

No. 01./2025/BCTN-SHN

Hanoi, 23 January 2025

## **REPORT ON CORPORATE GOVERNANCE**

(Year 2024)

**Respectfully submitted to: - State Securities Commission**

**- Hanoi Stock Exchange**

- Name of the public company: **HANOI GENERAL INVESTMENT JOINT STOCK COMPANY**
- Head office: 3rd Floor, Hoang Cau Skyline Office Building, 36 Hoang Cau, O Cho Dua Ward, Dong Da District, Hanoi, Vietnam.
- Tel: (84-24)
- Email: info@shn.com.vn
- Charter capital: 1,296,071,470,000 VND (One thousand two hundred and ninety-six billion, seventy-one million, four hundred and seventy thousand VND)
- Securities code: **SHN**
- Corporate governance model:  
General Meeting of Shareholders (GMS), Board of Management (BOM), Supervisory Board (SB) and Board of Directors.
- Regarding the implementation of the internal audit function: Implemented

### **I. Operations of the General Meeting of Shareholders.**

1. On April 22, 2024, SHN held the 2024 Annual General Meeting of Shareholders. The General Meeting of Shareholders approved the following contents:

<b>NO.</b>	<b>Number of Resolutions/Decisions</b>	<b>Date</b>	<b>Content</b>
1	Resolution No. 01/2024/NQ-DHDCĐ	22/4/2024	<ul style="list-style-type: none"><li>- Approving the Report on Operations of the Board of Management;</li><li>- Approving the 2023 Business Report and the Company's 2024 Business Plan;</li><li>- Approving the audited consolidated financial statements for 2023; plan to use profits and set up funds</li><li>- Approving the report on remuneration payment for members of the Board of Management and Supervisory Board in 2023 and the plan to pay remuneration to</li></ul>

NO.	Number of Resolutions/Decisions	Date	Content
			<p>the Board of Management and Supervisory Board in 2024;</p> <ul style="list-style-type: none"> <li>- Approving the report of the Board of Management on: <ul style="list-style-type: none"> <li>✓ Approve contracts/transactions within the authority of the GMS;</li> <li>✓ Immunity of members of the BoM; elect additional members of the BoM;</li> <li>✓ Amendment of the company's charter;</li> <li>✓ Supplementing the Company's business registration lines;</li> </ul> </li> <li>- Approving the Supervisory Board's report on the 2023 Operation Report and the 2024 Plan;</li> <li>- Assigning the Board of Management to decide on other issues under the jurisdiction of the GMS and report to the 2025 Annual General Meeting of Shareholders (if necessary).</li> <li>- Approving the selection of audit units in 2024.</li> </ul>

2. On December 24, 2024, SHN held an extraordinary general meeting of shareholders in 2024. The General Meeting of Shareholders approved the following contents:

NO.	Number of Resolutions/Decisions	Date	Content
1	Resolution No. 02/2024/NQ-DHDCD	24/12/2024	<ul style="list-style-type: none"> <li>- Approving the adjustment of the Company's 2024 business plan;</li> <li>- Approving the change of the Company's head office;</li> <li>- Supplement the Company's business lines</li> </ul>
			<ul style="list-style-type: none"> <li>- Approving the policy for Thang Long Thermal Power Joint Stock Company to owe goods, service fees and late payment interest</li> <li>- Approving the amendment of the Company's Charter;</li> <li>- Approving the dismissal of members of the Supervisory Board according to their personal wishes and re-election of members of the Supervisory Board for the term 2022-2027;</li> </ul>

NO.	Number of Resolutions/Decisions	Date	Content
			- Approving the change of remuneration of the Board of Management and the Supervisory Board.

