (younger brother's wife)				0,00%	
4	Trịnh Thị Thu Hương		Member of the Board of Directors, Deputy Director, Authorized Person for Information Disclosure			2.292	0,02%	
4.1	Trịnh Văn Sở		Biological father				0,00%	
4.2	Vũ Thị Liên		Biological mother				0,00%	
4.3	Trịnh Phú Cường		Younger sibling				0,00%	
4.4	Trịnh Sự Nghiệp		Younger sibling				0,00%	
4.5	Hà Xuân Quân		Husband				0,00%	
4.6	Hà Ngọc Minh		Biological child - at a young age				0,00%	
4.7	Hà Ngọc Lan		Biological child - at a young age				0,00%	

Ord. No	Name of Organization/Individual	Securities Trading Account	Position in the Company	ID Number, Date of Issue, Place of Issue	Contact Address	Number of Shares at the End of the Period	Shareholding Ratio at the End of the Period	Notes
4.8	Hà Sinh Quận		Father-in-law (husband's father)				0,00%	
4.9	Lê Thị Dung		Mother-in-law (husband's mother)				0,00%	
4.10	Lê Thị Ánh		Sister-in-law (younger brother's wife)				0,00%	
4.11	Võ Thị Hồng Hạnh		Sister-in-law (younger brother's wife)				0,00%	
<b>5</b>	<b>Nguyễn Xuân Hà</b>		<b>Member of the Board</b>			<b>24.278</b>	<b>0,20%</b>	
5.1	Bùi Thị Xuân Hương		Wife				0,00%	
5.2	Nguyễn Lê Đạt		Younger sibling				0,00%	
5.3	Nguyễn Thị Gái		Younger sibling				0,00%	
5.4	Nguyễn Xuân Hưng		Child				0,00%	
5.5	Nguyễn Thị Hồng Hạnh		Child				0,00%	
5.6	Nguyễn Như Hà		Son-in-law				0,00%	
5.7	Lê Thị Hồng		Sister-in-law (younger brother's wife)				0,00%	
5.8	Phạm Phiên		Brother-in-law (younger sister's husband)				0,00%	
<b>6</b>	<b>Phạm Văn Lê</b>		<b>Vice President</b>			<b>145.943</b>	<b>1,18%</b>	
6.1	Nguyễn Thị Thúy An		Wife				0,00%	
6.2	Phạm Trịnh Duy		Biological child				0,00%	
6.3	Phạm Quang Huy		Biological child				0,00%	
6.4	Phạm Xuân Đền		Older brother				0,00%	
6.5	Phạm Thị Hường		Biological sister				0,00%	
6.6	Phạm Văn Hựu		Older brother				0,00%	
6.7	Phạm Thị Hiền		Biological sister				0,00%	
6.8	Phạm Văn Hậu		Older brother				0,00%	
6.9	Phạm Văn Hán		Younger sibling				0,00%	
6.10	Phạm Thị Hoa		Younger sibling				0,00%	
6.11	Nguyễn Thị Huân		Sister-in-law (older brother's wife)				0,00%	

