

No: 01/2025/BC-HĐQT

Ha Noi., month 01 day 22 year 2025

REPORT ON CORPORATE GOVERNANCE

(12 months/year 2024)

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

- Name of company: Vietnam Aviation Insurance Corporation
- Address of headoffice: 25th Floor – Vinacomin Building – No. 3 Duong Dinh Nghe Street – Cau Giay District – Hanoi
- Telephone: 024 – 6276 5555 Fax: 024 – 6276 5556 Email: contact@bhhk.com.vn
- Charter capital: 1,000,000,000,000 VND
- Stock symbol: AIC
- Governance model: /General Meeting of Shareholders, Board of Directors, Board of Supervisors, General Director and 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	01/2024/NQ-DHĐCĐ	25/4/2024	1. Approval of the 2023 Business Performance Report and the 2024 Business Plan.
			2. Approval of the 2023 Board of Directors' Performance Report and the 2024 Strategic Objectives.
			3. Approval of the Supervisory Board's Report at the 2024 Annual General Meeting of Shareholders.
			4. Approval of the 2023 Audited Financial Statements.
			5. Approval of the Proposal for Selecting the Auditor for the 2024 Financial Statements.

			6. Approval of the Proposal on Profit Distribution and Fund Allocation for the 2023 Financial Year.
			7. Approval of the Proposal on Salary and Remuneration Reports for the Board of Directors and Supervisory Board for 2023, and the 2024 Remuneration Plan.
			8. Approval of the Proposal to Amend and Supplement the Company's Charter.
			9. Approval of the Proposal to Amend and Supplement the Operational Regulations of the Board of Directors.
			10. Approval of the Proposal to Amend and Supplement the Operational Regulations of the Supervisory Board.
			11. Approval of the Proposal for Dismissal and Additional Election of Members of the Board of Directors for the 2023-2028 Term.
			12. Approval of the Proposal for Dismissal and Additional Election of Members of the Supervisory Board for the 2023-2028 Term.
			13. Approval of the Results of the Additional Election of Members of the Board of Directors and Supervisory Board for the 2023-2028 Term.
	02/2024/NQ-DHĐCĐ	06/9/2024	1. Approval of the Proposal to Amend and Supplement the Charter of VNI.
			2. Approval of the Proposal to Amend and Supplement the Operational Regulations of the Board of Directors of VNI.
			3. Approval of the Proposal for Dismissal and Additional Election of Members of the Board of Directors of VNI.
			4. Approval of the Results of the Additional Election of Members of the Board of Directors.

II. Board of Directors (Semiannual report/annual report):

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

No.	Board of Directors' members	Position (Independent members of the Board of Directors, Non-executive members of the Board of Directors)	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
	Mr. Lê Tuấn Dũng	Chairman	25/4/2024	
2	Mrs. Lê Thị Hà Thanh	Chairman	30/6/2023	25/4/2024
		Independent members of the Board of Directors	25/4/2024	06/9/2024
3	Mr. Nghiêm Xuân Thái	Independent members of the Board of Directors	25/4/2024	
4	Mr. Kim Jong Uk	Independent members of the Board of Directors	25/4/2024	
5	Mr. Nguyễn Thành Quang	Independent members of the Board of Directors	30/6/2024	25/4/2024
6	Mr. Trần Sỹ Tiến	Independent members of the Board of Directors	30/6/2023	25/4/2024
7	Mrs Nguyễn Quỳnh Trang	Independent members of the Board of Directors	30/6/2023	25/4/2024
8	Mrs. Nguyễn Diệu Trinh	Independent members of the Board of Directors	30/6/2023	25/4/2024
			06/9/2024	

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 Lê Tuấn Dũng	6	100%	
2	Mrs Lê Thị Hà Thanh	4	100%	
3	Mr Nghiêm Xuân Thái	6	100%	
4	Mr Kim Jong Uk	6	100%	
5	Mr Nguyễn Thành Quang	1	100%	
6	Mr Trần Sỹ Tiến	1	100%	

7	Mrs Nguyễn Diệu Trinh	3	75%	
8	Mrs Nguyễn Quỳnh Trang	1	100%	

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

The Chief Executive Officer's activities comply with the Resolutions of the Board of Directors, the Company's Charter, the Internal Regulations on Corporate Governance, and applicable laws. The Board of Directors regularly monitors and oversees the Executive Board's activities, promptly addressing issues within its authority, and provides all necessary support to facilitate the Executive Board's operations. This ensures effective management and administration of the company, enhances business performance, and achieves the established targets.

4. Activities of the Board of Directors' subcommittees (If any):

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

No.	Resolution/Decision No.	Date	Content
1	01/2024/NQ-HĐQT	09/01/2024	Approval of the material damage compensation plan for the vehicle with license plate 29H-546.82.
2	02/2024/NQ-HĐQT	16/01/2024	Approval to hire legal counsel for resolving the insurance contract dispute between the Corporation and Phuc Tinh Transport Co., Ltd.
3	03/2024/NQ-HĐQT	29/01/2024	Approval for the sale and liquidation of salvaged vehicles recovered after compensation payouts.
4	04/2024/NQ-HĐQT	19/02/2024	Reappointment of Mr. Le Huu Thuy as Director of VNI Binh Duong.
5	05/2024/NQ-HĐQT	19/02/2024	Reappointment of Mr. Le Manh Cuong as Deputy General Director.
6	06/2024/NQ-HĐQT	19/02/2024	Approval of the compensation plan for losses caused by the fire involving machinery, equipment, and goods at Du Nguyen Vietnam Printing Materials Co., Ltd., on October 3, 2022.
7	07/2024/NQ-HĐQT	19/02/2024	Approval of the list of partner banks for deposit investments in 2024.
8	08/2024/NQ-HĐQT	26/02/2024	Appointment of Mr. Nguyen Danh Nghia as Director of the VNI Digital.
9	09/2024/NQ-HĐQT	27/02/2024	Approval of the compensation plan for fire damage to the warehouse and goods of Mik Vietnam Construction Machinery Co., Ltd., on May 23, 2023.
10	10/2024/NQ-HĐQT	27/02/2024	Reappointment of Mr. Nguyen Tien Dung as Director of VNI Gia Định.
11	11/2024/NQ-HĐQT	08/3/2024	Approval of the organization of the 2024 Annual General Meeting of Shareholders.
12	12/2024/NQ-HĐQT	14/3/2024	Approval of the dismissal of Mr. Le Huu