## II. Board of Management (2024 report)

### 1. Information about members of the Board of Management (BoM):

NO.	Member of the Board of Management	Duty	Start/no longer a member of the Board of Management	
			Date Accepted Appointment new term 2022-2027	Date no longer a member of the Board of Management
1	Hoang Trong Diem	Chairman of the Board of Management	21/8/2023	
2	Le Huu Tu	Member of the Board of Management	21/8/2023	
3	Nguyen Ngoc Trieu Duong	Member of the Board of Management	21/8/2023	22/04/2024
4	Vu Thang	Member of the Board of Management	22/04/2024	

### 2. Meetings of the Board of Management

NO.	Member of the BoM	Number of meetings attended	Meeting attendance rate	Reasons for absence
1	Hoang Trong Diem	41/41	100%	
2	Le Huu Tu	41/41	100%	
3	Nguyen Ngoc Trieu Duong	9/41	22%	Dismissal from office from 22/04/2024
4	Vu Thang	32/41	78%	Appointment from 22/04/2024

### 3. Supervision of the Board of Management over the Board of Directors:

- Directing and supervising the organization of the 2024 Annual General Meeting of Shareholders and the 2024 Extraordinary General Meeting of Shareholders in accordance with regulations. Developing the business plan and contents of the report to be submitted to the Annual General Meeting of Shareholders in 2024 and the Extraordinary General Meeting of Shareholders in 2024;



- Implementing supervision the activities of the Board of Directors to ensure that the Company's business activities are safe, comply with the law, and implement in accordance with the Resolution of the GMS and the Board of Management;
- Inspecting the maintenance and application of the Charter, internal regulations and regulations promulgated;
- Participate in briefings of the Board of Directors;
- Directing the General Direction to carry out legal procedures for investments, bank loans in service of business activities, debt recovery as well as the mobilization of other capital sources to promptly meet business activities;
- Direct the General Direction to examine the legality and capacity records of suppliers on coal trading activities and other business activities;
- Maintain the regime of irregular reporting and timely direction for abnormal problems that occur in daily operations that affect the reputation and business results of the Company.
- Develop orientations to expand business activities and increase the competitiveness of enterprises.

**4. Operations of subcommittees of the Board of Management:**

The Board of Management of the Company does not establish subordinate subcommittees.

**5. Resolutions/Decisions of the Board of Management.**

NO.	Resolution/Decision No.	Date	Content	Approval rate
1.	01/2024/NQ-HDQT	01/03/2024	Approval of the last registration date to exercise the right for existing shareholders to attend the 2024 General Meeting of Shareholders	100%
2.	02/2024/NQ-HDQT	22/03/2024	Approving the promulgation of the Regulation on organization and operation of Hanoi General Investment Joint Stock Company (Replacing the Regulation on organization and operation issued together with the Resolution of the Board of Management No. 19/2023/NQ-HDQT dated 07/12/2023)	100%
3.	03/2024/NQ-HDQT	26/03/2024	Adjustment of salaries, bonuses and other remuneration regimes for members of the Company's Executive Board	100%
4.	03A/2024/NQ-HDQT	27/03/2024	Approving the loan for Kim Boi Mineral Company - Hai Duong Branch	100%
5.	04/2024/NQ-HDQT	29/03/2024	Approving the agenda and documents of the 2024 General Meeting of Shareholders	100%

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NO.	Resolution/Decision No.	Date	Content	Approval rate
6.	04A/2024/NQ-HDQT	09/04/2024	Approving of the policy of preparing research to participate in a number of real estate projects in Lao Cai	100%
7.	05/2024/NQ-HDQT	11/04/2024	Approving the list of candidates for additional members of the Board of Management for the term 2022-2027 to be elected at the 2024 General Meeting of Shareholders; Amendments to the documents of the General Meeting of Shareholders	100%
8.	06/2024/NQ-HDQT	15/04/2024	Dismissal and appointment of the company's chief accountant	100%
9.	07/2024/NQ-HDQT	19/04/2024	Approving the dismissal of members of the Company's Internal Audit Department	100%
10.	08/2024/NQ-HDQT	08/05/2024	Approving a number of targets of the Company's 2024 commercial coal business plan	100%
11.	09/2024/NQ-HDQT	13/05/2024	Approving the company's application for a credit facility at Abbank.	100%
12.	11/2024/NQ-HDQT	31/05/2024	Amending and supplementing Decree No. 09.2024.NQ.HDQT on 13.05.2024, regarding the credit facility at ABBANK.	100%
13.	11A/2024/NQ-HDQT	03/06/2024	Approving the promulgation of the income payment regulation	100%
14.	11B/2024/NQ-HDQT	05/06/2024	Approving the promulgation of internal spending regulations	100%
15.	12/2024/NQ-HDQT	06/06/2024	Participating in the auction of assets on land associated with land use rights to select investors to implement the project of commercial service complex combined with multi-storey housing at Hoang Lien Street, Kim Tan Ward, Lao Cai City	100%
16.	14/2024/NQ-HDQT	14/06/2024	Approving the promulgation of the Company's archival regulations	100%
17.	14A/2024/NQ-HDQT	19/06/2024	Buying shares of An Hoa Paper Joint Stock Company	100%
18.	15/2024/NQ-HDQT	21/06/2024	Approving cooperation in capital contribution to establish a subsidiary in the field of new energy	100%



