

Số: 28/CBTT-CKHP

No.: 28/CBTT-CKHP

V/v: CBTT báo cáo tình hình quản trị
Công ty năm 2024/ Announcement of
corporate governance report 2024

Hải Phòng, ngày 24 tháng 01 năm 2025

Hai Phong, January 24, 2025

CÔNG BỐ THÔNG TIN / INFORMATION DISCLOSURE

Kính gửi/To:

- Ủy ban Chứng khoán Nhà nước
- Sở Giao dịch Chứng khoán Việt Nam
- Sở Giao dịch Chứng khoán Hà Nội
- State Securities Commission
- Vietnam Stock Exchange
- Hanoi Stock Exchange

1. Tên tổ chức/Name of organization: CTCP Chứng khoán Hải Phòng/ Hai Phong Securities Joint Stock Company

2. Mã chứng khoán/Stock code: HAC

3. Địa chỉ trụ sở chính/ Head office address: Số 7, lô 28A, Lê Hồng Phong, Phường Đông Khê, Quận Ngô Quyền, TP Hải Phòng/ No. 7, Lot 28A, Le Hong Phong, Dong Khe Ward, Ngo Quyen District, Hai Phong City.

4. Điện thoại/Tel.: 0225.3842335

Fax: 0225.3746266

5. Người thực hiện công bố thông tin/ Person authorized to disclose information: Đoàn Thị Thuý

6. Địa chỉ/ Address: Số 7, lô 28A, Lê Hồng Phong, Phường Đông Khê, Quận Ngô Quyền, TP Hải Phòng/ No. 7, Lot 28A, Le Hong Phong, Dong Khe Ward, Ngo Quyen District, Hai Phong City.

7. Loại thông tin công bố/ Type of information published: Định kỳ/ Periodically

8. Nội dung của thông tin công bố/ Contents of disclosure:

Báo cáo tình hình quản trị Công ty Cổ phần Chứng khoán Hải Phòng năm 2024

Report on the governance situation of Hai Phong Securities Joint Stock Company in 2024

9. Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 24/01/2025 tại đường dẫn: <https://haseco.vn/tabaocaoqt/bao-cai-quan-tri/>

This information was published on the company's website on January 24, 2025, as in the link: <https://haseco.vn/tabaocaoqt/bao-cai-quan-tri/>



Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố/ *We hereby certify that the information provided is true and correct and we bear the full responsibility to the law.*

Tài liệu đính kèm/Attached documents:

Báo cáo số: 27/BC-CKHP ngày 24/01/2025
/ Report No.: 27 /BC-CKHP dated January 24, 2025.

Nơi nhận/Recipient:

- Như trên/As above;
- Lưu: VT; IR/ Archives: VT; IR.

Đại diện tổ chức

Organization representative

Người được Ủy quyền CBTT

Person authorized to disclose information

(Ký, ghi rõ họ tên, chức vụ, đóng dấu)

(Signature, full name, position, and seal)



Đoàn Thị Quý



No: 27/BC-CKHP

Hai Phong, January 24, 2025

REPORT ON CORPORATE GOVERNANCE

(annual 2024)

To: - The State Securities Commission;
- Vietnam Stock Exchange;
- Hanoi Stock Exchange.

- Company name: Hai Phong Securities Joint Stock Company
- Address of headoffice: No. 7, Lot 28A Le Hong Phong Street, Dong Khe Ward, Ngo Quyen District, Hai Phong City.
- Telephone: 02253842335 Fax: 0225 3746266 Email: haseco@haseco.vn
- Charter capital : 291,810,960,000 VND
- Stock symbol: HAC
- Governance model: The corporate governance model includes: General Meeting of Shareholders, Board of Directors, Board of Supervisors and General Director .
- The implementation of internal audit: Implemented.