No.	Resolution/Decision No.	Date	Content
			Phuoc as Director of VNI Da Nang.
13	13/2024/NQ-HĐQT	14/3/2024	Approval of the dismissal of Mr. Pham Duc Ngoc as Deputy Director in charge of VNI Thai Nguyen; appointment of Mr. Nguyen Van Thai to this position.
14	14/2024/NQ-HĐQT	14/3/2024	Acceptance of the resignation and termination of the labor contract for Mr. Nguyen Thanh Quang.
15	15/2024/NQ-HĐQT	15/3/2024	Appointment of Mr. Nghiem Xuan Thai as Deputy General Director in charge of operations, and Mr. Pham Huy Khiem as Deputy General Director.
16	16/2024/NQ-HĐQT	15/3/2024	Approval of the compensation plan for losses caused by flooding involving the warehouse, machinery, equipment, and goods of Vinatex Da Nang JSC.
17	17/2024/NQ-HĐQT	25/3/2024	Extension of the tenure of Mr. Pham Duc Tu as Director of VNI Ha Noi.
18	18/2024/NQ-HĐQT	25/3/2024	Approval of the Corporation's total salary fund implementation for 2023.
19	19/2024/NQ-HĐQT	26/3/2024	Dismissal of Ms. Tao Thi Thanh Hoa from her position as Director of the Finance and Administration Division; appointment of Mr. Nguyen Tuan Hoang to this role.
20	20/2024/NQ-HĐQT	27/3/2024	Approval of the appointment of Mr. Nghiem Xuan Thai as General Director and legal representative of the Corporation.
21	21/2024/NQ-HĐQT	11/4/2024	Dismissal of Mr. Doan Kien from his position as Strategic Advisor, effective April 1, 2024.
22	22/2024/NQ-HĐQT	15/4/2024	Appointment of Mr. Dang Van Minh as Deputy Director in charge of VNI Da Nang.
23	23/2024/NQ-HĐQT	16/4/2024	Approval of the dismissal of Mr. Pham Duc Tu as Director of VNI Hanoi, effective April 16, 2024; appointment of Mr. Dinh Quy Cuong as Deputy Director of VNI Hanoi and reappointment of Mr. Pham Duc Tu as Deputy Director.
24	24/2024/NQ-HĐQT	16/4/2024	Extension of the tenure of Mr. Pham Duc Tu as Director of VNI Ha Noi.
25	25/2024/NQ-HĐQT	16/4/2024	Reappointment of Mr. Do Viet Dung as Director of VNI Au Lac.
26	26/2024/NQ-HĐQT	22/4/2024	Approval of additional non-life reinsurance programs for 2024.
27	27/2024/NQ-HĐQT	24/4/2024	Reassignment and appointment of Mr. Le Van Chien as Director of the Administrative

No.	Resolution/Decision No.	Date	Content
			Organization Division.
28	28/2024/NQ-HĐQT	24/4/2024	Dismissal of Ms. Cao Thu Hien from her role as Head of Internal Audit, effective April 24, 2024.
29	29/2024/NQ-HĐQT	24/4/2024	Approval of the establishment of VNI Thủ Đức, VNI Phú Mỹ Hưng, VNI Nam Bình Dương, and VNI Phương Nam.
30	30/2024/NQ-HĐQT	24/4/2024	Establishment of representative offices for customer service and vehicle assessment in the northern and southern regions.
31	31/2024/NQ-HĐQT	24/4/2024	Approval of VNI's 2024 business plan.
32	32/2024/NQ-HĐQT	25/4/2024	Approval of the election results of Mr. Le Tuan Dung as a member of the Board of Directors and appointment as Chairman of the Board for the 2023–2028 term, effective April 25, 2024.
33	33/2024/NQ-HĐQT	25/4/2024	Approval of the election results of Ms. Le Thi Ha Thanh as a member of the Board of Directors and appointment as Vice-Chairperson of the Board for the 2023–2028 term, effective April 25, 2024.
34	34/2024/NQ-HĐQT	17/5/2024	Reappointment of Mr. Tran Chi Kien as Director of VNI Hà Tuyên.
35	35/2024/NQ-HĐQT	20/5/2024	Dismissal of Mr. Phan Ngoc Phan as Director of the VNI Tây Nguyên. Assignment of Mr. Vu Ngoc Hung, Director of the VNI Nam Tây Nguyên, to concurrently serve as Director of VNI Tây Nguyên.
36	35A/2024/NQ-HĐQT	03/6/2024	Approval of changes to leased floors at the Vinacomin Building.
37	36/2024/NQ-HĐQT	04/6/2024	Approval to hire legal counsel and sign a legal consulting service contract for resolving the insurance contract dispute between VNI and Phuc Tinh Transport Co., Ltd.
38	36A/2024/NQ-HĐQT	06/6/2024	Approval of the supplementary reinsurance plan for Vehical Insurance.
39	37/2024/NQ-HĐQT	07/6/2024	Approval of the compensation plan for losses caused by the fire at the factory and goods of Tayu Vietnam Wood Co., Ltd.
40	38/2024/NQ-HĐQT	10/6/2024	Reappointment of Mr. Kim Duc Huy as Director of VNI Kinh Do.
41	39/2024/NQ-HĐQT	10/6/2024	Reappointment of Mr. Nguyen Trong Hieu as Director of VNI Thanh Hoa.
42	39A/2024/NQ-HĐQT	10/6/2024	Resolution of the June 2024 Board of

No.	Resolution/Decision No.	Date	Content
			Directors meeting.
43	40/2024/NQ-HĐQT	12/6/2024	Approval of the compensation plan for losses caused by the sinking of the Phuc Tinh 26 vessel owned by Phuc Tinh Transport Co., Ltd.
44	41/2024/NQ-HĐQT	17/6/2024	Approval of personnel arrangements at VNI Thai Nguyen and VNI Nam Hong Ha.
45	42/2024/NQ-HĐQT	18/6/2024	Dismissal of Mr. Le Thanh Tung as Director of the Motor Vehicle and Health&PA Division.
46	43/2024/NQ-HĐQT	26/6/2024	Approval of the compensation plan for damages involving a dump truck owned by Van Don Mast JSC.
47	44/2024/NQ-HĐQT	26/6/2024	Approval of the establishment of four branches: VNI Thủ Đức, VNI Phú Mỹ Hưng, VNI Nam Bình Dương, and VNI Phương Nam.
48	44A/2024/NQ-HĐQT	27/6/2024	Approval of the costs for designing, renovating, furnishing, and completing Office No. 3 Duong Dinh Nghe.
49	45A/2024/NQ-HĐQT	28/6/2024	Reappointment of the Corporate Governance Manager.
50	45B/2024/NQ-HĐQT	01/7/2024	Reappointment of Mr. Do Le Minh Quan as Director of VNI Thanh Do.
51	45/2024/NQ_HĐQT	5/7/2024	Approval of renovation plans for VNI Thủ Đức and VNI Phú Mỹ Hưng.
52	46/2024/NQ_HĐQT	9/7/2024	Reappointment of Deputy General Director Tao Thi Thanh Hoa.
53	47/2024/NQ_HĐQT	18/7/2024	Approval of Deloitte as the independent auditing firm for 2024.
54	48/2024/NQ_HĐQT	18/7/2024	Reappointment of Mr. Tran Trung Dung as Director of VNI Tan Son Nhut.
55	49/2024/NQ_HĐQT	19/7/2024	Approval to convene an extraordinary General Meeting of Shareholders in 2024.
56	50/2024/NQ_HĐQT	22/7/2024	Appointment of Đinh Trung Hoài as Director of VNI Sài Gòn
57	51/2024/NQ_HĐQT	22/7/2024	Dismissal of Mr. Dam Van Hung as Director of VNI Sai Gon.
58	52/2024/NQ_HĐQT	24/7/2024	Appointment of Mr. Le Nguyen Thanh Tu as Director of VNI Nam Bình Dương.
59	53/2024/NQ_HĐQT	24/7/2024	Termination of the labor contract of Ms. Nguyen Thi Kim Anh, Head of the Southern Office.
60	54/2024/NQ_HĐQT	24/7/2024	Appointment of Mr. Nguyen Danh Nghia as