NO.	Resolution/Decision No.	Date	Content	Approval rate
19.	16/2024/NQ-HDQT	19/07/2024	Approving the appointment of Deputy General Director of the company (Mr. Nguyen Van Truong)	100%
20.	17/2024/NQ-HDQT	24/07/2024	Termination of operation of HANIC Hanoi Labor Training and Export Branch	100%
21.	18/2024/NQ-HDQT	25/07/2024	Approving the promulgation of the Regulation on organization and operation of Hanoi General Investment Joint Stock Company (Replacing the Regulation on organization and operation issued together with the Resolution of the Board of Management No. 02/2024/NQ-HDQT dated 22/03/2024)	100%
22.	18A/2024/NQ-HDQT	31/07/2024	Approving a number of contents in the Company's coal business activities in August	100%
23.	19/2024/NQ-HDQT	13/08/2024	Dismissal and appointment of the person in charge of corporate governance	100%
24.	20/2024/NQ-HDQT	12/09/2024	Approving the promulgation of the Regulation on management of procurement, maintenance and repair of assets, tools and tools	100%
25.	21/2024/NQ-HDQT	03/10/2024	Dismissal and appointment of Head of Internal Audit Department	100%
26.	22/2024/NQ-HDQT	04/11/2024	Organizing the Extraordinary General Meeting of Shareholders to approve several contents under its jurisdiction	100%
27.	23/2024/NQ-HDQT	07/11/2024	Approving the last registration date to exercise the right for existing shareholders to attend the 2024 Extraordinary General Meeting of Shareholders	100%
28.	24/2024/NQ-HDQT	26/11/2024	Approving the policy of signing a coal supply contract with Vietnam National Coal And Mineral Industries Holding Corporation Limited	100%
29.	24A/2024/NQ-HDQT	26/11/2024	Approving the policy of signing a coal purchase and sale contract with Dong Bac Corporation	100%

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NO.	Resolution/Decision No.	Date	Content	Approval rate
30.	24B/2024/NQ-HĐQT	09/12/2024	Changing of authorized representative of the Company at Geleximco Hoa Binh Co., Ltd.	100%
31.	24C/2024/NQ-HĐQT	10/12/2024	Approving the policy of committing to provide credit finance for the investor of Hoa Binh - Geleximco new urban area project in Thinh Lang Ward, Hoa Binh City, Hoa Binh Province	100%
32.	24D/2024/NQ-HĐQT	11/12/2024	Approving the loan of Geleximco Group - Joint Stock Company	100%
33.	24E/2024/NQ-HĐQT	12/12/2024	Approving the loan to Mr. Dinh Ngoc An	
34.	25A/2024/NQ-HĐQT	17/12/2024	Approving investment in the implementation of the project to produce energy-saving products in Dinh Du commune, Van Lam district, Hung Yen province	100%
35.	26/2024/NQ-HDQT	18/12/2024	Approving the liquidation of the contract with International Auditing Co., Ltd. and the signing of the contract with International Auditing and Valuation Co., Ltd.	100%
36.	27A/2024/NQ-HĐQT	24/12/2024	Approving the loan to Mr. Dao Xuan Long	100%
37.	28/2024/NQ-HDQT	24/12/2024	Approving the loan of New Generation Service and Trading Joint Stock Company	100%
38.	29/2024/NQ-HDQT	24/12/2024	Discussing and approving the plan to receive credit and issues related to receiving credit from Vpbank	100%
39.	30/2024/NQ-HDQT	26/12/2024	Approving the policy of signing Appendix No. 12 of the Coal Contract No. 260/2024/TKV-SHN with TKV	100%
40.	31/2024/NQ-HDQT	26/12/2024	Approving the policy of signing Appendix No. 05 of the coal supply contract 02.2024.TLP-SHN with TLP	100%
41.	32/2024/NQ-HDQT	30/12/2024	Discussing and approving the plan to receive credit and issues related to receiving credit from Vpbank	100%
42.	32A/2024/NQ-HDQT	30/12/2024	Approving the policy of signing a coal purchase contract with TLP	100%