I. Activities of the General Meeting of Shareholders

Information on meetings, resolutions and decisions of the General Meeting of Shareholders (including the resolutions of the General Meeting of Shareholders approved in the form of written comments):

No.	Resolution/ Decision No.	Date	Content
1	81/2024/NQ-CKHP	27/4/2024	Resolution of the 2024 Annual General Meeting of Shareholders
2	31/2024/NQ-CKHP	21/09/2024	Resolution of Extraordinary General Meeting of Shareholders 2024

II. Board of Directors (2024 Report):

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

Status	Board Member	Position (<i>independent member of the Board of Directors, non-executive member of the Board of Directors</i>)	Date of starting/cease being a member of the Board of Directors/Independent Board of Directors	
			Date of appointment	Dismissal Date
1	Mr. Vu Duong Hien	Former Chairman of the Board of Directors (Executive BOD Member), Former Deputy General Director		21/09/2024
2	Mr. Vu Xuan Thuy	Former Deputy Chairman of the Board of Directors (Non-executive BOD Member)		21/09/2024
3	Mr. Doan Duc Luyen	Former Non-executive BOD Member		21/09/2024
4	Mrs. Nguyen Thi Nguyet	Former Executive BOD Member, General Director		21/09/2024
5	Ms. Vu Thi Thanh Nga	Former Executive BOD Member, Chief Accountant		21/09/2024
6	Mr. Ninh Le Son Hai	Chairman of the Board of Directors	21/09/2024	
7	Mrs. Nguyen Thi Mai	Executive BOD Member	21/09/2024	
8	Ms. Ly Thi Thu Ha	Non-executive BOD Member	21/09/2024	
9	Mr. Chu Viet Ha	Non-executive BOD Member	21/09/2024	
10	Mr. Le Ngoc Hai	Non-executive BOD Member	21/09/2024	

2. Meetings of the Board of Directors:

No	Board of Director' member	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
1	Mr. Vu Duong Hien	14/14	100%	Dismissed from September 21, 2024, so no attendance at subsequent meetings.
2	Mr. Vu Xuan Thuy	11/14	78.5%	Business absence and delegation of authority. Dismissed from September 21, 2024, so no attendance at subsequent meetings.
3	Mr. Doan Duc Luyen	13/14	92.8%	Business absence and delegation of authority. Dismissed from September 21, 2024, so no attendance at subsequent meetings.
4	Mrs. Nguyen Thi Nguyet	14/14	100%	Dismissed from September 21, 2024, so no attendance at subsequent meetings.
5	Ms. Vu Thi Thanh Nga	14/14	100%	Dismissed from September 21, 2024, so no attendance at subsequent meetings.
6	Mr. Ninh Le Son Hai	07/07	100%	Attend Board meetings from September 21, 2024
7	Mrs. Nguyen Thi Mai	07/07	100%	Attend Board meetings from September 21, 2024
8	Ms. Ly Thi Thu Ha	07/07	100%	Attend Board meetings from September 21, 2024
9	Mr. Chu Viet Ha	07/07	100%	Attend Board meetings from September 21, 2024
10	Mr. Le Ngoc Hai	07/07	100%	Attend Board meetings from September 21, 2024

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

Pursuant to the Company Charter and Internal Regulations on Corporate Governance, the Board of Directors has inspected and supervised the activities of the General Director and the Executive Board in managing business operations and implementing resolutions of the General Meeting of Shareholders and the Board of Directors in 2024 as follows:

- Supervision method: The Board of Directors supervises the General Director and the Executive Board in organizing, implementing and executing resolutions of the General Meeting of Shareholders and the Board of Directors. At the Board of Directors meetings, the Board of Directors reviews the implementation of resolutions, the business situation of the quarter and the cumulative period, discusses and decides to approve resolutions for the General Director and the Executive Board to use as a basis for implementation.
- Monitoring results: In the context of the global economic recession under the impact of inflation, interest rates and geopolitical conflicts in the world, the Board of Directors acknowledged that the CEO and the Executive Board have made efforts to overcome difficulties affecting the Company's operations, complying with current laws and regulations and the Company's operating regulations.