No.	Resolution/Decision No.	Date	Content
			Director of VNI Phú Mỹ Hưng.
61	55/2024/NQ_HĐQT	24/7/2024	Assignment of Deputy General Director Lê Huy Khiêm to concurrently serve as Director of VNI Thủ Đức.
62	56/2024/NQ_HĐQT	30/7/2024	Dismissal of Mr. Nguyen Van Thien as Director of VNI Phương Nam
63	57/2024/NQ_HĐQT	30/7/2024	Appointment of Mr. Le Van Chien as Director of VNI Tây Nam Bộ.
64	58/2024/NQ_HĐQT	31/7/2024	Termination of Mr. Vu Ngoc Hung's concurrent role as Director of VNI Tây Nguyên.
65	59/2024/NQ_HĐQT	31/7/2024	Appointment of Mr. Truong Xuan Dong as Director of VNI Central Highlands.
66	60/2024/NQ_HĐQT	7/8/2024	Assignment of Mr. Truong Quang Dung to concurrently serve as Director of VNI Phương Nam.
67	61/2024/NQ_HĐQT	15/8/2024	Resolution of the August 2024 Board of Directors meeting.
68	62/2024/NQ_HĐQT	23/8/2024	Approval of credit limits for borrowing at financial institutions.
69	63/2024/NQ_HĐQT	9/9/2024	Reappointment of Mr. Nguyen Xuan Dinh as Director of VNI Lam Dong.
70	64/2024/NQ_HĐQT	11/9/2024	Approval of salary adjustments for Deputy General Directors and Business Directors.
71	65/2024/NQ_HĐQT	12/9/2024	Approval of the salary and remuneration plan for members of the Board of Directors.
72	66/2024/NQ_HĐQT	13/9/2024	Resolution of the September 2024 Board of Directors meeting.
73	67/2024/NQ-HĐQT	18/9/2024	Approval of guarantee limits and credit card limits.
74	68/2024/NQ-HĐQT	20/9/2024	Reappointment of Mr. Nguyen Dang Lam as Director of VNI SGD 2.
75	69/2024/NQ-HĐQT	20/9/2024	Appointment of Mr. Huynh Huu Thien as Director of VNI Phương Nam.
76	70/2024/NQ-HĐQT	23/10/2024	Approval of the establishment of VNI Nam Song Hau.
77	71/2024/NQ-HĐQT	1/11/2024	Approval of the reinsurance program for excess layers 2 with DBI and SGI.
78	72/2024/NQ-HĐQT	30/12/2024	Approval of the transition of the email system to MS365.
79	73/2024/NQ-HĐQT	31/12/2024	Approval of the 2025 non-life reinsurance program

III./Board of Supervisors/Audit Committee (Semi-annual report/annual report):

1. Information about members of Board of Supervisors or Audit Committee:

No.	Members of Board of Supervisors/ Audit Committee	Position	The date becoming/ceasing to be the member of the Board of Supervisors/ Audit Committee	Qualification
1	Mrs. Bà Cao Thu Hiền	Head of the Supervisory Board.	25/4/2024	Bachelor of Economics in Auditing.
2	Mr Park Hanwoong	Member	25/4/2024	Bachelor of Laws.
3	Bà Nguyễn Thị Thu Huyền	Head of the Supervisory Board.	Dismissed on April 25, 2024.	Bachelor of Accounting and Auditing.
		Member	25/4/2024	
4	Ông Ngô Hồng Minh	Member	Dismissed on April 25, 2024	Bachelor of Accounting and Auditing.
5	Bà Nguyễn Thị Thu Hương	Member	Dismissed on April 25, 2024	Bachelor of Finance and Banking

2. Meetings of Board of Supervisors or Audit Committee

No.	Members of Board of Supervisors/ Audit Committee	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Mrs Cao Thu Hiền	2	100%	100%	
2	Mrs Nguyễn Thị Thu Huyền	2	100%	100%	
3	Mrs Ông Park Hanwoong	2	100%	100%	
4	Mrs Ngô Hồng Minh	1	100%	100%	
5	Mrs Nguyễn Thị Thu Hương	1	100%	100%	

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

Based on the rights and responsibilities of the Supervisory Board as defined in the Corporation's Charter and in accordance with legal regulations, the Supervisory Board monitors the governance and management activities of the Board of Directors (BOD) and the General Director in managing and operating the Corporation in line with the business directions and objectives approved by the General Shareholders' Meeting. Specifically:

- Monitoring the organization of BOD meetings, overseeing the issuance of resolutions and decisions of the BOD, and the planning of activities for 2024.
- Supervising the activities of the BOD and the General Director in the management and operation of the Corporation in 2024.
- Providing opinions and recommendations to the BOD and the Executive Board within the scope of responsibilities and authority.

The Corporation consistently follows the approved directions and objectives, closely adhering to the plans assigned by the General Shareholders' Meeting. The resolutions and decisions issued by the BOD and the General Director in 2024 align with actual conditions, meet governance requirements, and support the development objectives of the Corporation, ensuring that shareholders' legal rights and interests are fully and properly implemented

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

The Supervisory Board, Board of Directors (BOD), General Director, and other management personnel always collaborate closely based on the principle of complying with legal regulations and the Corporation's Charter for the common benefit of the Corporation and its shareholders.