### III. Supervisory Board

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



NO.	Members of the Supervisory Board	Duty	Date Accepted Appointment new term 2022-2027	Date no longer a member of the SB	Qualifications
1	Nguyen Thi Thu Huong	Head of the Supervisory Board	19/04/2022		Bachelor of Economics
2	Hoang Le Thu	Members of the Supervisory Board	19/04/2022		Bachelor of Economics
3	Nguyen Thi Kim Loan	Members of the Supervisory Board	19/04/2022	24/12/2024	Master of Economics
4	Pham Quang Huy	Members of the Supervisory Board	24/12/2024		Civil Engineer

**2. Meeting of the Supervisory Board (BKS):**

NO.	Members of the Supervisory Board	Number of meetings attended	Meeting attendance rate	Voting rate	Reasons for absence
1	Nguyen Thi Thu Huong	8	8/8	100%	
2	Hoang Le Thu	8	8/8	100%	
3	Nguyen Thi Kim Loan	7	7/8	87,5%	Dismissal on 24/12/2024
4	Pham Quang Huy	1	1/8	12,5%	Appointed on 24/12/2024

**3. Supervision of the SB over the BoM, the Board of Directors and shareholders:**

The Supervisory Board has performed the work according to the powers and tasks specified in the Company's Charter in order to inspect and supervise the observance of law, the implementation of the Company's Charter, Resolutions and Decisions of the General Meeting of Shareholders and the Board of Management of the Company. Specific work performed:

- Organizing meetings of the SB, evaluating the results of supervisory activities in each quarter; assigning specific tasks to each member of the Supervisory Board to perform the functions of the Supervisory Board;
- Preparing a report to the Supervisory Board to submit to the Annual General Meeting of Shareholders in 2024;
- Preparing a report to the Supervisory Board to submit to the Extraordinary General Meeting of Shareholders in 2024 on the dismissal and election of additional members of the Supervisory Board (term 2022-2027)

*Nguyen Thi Thu Huong*



- Supervising the implementation of the resolution of the General Meeting of Shareholders: Implementing the business plan...
- Auditing the Company's quarterly financial statements in order to assess the truthfulness and reasonableness of financial figures, in accordance with current accounting standards, regimes and financial policies of Vietnam;
- Monitoring compliance with the Company's regulations on information disclosure in accordance with the law;
- Inspecting the implementation of the Resolutions of the Board of Management, thereby assessing the legality, reasonableness and timeliness of the management and administration of the Company.

**4. *Coordination of activities between the Supervisory Board for the activities of the Board of Management, the Board of Directors and other managers:***

- The Supervisory Board has been invited to participate in all meetings of the Board of Management;
- While working, the Supervisory Board has been provided with necessary reports and documents for the inspection and supervision as required for the Supervisory Board to complete its tasks.
- The Supervisory Board has closely coordinated with the Board of Management and the Board of Directors to implement the targets and plans approved by the General Meeting of Shareholders, while maintaining independence in performing the functions of internal inspection, supervision and control.

**IV. Executive Board**

NO.	Member of the Executive Board	Duty	Date of birth	Qualifications	Date of Appointment	Date of dismissal
1	Vu Thang	General Director	31/7/1980	Bachelor of Laws Master of Business Administration	22/11/2023	
2	Vu Phuc Tho	Deputy General Director	14/11/1967	Engineer	05/04/2016	
3	Nguyen Hoai Phuong	Deputy General Director	15/10/1980	Doctor of Laws	12/04/2022	
4	Nguyen Trung Thanh	Deputy General Director	16/12/1976	Bachelor of Economic Law Bachelor of Administration	3/7/2023	

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5	Nguyen Van Truong	Deputy General Director	10/10/1980	Engineer	19/07/2024	
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**V. Chief Accountant**

Full name	Date of birth	Qualifications	Date of Appointment	Date of dismissal
Dang Thai The	6/8/1982	Bachelor of Economics Master of Business Administration	10/4/2023	15/04/2024
Vu Thi Thao	14/4/1981	Bachelor	15/04/2024	

**VI. Training on Corporate Administration:**

Training courses on corporate governance that members of the Board of Management, members of the Supervisory Board, Directors (General Directors), other managers and the Company Secretary have participated in in accordance with the regulations on corporate governance: None.