4. Activities of the Board of Directors' subcommittees (If any): None

5. Resolutions/Decisions of the Board of Directors (Semi-annual report/annual report)

No.	Resolution/Decision No.	Date	Content	Approval rate
1	03/2024/NQ - CKHP	08/01/2024	Re: 'Summary of business activities in 2023'	100%
2	30/2024/NQ - CKHP	06/03/2024	Re: 'Summary of business activities in the first 2 months of 2024'	100%
3	62/2024/NQ - CKHP	01/04/2024	Re: Selling shares of Green International Hospital JSC	100%
4	66/2024/NQ - CKHP	04/04/2024	Re: Business performance summary for the first quarter of 2024	100%
5	84/2024/NQ - CKHP	06/05/2024	Re: 'Summary of business activities in the first 4 months of 2024'	100%
6	93/2024/NQ - CKHP	07/06/2024	Re: 'Summary of business activities in the first 5 months of 2024'	100%
7	107/2024/NQ - CKHP	05/07/2024	Re: 'Summary of business activities in the second quarter of 2024'	100%
8	0108/NQ - BOD	01/08/2024	Re: Dismissal of the position of Deputy General Director of Mr. Vu Duong Hien and appointment of the position of Deputy General Director of Mr. Nguyen Duc Tu	100%
9	02/2024/NQ - CKHP	20/08/2024	Re: Establishment of the Organizing Committee and the Shareholders' Qualification Inspection Committee for the 2024 Extraordinary General Meeting of Shareholders	100%
10	05/2024/NQ - CKHP	30/08/2024	Re: Organizing the Extraordinary General Meeting of Shareholders in 2024	100%
11	24/2024/NQ-CKHP	20/09/2024	Re: Nominating candidates to elect additional members to the Board of Directors, Supervisory Board and	100%

			supplementing and adjusting documents for the 2024 Extraordinary General Meeting of Shareholders	
12	34/2024/NQ-CKHP	21/09/2024	Re: Election of the Chairman of the Board of Directors for the 2021 - 2026 term; change of the company's legal representative and promulgation of the Charter and regulations approved by the General Meeting of Shareholders according to Resolution 31/2024/NQ-CKHP.	100%
13	34.1/2024/NQ-CKHP	21/09/2024	Re: Confirming the status of the newly appointed Chairman of the Board of Directors and Legal Representative	100%
14	218/2024/NQ-CKHP	29/09/2024	Re: Appointment of the company's CFO	100%
15	218.1/2024/NQ-CKHP	29/09/2024	Re: Regular meeting of the 4th quarter of 2024 on contents related to the Company's business activities in the 4th quarter of 2024	60%
16	218.2 /2024/NQ-CKHP	29/09/2024	Re: Approval of the Company's Contingency Plan for Emergency Situations as prescribed by law	100%
17	218.3 /2024/NQ-CKHP	29/09/2024	Re: Regular meeting of the 4th quarter of 2024 on contents related to the Company's business activities in the 4th quarter of 2024	100%
18	231.1/2024/NQ-CKHP	10/10/2024	Re: Contents related to adjusting the Company's organizational structure; personnel adjustment in 2024 and some other issues	100%
19	231.2/2024/NQ-CKHP	10/10/2024	Re: Contents related to adjusting the Company's organizational structure; personnel adjustment in 2024 and some other issues	60%
20	231.3/2024/NQ-CKHP	10/10/2024	Re: Approval of the Company's business plan for 2024-2025	100%
21	260.1/2024/NQ-CKHP	25/10/2024	Re: Approval of Information Disclosure Regulations	100%
22	260.2/2024/NQ-CKHP	25/10/2024	Re: Approval of the Company's Financial Regulations	100%
23	273/2024/NQ-CKHP	05/11/2024	Re: Through borrowing, guaranteeing, opening L/C, discounting and credit guarantee at Vietinbank of the Company	100%
24	297/2024/NQ-CKHP	01/12/2024	Re: Related content under the authority of the Board of Directors	60%
25	297.1/2024/NQ-CKHP	01/12/2024	Re: Approval of using 01 more seal of Hai Phong Securities JSC to serve the Company's work in Hanoi	100%
26	308.1/2024/NQ-CKHP	29/12/2024	Re: Investing in buying bonds	60%
27	308.2/2024/NQ-CKHP	29/12/2024	Re: Related content under the authority of the Board of Directors	60%

III. Board of Supervisors (2024 Report):

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

No.	Members of Board of Supervisors	Position	The date becoming/ceasing to be the member of the Board of Supervisors	Qualification
1	Ms. Nguyen Thi My Trang	Former Member of the Board of Supervisors	Ceasing to be the member of the BOS from 21/09/2024	Bachelor of Laws