In 2024, the General Director's Board has facilitated the Supervisory Board in performing its function of overseeing the Corporation's business activities. The Supervisory Board has been granted access to and provided with information and data regarding the business operations, governance, and management of the Corporation. The Supervisory Board's inspection and control plans for the units have been sent to the General Director's Board and have always received cooperation from the General Director's Board during implementation. The recommendations from the Supervisory Board sent to the BOD and the General Director's Board, aimed at enhancing the effectiveness of the internal control system and minimizing risks for the Corporation, as well as ensuring that the Corporation operates in full compliance with legal regulations and the Corporation's Charter, have all been given attention and received by the BOD and General Director's Board

5. *Other activities of the Board of Supervisors and Audit Committee (if any):*

Audit of the 2023 Financial Statements, review of the Financial Statements for the first half of 2024, and preparation of the Supervisory Board's Activity Report to be presented at the 2024 Annual General Meeting for approval

IV. Board of Management

<i>No.</i>	<i>Members of Board of Management</i>	<i>Date of birth</i>	<i>Qualification</i>	<i>Date of appointment / dismissal of members of the Board of Management /</i>
1	Mr Nghiêm Xuân Thái	23/06/1980	Bachelor of Insurance Economics/ Master of Business Administration	Appointment of Executive Vice General Director on 15/3/2024, and appointment of General Director on 20/4/2024
2	Mrs. Tào Thị Thanh Hoa	18/10/1977	Master of Business Administration	First appointment on 16/6/2017, and reappointment on 14/6/2021.
3	Mr. Lê Mạnh Cường	20/07/1970	Bachelor of	First appointment

			Economics	on 23/02/2018, and reappointment on 14/6/2021.
4	Mr. Ngô Hồng Khoa	24/10/1973	Bachelor of Economics	First appointment on 06/7/2022, and reappointment on 06/07/2023
5	Mr. Phạm Huy Khiêm	27/08/1980	Bachelor of Insurance Economics	Appointment on 15/03/2024
6	Mr. Nguyễn Thành Quang	02/01/1980	Bachelor of Economics	Dismissal of the General Director on 16/3/2024

V. Chief Accountant

<i>Name</i>	<i>Date of birth</i>	<i>Qualification</i>	<i>Date of appointment/ dismissal</i>
Nguyễn Hoàng Mai	03/02/1976	Bachelor of Finance and Accounting	First appointment on 01/6/2016, and reappointment on 01/6/2022

VI. Training courses on corporate governance:

Corporate governance training has always been a focus of the Corporation. In 2024, the Corporation organized several training activities related to corporate governance for the Executive Board members and other management personnel:

VII. The list of affiliated persons of the public company (Semi-annual report/annual report) and transactions of affiliated persons of the Company)

1. *The list of affiliated persons of the Company: As Appendix 1 attached*
2. *Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons: No transactions have occurred*
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: No transactions have occurred*
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, Director (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): No transactions have occurred*
 - 4.2. *Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director (General Director) and other managers as a member of Board of Directors, Director (General Director or CEO): No transactions have occurred*
 - 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, Director (General Director) and other managers: No transactions have occurred*



VIII. Share transactions of internal persons and their affiliated persons (Semi-annual report/annual report)

1. The list of internal persons and their affiliated persons of the Company/ Transactions of internal persons and affiliated persons with shares of the Company: As Appendix 2 attached
2. Transactions of internal persons and affiliated persons with shares of the company

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	Nguyễn Thành Quang	Internal persons	920.000	0,92%	177.902	0,18%	Selling
2	Nguyễn Diệu Trinh	Internal persons	4.647.178	4,65%	0	0%	Selling
3	Trần Sỹ Tiến	Internal persons	4.727.271	4,73%	0	0%	Selling

IX. Other significant issues

Recipients:

- As addressed,
- Archived: VT, TKPC

CHAIRMAN OF THE BOARD OF DIRECTORS

(Sign, full name and seal)



Lê Tuấn Dũng

APPENDIX I: THE LIST OF AFFILIATED PERSONS OF THE COMPANY

(Enclosed with Report No 01/2025/BC-HDQT dated 21/01/2025 on the corporate governance situation for 2024)

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	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
1	Lê Thị Hà Thanh		Vice Chairman of the Board of Directors			25/4/2024		Dismissal of the Chairman of the Board of Directors for the 2023–2028 term on 25/4/2024. Elected as Vice Chairman of the Board of Directors for the remaining term of 2023–2028 on 25/4/2024. Dismissal as a member of the Board of Directors on 06/9/2024.	Insider
1.1	Nguyễn Lê Trung					25/4/2024			Biological child
1.2	Lê Hồng Minh					25/4/2024			Daughter in law
1.3	Lê Văn Tuy					25/4/2024			Biological Brother
1.4	Lê Đức Vĩnh					25/4/2024			Biological Brother
1.5	Lê Đức Luyện					25/4/2024			Biological Brother
1.6	Lê Đức Phúc					25/4/2024			Biological Brother
1.7	Lê Đức Lộc					25/4/2024			Biological Brother

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	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
2	Nguyễn Thành Quang		Vice Chairman of the Board of Directors cum General Director				25/4/2024	Dismissal of the General Director on 16/3/2024, and dismissal of the member – Vice Chairman of the Board of Directors on 25/4/2024	Insider
2.1	Nguyễn Văn Cường						25/4/2024		Biological father
2.2	Kiều Thị Lệ						25/4/2024		Biological mother
2.3	Vũ Đình Phong						25/4/2024		Father-in-law
2.4	Vũ Thị Nhài						25/4/2024		Wife
2.5	Nguyễn Vũ Hoài Nam						25/4/2024		Biological child
2.6	Nguyễn Thế Vinh						25/4/2024		Biological child
2.7	Nguyễn Thanh Cảnh						25/4/2024		Biological brother

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	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
2.8	Quách Thị Linh						25/4/2024		Sister in law
3	Trần Sỹ Tiến		Member of the Board of Directors				25/4/2024	Dismissal of a member of the Board of Directors on 25/4/2024	Insider
3.1	Phạm Thị Thiêm						25/4/2024		Biological mother
3.2	Trần Thanh Bình						25/4/2024		Biological sibling
3.3	Trần Thị Hồng Minh						25/4/2024		Biological sibling
3.4	Trần Minh Trang						25/4/2024		Biological child
3.5	Công ty cổ phần chứng khoán Sài Gòn - Hà Nội						25/4/2024		Related organization
4	Nguyễn Diệu Trinh		Member of the Board of Directors				25/4/2024	Dismissal of a member of the Board of Directors on 25/4/2024. Elected as member of the Board of Directors for the remaining term of 2023–2028 on 06/9/2024	Insider
4.1	Nguyễn Văn Chính						25/4/2024		Biological father