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

1. List of related persons of the Company (*See Appendix No. 01 attached*)
2. Transactions between the Company and related persons of the Company; or between the Company and major shareholders, internal persons, related persons of internal persons: none
3. Transactions between the Company's insiders, related persons of the insiders and subsidiaries and companies controlled by the company: None.
4. Transactions between the Company and other subjects:
  - 4.1. Transactions between the Company and companies that members of the Board of Management, members of the Supervisory Board, Directors (General Directors) and other managers have been and are founding members or members of the Board of Management, Directors (General Directors) have been operating in the past three (03) years (calculated at the time of making reports): Without.
  - 4.2. Transactions between the Company and the company that are operated by related persons of members of the Board of Management, members of the Supervisory Board, Directors (General Directors) and other managers who are members of the Board of Management, Directors (General Directors): None.
  - 4.3. Other transactions of the Company (if any) that may bring material or immaterial benefits to members of the Board of Management, members of the Supervisory Board, Directors (General Directors) and other managers: None.

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

1. List of insiders and related persons of insiders (*See attached Appendix No. 02*)
2. Transactions of insiders and related persons for shares of listed companies: None

**IX. Other issues to note: None**

Recipient:

- Addressee;
- Luu VT.





**APPENDIX NO. 01**  
**List of related persons of public companies**  
 (Attached to the 2024 Governance Report of Hanoi General Investment Joint Stock Company)

NO.	Name of organization/person	Securities trading account (if any)	Position at the company (if any)	NSH No. *, date of issue, place of issue	Head Office/Contact Address	Time starting to be Related person	Time no longer be Related person	Reason/note
<b>I</b>	<b>Members of the Board of Management</b>							
1.	Hoang Trong Diem		Chairman of the Board of Management			21/8/2023		
2.	Le Huu Tu		Member of the Board of Management			21/8/2023		
3.	Nguyen Ngoc Trieu Duong		Member of the Board of Management			21/8/2023	22/04/2024	Dismissal on 22/04/2024

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NO.	Name of organization/person	Securities trading account (if any)	Position at the company (if any)	NSH No.*, date of issue, place of issue	Head Office/Contact Address	Time starting to be Related person	Time no longer be Related person	Reason/note
4.	Vu Thang		Member of the Board of Management	031080009097 Issued date: 15/03/2021 at the Police Department of Social Affairs	32A Lane 1, Group 4, Mai Dich Ward, Cau Giay District, Hanoi	22/04/2024		Appointed on 22/04/2024
<b>II Members of the Board of Directors</b>								
1.	Vu Thang		General Director - Legal representative			22/11/2023		
2.	Vu Phuc Tho		Deputy General Director			05/04/2016		
3.	Nguyen Hoai Phuong		Deputy General Director			12/04/2022		
4.	Nguyen Trung Thanh		Deputy General Director			03/7/2023		



NO.	Name of organization/person	Securities trading account (if any)	Position at the company (if any)	NSH No. *, date of issue, place of issue	Head Office/Contact Address	Time starting to be Related person	Time no longer be Related person	Reason/note
5.	Nguyen Van Truong		Deputy General Director	Police Department of Social Affairs	Hang Bot, Dong Da, Hanoi			
<b>III Members of the Supervisory Board</b>								
01	Nguyen Thi Thu Huong		Head of the Supervisory Board			23/4/2018		Reappointed on 26/4/2023
02	Hoang Le Thu		Members of the Supervisory Board			26/6/2020		Reappointed on 26/4/2023
03	Nguyen Thi Kim Loan		Members of the Supervisory Board			21/10/2020	24/12/2024	Dismissal on 24/12/2024
4	Pham Quang Huy		Members of the Supervisory Board			24/12/2024		New appointments

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NO.	Name of organization/person	Securities trading account (if any)	Position at the company (if any)	NSH No.*, date of issue, place of issue	Head Office/Contact Address	Time starting to be Related person	Time no longer be Related person	Reason/note
				Department of Social Security				
<b>IV</b>	<b>Chief Accountant</b>							
1	Dang Thai The		Chief Accountant			10/4/2023	15/04/2024	Dismissal on 15/04/2024
02	Vu Thi Thao		Chief Accountant			15/04/2024		New appointments
<b>V</b>	<b>Internal Audit Department</b>							
01	Le Thi Thuyet		Head of Internal Audit			17/11/2021	03/10/2024	Dismissal from office from 03/10/2024