		Former Head of the Board of Supervisors		
2	Ms. Khoa Thi Thanh Huyen	Former Board of Directors	Ceasing to be the member of the BOS from 21/09/2024	Bachelor of Economics
3	Ms. Doan Thi Thuy	Former Board of Directors	Ceasing to be the member of the BOS from 21/09/2024	Bachelor of Economics
4	Ms. Le Thi Mai Anh	Former Head of the Board of Supervisors	Ceasing to be the member of the BOS from 27/04/2024	Master of Economics
5	Mr. Pham Minh Hieu	Head of Supervisory Board	Starting to be the member of the BOS from 21/09/2024	Bachelor of Finance
6	Mr. Nguyen Trung Kien	Board Member	Starting to be the member of the BOS from 21/09/2024	Bachelor of Banking and Finance
7	Mr. Le Tuan	Board Member	Starting to be the member of the BOS from 21/09/2024	Master of Economics

2. Meetings of Board of Supervisors

No.	Members of Board of Supervisors	Number of meetings attended	Attendance rate	Voting ratio	Reasons for absence
1	Ms. Nguyen Thi My Trang	3/3	100%	100%	Dismissed from September 21, 2024, so no attendance at subsequent meetings.
2	Ms. Khoa Thi Thanh Huyen	2/3	67%	100%	Attend Board of Directors meetings from April 27, 2024. Dismissed from September 21, 2024, so no attendance at subsequent meetings.
3	Ms. Doan Thi Thuy	3/3	100%	100%	Dismissed from September 21, 2024, so no attendance at subsequent meetings.

4	Ms. Le Thi Mai Anh	1/2	50%	100%	Dismissed from April 27, 2024 , so no attendance at subsequent meetings.
5	Mr. Pham Minh Hieu	1/1	100%	100%	Attend Board meetings from September 21, 2024
6	Mr. Nguyen Trung Kien	1/1	100%	100%	Attend Board meetings from September 21, 2024
7	Mr. Le Tuan	1/1	100%	100%	Attend Board meetings from September 21, 2024

3. Supervising Board of Directors, Board of Management and shareholders by Board of Supervisors:

- Supervise and inspect the management and implementation of the 2024 profit plan of the Board of Directors (BOD) and the Executive Board, inspect the legality and reasonableness of business activities during the year in accordance with the spirit of the resolution of the 2024 Shareholders' Meeting .
- Check and supervise the issuance of resolutions and decisions of the Board of Directors and Executive Board .
- Check the reasonableness, legality, honesty and level of prudence in organizing accounting, statistics and financial reporting. Review the 6-month report of 2024 and the 2023 Financial Report of the Company .
- Check the operations at the Company's Headquarters and 2 branches .

4. The coordination among the Board of Supervisors, the Board of Management, Board of Directors and other managers:

- The Board of Supervisors is invited to attend some meetings of the Board of Directors, to give opinions to promote the Company's business activities better .
- The Board of Directors always facilitates and promptly responds to information requests to serve the supervisory requirements of the Board of Supervisors .
- The Board of Supervisors always coordinates well with members of the Board of Directors, members of the Executive Board and related managers within the framework of performing its supervisory function.

5. Other activities of the Board of Supervisors (if any) : None

IV. Executive Board (As at 12/31/2024)

STT	Board Member	Date of birth	Qualification	Date of appointment / dismissal of members of the Executive Board/
1	Mrs. Nguyen Thi Nguyet		Bachelor of Banking and Finance	27/07/2023: Appointed as CEO
2	Mrs. Nguyen Thi Mai		Bachelor of Accounting - Auditing	01/10/2024: Appointed as Finance Director
3	Ms. Vu Thi Thanh Nga		Bachelor of Economics	01/05/2020: Appointed as Chief Accountant

V. Chief Accountant (As at 12/31/2024)

Name	Date of birth	Qualification	Date of appointment/dismissal
Ms. Vu Thi Thanh Nga		Bachelor of Economics	01/05/2020: Appointed as Chief Accountant

VI. Training on corporate governance:

Training courses on corporate governance were involved by members of Board of Directors, the Board of Supervisors, General Director, other managers and secretaries in accordance with regulations on corporate governance: Attended the "Corporate Governance" certification training course organized by the Securities Research and Training Center.