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	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
4.3	Đoàn Phương Nga						25/4/2024		Biological mother
4.4	Nguyễn Nam Chi						25/4/2024		Biological Brother
4.5	Nguyễn Hồng Minh						25/4/2024		Husband
4.6	Nguyễn Minh Quân						25/4/2024		Biological child
4.7	Nguyễn Minh Anh						25/4/2024		Biological child
4.8	Nguyễn Quân Anh						25/4/2024		Biological child
4.9	Bùi Kim Anh						25/4/2024		Related Person
4.10	Nguyễn Cao Nghin						25/4/2024		Related Person
4.11	Phạm Hồng Liên						25/4/2024		Related Person
4.12	CT CP Dược và Trang thiết bị y tế Quân đội						25/4/2024		Related organization
4.13	CTCP Chứng khoán Sài Gòn – Hà Nội						25/4/2024		Related organization
5	Nguyễn Quỳnh Trang		Member of the Board of Directors				25/4/2024	Dismissal of a member of the Board of Directors on 25/4/2024	Insider

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	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
5.1	Nguyễn Thị Ly Nga						25/4/2024		Biological mother
5.2	Nguyễn Đình Tú						25/4/2024		Husband
5.3	Nguyễn Đình Ngọc Linh						25/4/2024		Biological child
5.4	Nguyễn Đình Khải Hoàng						25/4/2024		Biological child
6	Lê Tuấn Dũng		Chairman of the Board of Directors			25/4/2024		Elected as Chairman of the Board of Directors for the remaining term of 2023–2028 on 25/4/2024	Insider
6.1	Lê Thiện Khang					25/4/2024			Biological father
6.2	Dương Thị Yên					25/4/2024			Biological mother

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	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
6.3	Nguyễn Duy Linh					25/4/2024			Father in law
6.4	Đinh Phương Mai					25/4/2024			Mother in law
6.5	Nguyễn Linh Chi					25/4/2024			Wife
6.6	Lê Minh Hoàng					25/4/2024			Biological child
6.7	Lê Minh Ngọc					25/4/2024			Biological child
6.8	Lê Tuấn Anh					25/4/2024			Biological Brother
6.9	Nguyễn Thị Thu Huyền					25/4/2024			Sister in law
6.10	Lê Tuấn Minh					25/4/2024			Biological Brother

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	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
6.11	Nguyễn Thu Trang					25/4/2024			Sister in law
7	Nghiêm Xuân Thái		Member of the Board of Directors cum General Director			15/3/2024		Appointment of Executive Vice General Director on 15/3/2024, General Director on 20/4/2024. Elected as a member of the Board of Directors on 25/4/2024	Insider
7.1	Nghiêm Xuân Trung					15/3/2024			Biological father
7.2	Lê Thị Hoàng Mai					15/3/2024			Biological mother
7.3	Vũ Thị Phương Hồng					15/3/2024			Wife
7.4	Nghiêm Vũ Phương Trang					15/3/2024			Biological child

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	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
7.5	Nguyễn Xuân Sơn					15/3/2024			Biological child
7.6	Nguyễn Xuân Huy					15/3/2024			Biological child
7.7	Vũ Thị Kim Tuyền					15/3/2024			Mother in law
7.8	Nguyễn Mai Phương					15/3/2024			Biological sister
7.9	Bùi Thanh Tuấn					15/3/2024			Brother in law
8	Kim Jong Uk		Member of the Board of Directors			25/4/2024		Elected as a member of the Board of Directors on 25/4/2024	Insider
8.1	Ku Jeong Suk					25/4/2024			Wife
8.2	Kim HyunJin					25/4/2024			Biological child

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	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
8.3	Hagon, Kim					25/4/2024			Biological father
8.4	YoungHae, Cho					25/4/2024			Biological mother
8.5	Ki Hoi, Gu					25/4/2024			Father in law
8.6	PilSoon, Han					25/4/2024			Mother in law
9	Nguyễn Thị Thu Huyền	069C000797	Member of the Supervisory Board			25/4/2024		Dismissal of the Head of the Supervisory Board on 25/4/2024. Elected as a member of the Supervisory Board for the remaining term of 2023–2028 on 25/4/25	Insider
9.1	Nguyễn Anh Dũng					25/4/2024			Husband
9.2	Nguyễn Hoàng Đăng					25/4/2024			Biological child

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	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
9.3	Nguyễn Văn Bảy					25/4/2024			Biological father
9.4	Phan Thị Quý					25/4/2024			Biological mother
9.5	Nguyễn Tiến Hưng					25/4/2024			Biological brother
9.6	Nguyễn Thị Thu Hằng					25/4/2024			Biological brother
9.7	Nguyễn Bá Sơn					25/4/2024			Father in law
9.8	Lê Thị Tâm					25/4/2024			Mother in law
9.9	Nguyễn Thị Thu Hương					25/4/2024			Sister in law

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	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
10	Ngô Hồng Minh		Member of the Supervisory Board				25/4/2024	Dismissal of a member of the Supervisory Board on 25/4/2025	Insider
10.1	Ngô Văn Phong						25/4/2024		Biological father
10.2	Nguyễn Thị Yên						25/4/2024		Biological mother
10.3	Ngô Thị Lan Anh						25/4/2024		Biological sister
10.4	Ngô Thị Bình						25/4/2024		Biological sister
10.5	Trần Thị Phương Thảo						25/4/2024		Wife
10.6	Ngô Bao Linh						25/4/2024		Biological child
11	Nguyễn Thị Thu Hương		Member of the				25/4/2024	Dismissal of a member of the	Insider

<i>No.</i>	<i>Name of organization/individual</i>	<i>Securities trading account (if any)</i>	<i>Position at the Company (if any)</i>	<i>No. *, date of issue, place of issue</i>	<i>Address</i>	<i>Time of starting to be affiliated person</i>	<i>Time of ending to be affiliated person</i>	<i>Reasons</i>	<i>Relationship with the Company</i>
			Supervisory Board					Supervisory Board on 25/4/2025	
11.1	Nguyễn Hồng Hào						25/4/2024		Biological father
11.2	Nguyễn Thị Trách						25/4/2024		Biological mother
11.3	Nguyễn Việt Hùng						25/4/2024		Biological brother
11.4	Nguyễn Minh Phú						25/4/2024		Husband
11.5	Nguyễn Minh Thư						25/4/2024		Biological child
11.6	Nguyễn Hải Đăng						25/4/2024		Biological child
11.7	Công ty cổ phần Đầu tư Hoàn Kiếm		TV HĐQT				25/4/2024		Related organization
11.8	Công ty cổ phần Điện Cơ Thông Nhất - CTCP		TV BKS				25/4/2024		Related organization
12	Cao Thu Hiền		Head of the Supervisory Board			25/4/2024		Dismissal of the Head of the Internal Audit Department on 25/4/2024. Elected as Head of the	Insider