Ord. No	Name of Organization/Individual	Securities Trading Account	Position in the Company	ID Number, Date of Issue, Place of Issue	Contact Address	Number of Shares at the End of the Period	Shareholding Ratio at the End of the Period	Notes
6.12	Nguyễn Thị Kiện		Sister-in-law (older brother's wife)				0,00%	
6.13	Nguyễn Văn Xuyên		Brother-in-law (older sister's husband)				0,00%	
6.14	Bùi Thị Tuyết Mai		Sister-in-law (older brother's wife)				0,00%	
6.15	Kiều Thu Thủy		Sister-in-law (younger brother's wife)				0,00%	
6.16	Đặng Văn Thanh		Brother-in-law (younger sister's husband)				0,00%	
7	<b>Trần Đình Ba Ti</b>		<b>Vice President</b>			0	0,00%	
7.1	Trương Thị Ngọc Yên		Wife				0,00%	
7.2	Trần Ngọc Hồng Thủy		Child				0,00%	
7.3	Trần Ngọc Hồng Loan		Child				0,00%	
7.4	Trần Đình Lâm		Biological father				0,00%	
7.5	Nguyễn Thị Mai		Biological mother				0,00%	
7.6	Trương Bán		Father-in-law (wife's father)				0,00%	
7.7	Đặng Thị Thương		Mother-in-law (wife's mother)				0,00%	
7.8	Trần Đình Tân Ni		Older brother				0,00%	
7.9	Nguyễn Thị Mộng Cầm		Sister-in-law (older brother's wife)				0,00%	
7.10	Trần Thị Solli		Biological sister				0,00%	
7.11	Thái Dũng		Brother-in-law (older sister's husband)				0,00%	
7.12	Trần Đình Anh Tuấn		Younger sibling				0,00%	
7.13	Nguyễn Thị Diễm		Sister-in-law (younger brother's wife)				0,00%	
8	<b>Nguyễn Văn Kháng</b>		<b>Vice President</b>			5.079	0,04%	
8.1	Nguyễn Thị Ánh Hồng		Wife				0,00%	
8.2	Nguyễn Lương Thành		Child				0,00%	
8.3	Nguyễn Bảo Ngọc		Child				0,00%	

Ord. No	Name of Organization/Individual	Securities Trading Account	Position in the Company	ID Number, Date of Issue, Place of Issue	Contact Address	Number of Shares at the End of the Period	Shareholding Ratio at the End of the Period	Notes
8.4	Nguyễn Văn Khuyến		Biological father				0,00%	
8.5	Nguyễn Thị Vân		Biological mother				0,00%	
8.6	Nguyễn Văn Ngôn		Father-in-law (wife's father)				0,00%	
8.7	Trần Thị Diệu		Mother-in-law (wife's mother)				0,00%	
8.8	Nguyễn Thị Khánh		Biological sister				0,00%	
8.9	Nguyễn Tương Tri		Brother-in-law (older sister's husband)				0,00%	
8.10	Nguyễn Thị Phương		Biological sister				0,00%	
8.11	Đào Văn Lâm		Brother-in-law (older sister's husband)				0,00%	
8.12	Nguyễn Thị Thuý		Younger sibling				0,00%	
8.13	Võ Ngọc Tuấn Anh		Brother-in-law (younger sister's husband)				0,00%	
9	<b>Hoàng Xuân Thơm</b>		<b>Chief Accountant</b>			12	0,00%	
9.1	Hoàng Hoa Thám		Biological father				0,00%	
9.2	Tăng Tôn Cường		Father-in-law (wife's father)				0,00%	
9.3	Nguyễn Thị Như Ý		Mother-in-law (wife's mother)				0,00%	
9.4	Tăng Thị Yến Thịnh		Wife				0,00%	
9.5	Hoàng Khôi Nguyên		Biological child				0,00%	
9.6	Hoàng Khải Nguyên		Biological child				0,00%	
9.7	Hoàng Cao Thành		Older brother				0,00%	
9.8	Hồ Thị Thái		Sister-in-law (older brother's wife)				0,00%	
9.9	Hoàng Thị Thúy		Biological sister				0,00%	
9.10	Hoàng Minh Thông		Brother-in-law (older sister's husband)				0,00%	
9.11	Hoàng Văn Thùy		Older brother				0,00%	
9.12	Ngô Thị Hằng		Sister-in-law (older brother's wife)				0,00%	
9.13	Hoàng Xuân Thơ		Younger sibling				0,00%	