VII. The list of affiliated persons of the public company (2024 Annual report) and transactions of affiliated persons of the Company

1. The list of affiliated persons of the Company

N o.	Name of organization/individual	Securities trading account (if any)	Position in the company (if any)	NSH Certificate Number*, date of issue, place of issue	Address	The starting point is the person concerned.	Time of starting to be affiliated person	Reasons	Relationship with the company
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1	Vu Duong Hien		Former Chairman of the Board of Directors - Former Deputy General Director			05/03/2016	21/09/2024	Dismissed on September 21, 2024	
2	Vu Xuan Thuy		Former Member of Board of Directors			05/03/2016	21/09/2024	Dismissed on September 21, 2024	
3	Doan Duc Luyen		Former Member of Board of Directors			05/03/2016	21/09/2024	Dismissed on September 21, 2024	
4	Nguyen Thi Nguyet		Former Member of Board of Directors, General Director			05/03/2016		Dismissed on September 21, 2024	
5	Pham Cong Ngu		Former HR Director - Person approved by UQ			16/03/2016	15/10/2024	Resigned on October 15, 2024	
6	Le Thi Mai Anh		Former Head of the Board of Supervisors			05/03/2016	27/04/2024	Dismissed on September 21, 2024	
7	Doan Thi Thuy		Person authorized by UQ CBTT, Former Member of BKS			05/03/2016	21/09/2024	Dismissed on September 21, 2024	
8	Nguyen Thi My Trang		Former Head of the Board of Supervisors			05/03/2016	21/09/2024	Dismissed on September 21, 2024	
9	Faculty of Science		Board Member			27/04/2024	21/09/2024	Dismissed on September 21, 2024	
10	Vu Thi Thanh Nga		Former Member of Board of Directors, Chief Accountant			01/05/2020	21/09/2024	Dismissed on September 21, 2024	
11	Nguyen Duc Tu		Former Deputy General Director			01/08/2024	15/10/2024	Resigned on October 15, 2024	

12	Ninh Le Son Hai		Chairman of the Board			21/09/2024		Appointed on 21/09/2024	
13	Chu Viet Ha		Board of Directors			21/09/2024		Appointed on 21/09/2024	
14	Le Ngoc Hai		Board of Directors			21/09/2024		Appointed on 21/09/2024	
15	Nguyen Thi Mai		Board of Directors			21/09/2024		Appointed on 21/09/2024	
16	Ly Thi Thu Ha		Board of Directors			21/09/2024		Appointed on 21/09/2024	
17	Hoang Thi Bao Ngoc		Administrator and Company Secretary			15/10/2024		Appointed on October 15, 2024	
18	Pham Minh Hieu		Head of Supervisory Board			21/09/2024		Appointed on 21/09/2024	
19	Nguyen Trung Kien		Board of Directors			21/09/2024		Appointed on 21/09/2024	
20	Le Tuan		Board of Directors			21/09/2024		Appointed on 21/09/2024	

No.: ID card No./Passport No. (As for individuals) or Business Registration Certificate No., License on Operations or equivalent legal documents (As for organisations).

2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons.

N o.	Name of organization/ individual	Relationship with the Company	No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction	Note
1	Mr. Vu Xuan Cuong	Son of former			3/4/2024; 6/19/2024	Resolution No. 62/2024/NQ-CKHP	Transaction of buying and	

		Chairman of the Board of Directors				issued on April 1, 2024 by the Company's Board of Directors on approving the sale of shares of Green International Hospital Joint Stock Company	selling shares of Green International Hospital Joint Stock Company : - Number of shares sold: 3,800,000 shares - Selling price: 10,000 VND/share	
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No.: ID card No./Passport No. (As for individuals) or Business Registration Certificate No., License on operations or equivalent legal documents (As for organisations).