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	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
								Supervisory Board on 25/4/2024	
12.1	Phạm Thái Dương					25/4/2024			Husband
12.2	Phạm Lân Khánh					25/4/2024			Biological child
12.3	Phạm Minh Diễm					25/4/2024			Biological child
12.4	Cao Anh Dũng					25/4/2024			Biological father
12.5	Đào Thị Thôn					25/4/2024			Biological mother
12.6	Phạm Xuân Thái					25/4/2024			Father in law
12.7	Cao Thị Phương Tần					25/4/2024			Biological sister

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	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
12.8	Phùng Văn Thắng					25/4/2024			Brother in law
12.9	Cao Hương Sâm					25/4/2024			Biological sister
12.10	Nguyễn Đình Cường					25/4/2024			Brother in law
13	Park Hanwoong		Member of the Supervisory Board			25/4/2024		Elected as a member of the Supervisory Board for the remaining term of 2023–2028 on 25/4/2024	Insider
13.1	Kim Ju Hee					25/4/2024			Wife
13.2	Park Seon Jung					25/4/2024			Biological child
13.3	Park Seon Hee					25/4/2024			Biological child

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	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
13.4	Park Hyun Ho					25/4/2024			Biological father
13.5	Yoon Hyun Ja					25/4/2024			Biological mother
13.6	Kim Do Baeg					25/4/2024			Father in law
13.7	Oh Bong					25/4/2024			Mother in law
13.8	Park Han Soo					25/4/2024			Biological brother
13.9	Kim Yeo Jin					25/4/2024			Sister in law
13.10	Park Soo Jin					25/4/2024			Biological sister
13.11	Choi YoonSun					25/4/2024			Brother in law

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	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
14	Lê Mạnh Cường		Deputy General Director			23/2/2018		Appointed as Deputy General Director since 23/2/2018	Insider
14.1	Lê Sơn Tùng					23/2/2018			Biological child
14.2	Lê Khánh Linh					23/2/2018			Biological child
15	Tào Thị Thanh Hoa		Deputy General Director			12/6/2017		Appointed as Deputy General Director since 12/6/2017	Insider
15.1	Bùi Kim Oanh					12/6/2017			Biological mother
15.2	Nguyễn Quang Huy					12/6/2017			Husband
15.3	Nguyễn An Định					12/6/2017			Biological child

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	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
15.4	Nguyễn Hà Vy					12/6/2017			Biological child
15.5	Tào Thanh Long					12/6/2017			Biological brother
15.6	Tào Thanh Mai					12/6/2017			Biological brother
15.7	Tào Thanh Minh					12/6/2017			Biological brother
15.8	Tào Thị Hoàng Yến					12/6/2017			Biological sister
15.9	Tào Thị Thanh Hương					12/6/2017			Biological sister
15.10	Tào Thị Thanh Xuân					12/6/2017			Biological sister
15.11	Tào Thị Hồng Vân					12/6/2017			Biological sister

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	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
16	Ngô Hồng Khoa		Deputy General Director			06/07/2022		Appointed as Deputy General Director since 06/7/2022	Insider
16.1	Ngô Hồng Minh					06/07/2022			Biological brother
16.2	Ngô Thị Diễm Hằng	018C200223				06/07/2022			Biological sister
16.3	Ngô Thị Mỹ Hà	018C200378				06/07/2022			Biological sister
16.4	Nguyễn Trường Giang					06/07/2022			NCLQ đến ông Khoa – Em rể
16.5	Đoàn Xuân Tương					06/07/2022			Brother in law
16.6	Đinh Thị Chiến					06/07/2022			Sister in law

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	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
16.7	Mai Xuân Long					06/07/2022			Biological father
16.8	Truong Thi Tâm					06/07/2022			Biological mother
16.9	Mai Thi Hương					06/07/2022			Wife
16.10	Ngô Mai Thăng					06/07/2022			Biological child
16.11	Ngô Mai Phong					06/07/2022			Biological child
17	Phạm Huy Khiêm		Deputy General Director			15/03/2024		Appointed as Deputy General Director since 15/03/2024	Insider
17.1	Mai Gia Chiêu Minh					15/03/2024			Wife

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	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
17.2	Phạm Huy Khoa					15/03/2024			Biological child
17.3	Phạm Minh Khoa					15/03/2024			Biological child
17.4	Nguyễn Thị Xoan					15/03/2024			Biological mother
17.5	Mai Gia Lễ					15/03/2024			Father in law
17.6	Lại Thị Ngọc					15/03/2024			Mother in law
17.7	Phạm Văn Học					15/03/2024			Biological brother
17.8	Phạm Văn Tùng					15/03/2024			Biological brother

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	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
17.9	Nguyễn Thanh Tâm					15/03/2024			Sister in law
17.10	Phạm Thị Hồng					15/03/2024			Sister in law
18	Nguyễn Hoàng Mai		Chief Accountant/ Authorized Person for Information Disclosure			01/6/2016		First appointed on 01/6/2016, and reappointed on 01/6/2022	Insider
18.1	Nguyễn Duy Thống					01/6/2016			Biological father
18.2	Vũ Thanh Bằng					01/6/2016			Father in law
18.3	Bùi Thị Định					01/6/2016			Mother in law
18.4	Vũ Thị Dung					01/6/2016			Wife

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	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
18.5	Nguyễn Hoàng Tung					01/6/2016			Biological child
18.6	Nguyễn Hoàng Quân					01/6/2016			Biological child
18.7	Nguyễn Hoàng Hà					01/6/2016			Biological brother
18.8	Nguyễn Thị Lan					01/6/2016			Biological sister
18.9	Phạm Thị Thu Phương					01/6/2016			Sister in law
19	Lê Văn Chiến		Person in charge of corporate governance			04/8/2023		Appointed as the person in charge of corporate governance on 04/8/2024	Insider
19.1	Lê Văn Mão					04/8/2023			Biological father
19.2	Mai Thị Phương					04/8/2023			Biological mother

<i>No.</i>	<i>Name of organization/individual</i>	<i>Securities trading account (if any)</i>	<i>Position at the Company (if any)</i>	<i>No. *, date of issue, place of issue</i>	<i>Address</i>	<i>Time of starting to be affiliated person</i>	<i>Time of ending to be affiliated person</i>	<i>Reasons</i>	<i>Relationship with the Company</i>
19.3	Vũ Văn Trí					04/8/2023			Father in law
19.4	Nguyễn Thị Bình					04/8/2023			Mother in law
19.5	Vũ Thị Loan					04/8/2023			Wife
19.6	Lê Vũ Ngân Khánh					04/8/2023			Biological child
19.7	Lê Vũ Lan Chi					04/8/2023			Biological child
19.8	Lê Thị Lan					04/8/2023			Biological sister
19.9	Hoàng Thế Dũng					04/8/2023			Brother in law
20	Công ty cổ phần Xuất nhập khẩu thủ công mỹ nghệ					17/01/2024		Shareholder owning 11.55% of the charter capital of AIC.	Related organization