Ord. No	Name of Organization/Individual	Securities Trading Account	Position in the Company	ID Number, Date of Issue, Place of Issue	Contact Address	Number of Shares at the End of the Period	Shareholding Ratio at the End of the Period	Notes
9.14	Nguyễn Linh Trang		Sister-in-law (younger brother's wife)				0,00%	
9.15	Hoàng Văn Thương		Younger sibling				0,00%	
<b>10</b>	<b>Trần Thị Diệu Thúy</b>		<b>Head of the Supervisory Board</b>			<b>10.866</b>	<b>0,09%</b>	
10.1	Trần Liễm		Biological father				0,00%	
10.2	Phan Thị Kim Hương		Biological mother				0,00%	
10.3	Trần Thị Thanh Nhân		Younger sibling				0,00%	
10.4	Trần Cao Thiên		Younger sibling				0,00%	
10.5	Trần Ngọc Sơn		Younger sibling				0,00%	
10.6	Nguyễn Hải Sinh		Husband				0,00%	
10.7	Nguyễn Trần Diệu Phương		Biological child				0,00%	
10.8	Nguyễn Trần Bảo Hân		Biological child				0,00%	
10.9	Nguyễn Trần Anh Thư		Biological child				0,00%	
10.10	Nguyễn Đức Quyết		Father-in-law (husband's father)				0,00%	
10.11	Trần Thị Hồng Phước		Mother-in-law (husband's mother)				0,00%	
10.12	Trần Phước Sung		Brother-in-law (younger sister's husband)				0,00%	
10.13	Lê Thị Thùy Vân		Sister-in-law (younger brother's wife)				0,00%	
10.14	Nguyễn Thị Thúy Sang		Sister-in-law (younger brother's wife)				0,00%	
<b>11</b>	<b>Lâm Văn Công</b>		<b>Member of the Supervisory Board</b>			<b>45.989</b>	<b>0,37%</b>	
11.1	Nguyễn Thị Thùy Trinh		Wife				0,00%	
11.2	Lâm Tiến Dũng		Child				0,00%	
11.3	Lâm Bảo Duy		Child				0,00%	
11.4	Nguyễn Xuân Lai		Father-in-law (wife's father)				0,00%	
11.5	Huỳnh Thị Ngọc Nguyệt		Mother-in-law (wife's mother)				0,00%	

Ord. No	Name of Organization/Individual	Securities Trading Account	Position in the Company	ID Number, Date of Issue, Place of Issue	Contact Address	Number of Shares at the End of the Period	Shareholding Ratio at the End of the Period	Notes
11.6	Lâm Việt Sỹ		Older brother				0,00%	
11.7	Vũ Thị Dương		Sister-in-law (older brother's wife)				0,00%	
11.8	Lâm Văn Nông		Older brother				0,00%	
11.9	Nguyễn Thị Na		Sister-in-law (older brother's wife)				0,00%	
11.10	Lâm Thị Hằng		Biological sister				0,00%	
11.11	Nguyễn Văn Tuấn		Brother-in-law (older sister's husband)				0,00%	
11.12	Lâm Thị Nguyệt		Biological sister				0,00%	
11.13	Nguyễn Văn Tuyên		Brother-in-law (older sister's husband)				0,00%	
12	<b>Mai Tô Loan</b>		<b>Member of the Supervisory Board</b>			6.406	0,05%	
12.1	Vũ Thị Nang		Biological mother				0,00%	
12.2	Trịnh Phú Lợi		Husband				0,00%	
12.3	Mai Xuân Quang		Younger sibling				0,00%	
12.4	Mai Xuân Trung		Younger sibling				0,00%	
12.5	Trịnh Mai Anh		Biological child				0,00%	
12.6	Trịnh Thanh Tùng		Biological child				0,00%	
12.7	Trịnh Thị Át		Mother-in-law (husband's mother)				0,00%	
12.8	Đỗ Thị Hồng Thu		Sister-in-law (younger brother's wife)				0,00%	
13	<b>Trần Thái Hưng</b>		<b>Secretary of the Company's Board of Directors, Head of Administration and HR Department</b>				0,00%	
13.1	Trịnh Thị Hoa		Wife			30	0,00%	
13.2	Trần Xuân Điền		Biological father				0,00%	
13.3	Vũ Thị Hiền		Biological mother				0,00%	
13.4	Trịnh Văn Trọng		Father-in-law (wife's father)				0,00%	