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

4. Transactions between the Company and other objects

4.1. Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, General Director have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting): None

4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, General Director and other managers as a member of Board of Directors, General Director or CEO: None

4.3. Other transactions of the Company (if any) may bring material or non- material benefits for members of Board of Directors, members of the Board of Supervisors, General Director and other manager: None

VIII. Share transactions of internal persons and their affiliated persons (Annual report 2024)

1. Transactions of internal persons and affiliated persons with shares of the Company as at the date 12/31/2024

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period (Decemb	Percentage of share ownership at the end of the period	Note
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						er 31, 2024)		
1	Ninh Le Son Hai		Chairman of the Board of Directors			0	0	
1.01	Ninh Anh Tuan					0	0	Father
1.02	Le Thi Tan					0	0	Mother
1.03	Tran Thi Giang Van					0	0	Wife
1.04	Ninh Vu Minh Tam					0	0	Son
1.05	Ninh Trach Son					0	0	Son
1.06	Ninh Gia Khanh					0	0	Son
1.07	Ninh Le Son Ha					0	0	Younger brother
1.08	Nguyen Thi Thu Hang					0	0	Sister in law
1.09	Tran Khac Khuong					0	0	Father in law
1.10	Nguyen Thi Lien					0	0	Mother in law
2	Chu Viet Ha		Board of Directors			0	0	
2.01	Chu Van Quang					0	0	Dad
2.02	Nguyen Thi Thanh Nhan					0	0	Mom
2.03	Nguyen Thi Huyen					0	0	Wife
2.04	Chu Phuc Khang					0	0	Son
2.05	Chu Thanh Lam					0	0	Son
2.06	Nguyen Trung Loi					0	0	Father in law
2.07	Ta Thi Dien					0	0	Mother in law
3	Le Ngoc Hai		Board of Directors			0	0	
3.01	Le Ngoc Khiem					0	0	Father

3.02	Pham Thi Thu					0	0	Mom
3.03	Nguyen Thu Trang					0	0	Wife
3.04	Le Ngoc Minh Han					0	0	Son
3.05	Nguyen Thi Bich Thuy					0	0	Mother in law
3.06	Le Ngoc Ho					0	0	Older brother
4	Nguyen Thi Mai		Board of Directors			0	0	
4.01	Nguyen Thi Lam					0	0	Mother
4.02	Nguyen Minh Truong					0	0	Husband
4.03	Nguyen Minh Tuan					0	0	Older brother
4.04	Nguyen Thi Hong Mai					0	0	Older sister
4.05	Nguyen Thi Loan					0	0	Sister
4.06	Nguyen Thi Phung					0	0	Sister
4.07	Nguyen Ngoc Bao Nghi					0	0	Daughter
4.08	Nguyen Nhat Nam					0	0	Son
4.09	Ha My Consumer Goods Distribution JSC					0	0	Chief Financial Officer
5	Ly Thi Thu Ha		Board of Directors			0	0	
5.01	Lee Kwang-Hung					0	0	Father
5.02	Phan Thi Hong Thuy					0	0	Mother
5.03	Lee Bang Giang					0	0	Younger brother
5.04	Pham Thi Thuy Ngan					0	0	Sister in law

5.05	Ly Dac Quang Trung					0	0	Younger brother
5.06	Dang Ngoc Tai					0	0	Husband
5.07	Dang Hai Binh					0	0	Son
5.08	Dang Ha Phuong					0	0	Son
5.09	Ha Thi Kim Dung					0	0	Mother in law
5.10	Dang Ngoc Lan					0	0	Father in law
6	Hoang Thi Bao Ngoc		Administrator and Company Secretary			0	0	
6.01	Hoang Ngoc Tung					0	0	Father
6.02	Nguyen Thi Thu Ngan					0	0	Mother
6.03	Hoang Long					0	0	Younger brother
7	Pham Minh Hieu		Head of Supervisory Board			0	0	
7.01	Pham Van Hung					0	0	Father
7.02	Doan Kim Thao					0	0	Mother
7.03	Pham Minh Hai					0	0	Younger brother
8	Nguyen Trung Kien		Board Member			0	0	
8.01	Nguyen Trong Khoach					0	0	Father
8.02	Dang Thi Than					0	0	Mother
8.03	Nguyen Dai Uy					0	0	Father in law
8.04	Nguyen Thi Vinh					0	0	Mother in law
8.05	Nguyen Thi Hong Minh					0	0	Wife