<i>No.</i>	<i>Name of organization/individual</i>	<i>Securities trading account (if any)</i>	<i>Position at the Company (if any)</i>	<i>No. *, date of issue, place of issue</i>	<i>Address</i>	<i>Time of starting to be affiliated person</i>	<i>Time of ending to be affiliated person</i>	<i>Reasons</i>	<i>Relationship with the Company</i>
21	DB Insurance Co., Ltd					31/01/2024		Shareholder owning 75% of the charter capital of AIC.	Related organization

APPENDIX II: list of insiders and related parties of insiders

(Enclosed with Report No. 01/2025/BC-HDQT date 22/01/2025, on the Corporate Governance Situation for 2024)

No.	Transaction executor	Relations hip with internal persons	Position at the listed Company	ID card No. /Passport No., date of issue, place of Issue	Address	Name of subsidiarie s or companies which the Company control	Time of transaction	Content, quantity, total value of transaction
1	Lê Thị Hà Thanh		Chairman/ Vice Chairman of the Board of Directors					Insider (Relieved from the position of Chairman of the Board of Directors on 25/4/2024, and appointed Vice Chairman of the Board of Directors from 25/4/2024)
		1.1		Nguyễn Lê Trung				
		1.2		Lê Hồng Minh				
		1.3		Lê Văn Tuy				
		1.4		Lê Đức Vinh				
		1.5		Lê Đức Luyến				
		1.6		Lê Đức Phúc				
	1.7			Lê Đức Lộc				Biological Brother
2	Nguyễn Thành Quang		Vice Chairman of the Board of Directors cum General Director					Insider (Relieved from the position of Vice Chairman on 25/4/2024, and relieved from the position of CEO on 16/3/2024)
		2.1		Nguyễn Văn Cường				
		2.2		Kiều Thị Lê				
		2.3		Vũ Đình Phong				
		2.4		Vũ Thị Nhài				
		2.5		Nguyễn Vũ Hoài Nam				
		2.6		Nguyễn Thế Vinh				

2.7	Nguyễn Thanh Cảnh								Biological brother
2.8	Quách Thị Linh								Sister in law
3	Trần Sỹ Tiến		Member of the Board of Directors						Insider (Dismissal of a member of the Board of Directors on 25/4/2024)
3.1	Phạm Thị Thiêm								Biological mother
3.2	Trần Thanh Bình								Biological sibling
3.3	Trần Thị Hồng Minh								Biological sibling
3.4	Trần Minh Trang								Biological child
3.5	Công ty cổ phần chứng khoán Sài Gòn - Hà Nội								Related organization
4	Nguyễn Diệu Trinh		Member of the Board of Directors						Insider (Dismissal of a member of the Board of Directors on 25/4/2024. Elected as member of the Board of Directors for the remaining term of 2023-2028 on 06/9/2024)
4.1	Nguyễn Văn Chính								Biological mother
4.3	Đoàn Phương Nga								Biological Brother
4.4	Nguyễn Nam Chi								Husband
4.5	Nguyễn Hồng Minh								Biological child
4.6	Nguyễn Minh Quân								Biological child
4.7	Nguyễn Minh Anh								Biological child
4.8	Nguyễn Quân Anh								Reated Person
4.9	Bùi Kim Anh								Reated Person
4.10	Nguyễn Cao Nghin								Reated Person
4.11	Phạm Hồng Liên								Related organization
4.12	CT CP Dược và Trang thiết bị y tế Quân đội								Related organization
4.13	CTCP Chứng khoán Sài Gòn – Hà Nội								Biological mother
5	Nguyễn Quỳnh Trang		Member of the Board of Directors						Insider (Dismissal of a member of the Board of Directors on 25/4/2024)
5.1	Nguyễn Thị Ly Nga								Biological mother

5.2	Nguyễn Đình Tú								Husband
5.3	Nguyễn Đình Ngọc Linh								Biological child
5.4	Nguyễn Đình Khải Hoàng								Biological child
6	Lê Tuấn Dũng		Chairman of the Board of Directors						Insider
6.1	Lê Thiện Khang								Father in law
6.2	Dương Thị Yên								Mother in law
6.3	Nguyễn Duy Linh								Wife
6.4	Đinh Phương Mai								Biological child
6.5	Nguyễn Linh Chi								Biological child
6.6	Lê Minh Hoàng								Biological Brother
6.7	Lê Minh Ngọc								Sister in law
6.8	Lê Tuấn Anh								Biological Brother
6.9	Nguyễn Thị Thu Huyền								Sister in law
6.10	Lê Tuấn Minh								Father in law
6.11	Nguyễn Thu Trang								Mother in law
7	Nghiêm Xuân Thái		Member of the Board of Directors cum General Director						Insider
7.1	Nghiêm Xuân Thung								Biological father
7.2	Lê Thị Hoàng Mai								Biological mother
7.3	Vũ Thị Phương Hồng								Wife
7.4	Nghiêm Vũ Phương Trang								Biological child
7.5	Nghiêm Xuân Sơn								Biological child
7.6	Nghiêm Xuân Huy								Biological child
7.7	Vũ Thị Kim Tuyền								Mother in law
7.8	Nghiêm Mai Phương								Biological sister
7.9	Bùi Thanh Tuấn								Brother in law
8	Kim Jong Uk		Member of the Board of Directors						Insider
8.1	Ku Jeong Suk								Wife

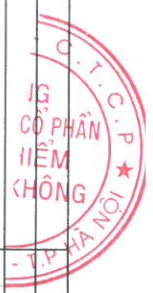
									Biological child
8.2	Kim HyunJin								Biological father
8.3	Hagon, Kim								Biological mother
8.4	YoungHae, Cho								Father in law
8.5	Ki Hoi, Gu								Mother in law
8.6	PilSoon, Han		Member of the Board of Directors						Insider
9	Nguyễn Thị Thu Huyền		Member of the Supervisory Board						Insider (Dismissal of the Head of the Supervisory Board on 25/4/2024. Elected as a member of the Supervisory Board for the remaining term of 2023–2028 on 25/4/25)
9.1	Nguyễn Anh Dũng		CCCD 0010800007 15, 12/8/2021, Cục Cảnh sát QLHC về TTXH						Husband
9.2	Nguyễn Hoàng Đăng		0012070618 86, 26/4/2022, Cục Cảnh sát QLHC về TTXH						Biological child
9.3	Nguyễn Văn Bảy		CCCD 0010480027 76, 10/7/2021 Cục Cảnh sát QLHC về TTXH						Biological father
9.4	Phan Thị Quý		CCCD, 0011510162 09,						Biological mother

			10/7/2021, Cục Cảnh sát QLHC về TTXH						
9.5	Nguyễn Tiến Hưng		CCCD, 0010810284 11, 14/8/2022, Cục Cảnh sát QLHC về TTXH						Biological brother
9.6	Nguyễn Thị Thu Hằng		CCCD 0011850276 52, 04/06/2023 Cục Cảnh sát QLHC về TTXH						Biological brother
9.7	Nguyễn Bá Sơn		CCCD 0300540023 08, 25/7/2021, Cục Cảnh sát QLHC về TTXH						Father in law
9.8	Lê Thị Tâm		CCCD 0331520002 60, 25/7/2021, Cục Cảnh sát QLHC về TTXH						Mother in law
9.9	Nguyễn Thị Thu Hương		CCCD, 0331520002 60, 24/7/2021, Cục Cảnh sát QLHC về TTXH						Sister in law
10	Ngô Hồng Minh		Thành viên BKS						Insider (Dismissal of a member of the Supervisory Board on 25/4/2025)
10.1	Ngô Văn Phong								Biological father

10.2	Nguyễn Thị Yên							Biological mother
10.3	Ngô Thị Lan Anh							Biological sister
10.4	Ngô Thị Bình							Biological sister
10.5	Trần Thị Phương Thảo							Wife
10.6	Ngô Bảo Linh							Biological child
11	Nguyễn Thị Thu Hương	Member of the Supervisory Board						Insider (Dismissal of a member of the Supervisory Board on 25/4/2025)
11.1	Nguyễn Hồng Hào							Biological father
11.2	Nguyễn Thị Trách							Biological mother
11.3	Nguyễn Việt Hùng							Biological brother
11.4	Nguyễn Minh Phú							Husband
11.5	Nguyễn Minh Thư							Biological child
11.6	Nguyễn Hải Đăng							Biological child
11.7	Công ty cổ phần Đầu tư Hoàn Kiếm	TV HĐQT						Related organization
11.8	Công ty cổ phần Điện Cơ Thông Nhất - CTCP	TV BKS						Related organization
12	Cao Thu Hiền	Head of the Supervisory Board						Insider
12.1	Phạm Thái Dương							Husband
12.2	Phạm Lân Khánh							Biological child
12.3	Phạm Minh Diễm							Biological child
12.4	Cao Anh Dũng							Biological father
12.5	Đào Thị Thôn							Biological mother
12.6	Phạm Xuân Thái							Father in law
12.7	Cao Thị Phương Tân							Biological sister
12.8	Phùng Văn Thắng							Brother in law
12.9	Cao Hương Sâm							Biological sister
12.10	Nguyễn Đình Cường							Brother in law
13	Park Hanwoong	Member of the						Insider

			Supervisory Board						
13.1	Kim Ju Hee								Wife
13.2	Park Seon Jung								Biological child
13.3	Park Seon Hee								Biological child
13.4	Park Hyun Ho								Biological father
13.5	Yoon Hyun Ja								Biological mother
13.6	Kim Do Baeg								Father in law
13.7	Oh Bong								Mother in law
13.8	Park Han Soo								Biological brother
13.9	Kim Yeo Jin								Sister in law
13.10	Park Soo Jin								Biological sister
13.11	Choi YoonSun								Brother in law
14	Lê Mạnh Cường		Deputy General Director						Insider
14.1	Lê Sơn Tùng								Biological child
14.2	Lê Khánh Linh								Biological child
15	Tào Thị Thanh Hoa		Deputy General Director						Insider
15.1	Bùi Kim Oanh								Biological mother
15.2	Nguyễn Quang Huy								Husband
15.3	Nguyễn An Định								Biological child
15.4	Nguyễn Hà Vy								Biological child
15.5	Tào Thanh Long								Biological brother
15.6	Tào Thanh Mai								Biological brother
15.7	Tào Thanh Minh								Biological brother
15.8	Tào Thị Hoàng Yến								Biological sister
15.9	Tào Thị Thanh Hương								Biological sister
15.10	Tào Thị Thanh Xuân								Biological sister
15.11	Tào Thị Hồng Vân								Biological sister

16	Ngô Hồng Khoa		Deputy General Director						Insider
16.1	Ngô Hồng Minh								Biological brother
16.2	Ngô Thị Diễm Hằng								Biological sister
16.3	Ngô Thị Mỹ Hạ								Biological sister
16.4	Nguyễn Trường Giang								NCLQ đến ông Khoa – Em rể
16.5	Đoàn Xuân Tương								Brother in law
16.6	Đinh Thị Chiến								Sister in law
16.7	Mai Xuân Long								Biological father
16.8	Trương Thị Tâm								Biological mother
16.9	Mai Thị Hương								Wife
16.10	Ngô Mai Thăng								Biological child
16.11	Ngô Mai Phong								Biological child
17	Phạm Huy Khiêm		Deputy General Director						Insider
17.1	Mai Gia Chiêu Minh								Wife
17.2	Phạm Huy Khoa								Biological child
17.3	Phạm Minh Khoa								Biological child
17.4	Nguyễn Thị Xoan								Biological mother
17.5	Mai Gia Lễ								Father in law
17.6	Lại Thị Ngọc								Mother in law
17.7	Phạm Văn Học								Biological brother
17.8	Phạm Văn Tùng								Biological brother
17.9	Nguyễn Thanh Tâm								Sister in law
17.10	Phạm Thị Hồng								Sister in law
18	Nguyễn Hoàng Mai		Chief Accountant/ Authorized Person for Information Disclosure						Insider
18.1	Nguyễn Duy Thống								Biological father
18.2	Vũ Thanh Bằng								Father in law
18.3	Bùi Thị Định								Mother in law
18.4	Vũ Thị Dung								Wife
18.5	Nguyễn Hoàng Tùng								Biological child
18.6	Nguyễn Hoàng Quân								Biological child



18.7	Nguyễn Hoàng Hà								Biological brother
18.8	Nguyễn Thị Lan								Biological sister
18.9	Phạm Thị Thu Phương								Sister in law
19	Lê Văn Chiến		Person in charge of corporate governance						Insider
19.1	Lê Văn Mão								Biological father
19.2	Mai Thị Phương								Biological mother
19.3	Vũ Văn Trí								Father in law
19.4	Nguyễn Thị Bình								Mother in law
19.5	Vũ Thị Loan								Wife
19.6	Lê Vũ Ngân Khánh								Biological child
19.7	Lê Vũ Lan Chi								Biological child
19.8	Lê Thị Lan								Biological sister
19.9	Hoàng Thế Dũng								Brother in law