8.06	Nguyen Phuc Nguyen					0	0	Boy
8.07	Nguyen Ha My					0	0	Daught er
8.08	Nguyen Phuc Yen					0	0	Boy
8.09	Nguyen Minh Cuong					0	0	Older brother
8.10	Doan Thi Hong Ngoc					0	0	Sister in law
8.11	Nguyen Thu Huong					0	0	Younge r sister
8.12	Vu Hoang					0	0	brother in law
8.13	Nguyen Nam Trung					0	0	Older brother
8.14	Nguyen Thi Thanh Thuy					0	0	Sister in law
9	Le Tuan		Board of Supervisors			0	0	
9.01	Le Thuc Duc					0	0	Father
9.02	Nguyen Thi Thanh Ha					0	0	Mom
9.03	Ha Phuong Le					0	0	Wife
9.04	Le Tuan Phong					0	0	Son
9.05	Le Tuan Minh					0	0	Son
9.06	Ha Huy Thong					0	0	Father in law
9.07	Tran Thi Song Ha					0	0	Mother in law
9.08	EPAdvisory JSC					0	0	Compa ny
10	Doan Thi Thuy		Authorized CBTT Person			1,251	0.004 %	
10.01	Doan Ba Ngoan					0	0	Father

10.02	Pham Thi Loan					0	0	Mother
10.03	Duong Thanh Luong					0	0	Father in law
10.04	Hoang Thi Dung					0	0	Mother in law
10.05	Duong Hoang Long					0	0	Husband
10.06	Duong Nhu Hoang An					0	0	Son
10.07	Doan Thi Thuy					0	0	Older sister
10.08	Doan Thi Mai					0	0	Older sister
11	Vu Thi Thanh Nga		Chief Accountant			2.008	0.007 %	
11.01	Vu Van Vinh					0	0	Dad
11.02	Pham Thi Lan					0	0	Mom
11.03	Vu Thi Kim Loan					0	0	Older sister
11.04	Vu Thuy Hang					0	0	Younger sister
11.05	Vu Anh Tuan					0	0	Younger brother
11.06	Royal Family					0	0	Son
11.07	Hoang Nguyet Minh					0	0	Daughter
11.08	Hoang Tue Minh					0	0	Son
12	Nguyen Thi Nguyet		General Director			5,000	0.02	

12.01	Nguyen Dinh Nhan							Dad
12.02	Nguyen Thi Deo							Mom
12.03	Nguyen Thi Thao Nga							Mother
12.04	Bui Nguyet Ha							Son
12.05	Bui Ha Trang							Son

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

No.	Relationship with internal persons	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.)	Note
			Number of shares	Percentage	Number of shares	Percent age		
1	Vu Thi Thanh Chung	Daughter of Mr. Vu Duong Hien - Former Chairman of the Board of Directors	71,097	0.24%	0	0	Solve personal problems	Dismissal of Mr. Vu Duong Hien - Chairman of the Board of Directors from September 21, 2024
2	Faculty of Science	Former Member of Board of Directors	1,446,432	4.96%	0	0	Solve personal problems	Dismissed on September 21, 2024
3	Doan Duc Luyen	Former Member of Board of Directors	203,200	0.70%	100	0.0003 %	Solve personal problems	Dismissed on September 21, 2024
4	Vu Duong Hien	Former Chairman of the Board of Directors	7,087,773	24.30%	0	0	Solve personal problems	Dismissed on September 21, 2024
5	HAPACO Group JSC	Mr. Vu Duong Hien is Chairman of the Board of Directors of HAPACO Group JSC.	1,937,737	6.64%	0	0	Solve company problems	Dismissal of Mr. Vu Duong Hien - Chairman of the Board of Directors from September 21, 2024
6	Nguyen Trung Kien	Board Member	476,798	1.63%	0	0	Solve personal problems	

IX. Other significant issues: None

Recipient:

- As above;
- Archived: VT , IR.

CHAIRMAN OF THE BOARD OF DIRECTORS

(Sign, full name and seal)



Ninh Le Son Hai