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NO.	Name of organization/person	Securities trading account (if any)	Position at the company (if any)	NSH No.*, date of issue, place of issue	Head Office/Contact Address	Time starting to be Related person	Time no longer be Related person	Reason/note
02	Nguyen Thuy Ngoc		Member of the Internal Audit Department			17/11/2021	19/04/2024	Dismissal from office from 19/04/2024
03	Hoang Thi Hai Ngoc		Head of Internal Audit			03/10/2024		New appointments
VI	Relevant Organizations							
01	Vietnam Product Import & Export Company Limited		Subsidiaries	0104228545	5th Floor, FLC Landmark Building, Le Duc Tho, My Dinh 2 Ward, Nam Tu Liem District, Hanoi	28/10/2009		
02	No. 6 Inland Waterway Management Joint Stock Company		Subsidiaries	0100109515 issued by Hanoi Department of Planning and Investment on 20/03/2006	160 Nguyen Van Cu Street, Bo De Ward, Long Bien District, Hanoi City	16/10/2017		

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# APPENDIX NO. 02

## List of insiders and related persons/organizations of insiders

(Attached to the 2024 Management Report of Hanoi General Investment Joint Stock Company)

NO.	Securities Code	Full name	Position at the company	Relationship to Insiders	Type of NSH (ID, Passport, Business Registration)	NSH No.	Date of issuance of NSH	Time of appointment of insiders/becoming related persons
<b>1</b>	<b>SHN</b>	<b>Hoang Trong Diem</b>	<b>Chairman of the Board of Management</b>		<b>ID</b>			<b>21/08/2023</b>
1.01	SHN	Bui Thi Hanh Lien		Birth mother	ID			
1.02	SHN	Nguyen Huyen Thuoc		Mother-in-law	ID			
1.03	SHN	Le Huyen Giang		Wife	ID			
1.04	SHN	Hoang Le Kien		Offspring	ID			
1.05	SHN	Hoang Le Minh Khue		Offspring				
1.06	SHN	Hoang Le Khoi Nguyen		Offspring				
1.07	SHN	Hoang Lien Son		Brother	ID			
1.08	SHN	Nguyen Thi Nhu Ngoc		Sister-in-law	ID			
<b>2</b>	<b>SHN</b>	<b>Le Huu Tu</b>	<b>Board Members</b>		<b>ID</b>			<b>21/08/2023</b>
2.01	SHN	Tran Thi Bich Uyen		Birth mother	ID			
2.02	SHN	Nguyen Tien Quyet		Father-in-law	ID			
2.03	SHN	Nguyen Thu Huong		Mother-in-law	ID			
2.04	SHN	Nguyen Thu Hang		Wife	ID			



2.05	SHN	Le Tien Thanh			Offspring	ID			
2.06	SHN	Le Ngoc Linh			Offspring				
2.07	SHN	Le Huu Tuan			Brother	ID			
2.08	SHN	Nguyen Hong Hai			Sister-in-law	ID			
2.09	SHN	Le Ngoc Cuong			Brother	ID			
2.10	SHN	Tran Dieu Thuy			Sister-in-law	ID			
3	SHN	Vu Thang	General Director			ID			22/11/2023
3.01	SHN	Dang Thanh Hang			Wife	ID			
3.02	SHN	Vu Dang Chi Mai			Daughter				
3.03	SHN	Vu Dang Quang Minh			Son				
3.04	SHN	Quan Tu Hoa			Mother-in-law	ID			
3.05	SHN	Vu Van Thanh			Birth father	ID			
3.06	SHN	Ngo Thi Lan			Birth mother	ID			
3.07	SHN	Vu Thi Thanh Tra			Sister	ID			
3.08	SHN	Nguyen Van Hieu			Brother-in-law	ID			
4	SHN	Vu Phuc Tho	Deputy General Director			ID			05/04/2016
4.01	SHN	Vu Phuc Thang			Brother	ID			
4.02	SHN	Vu Phuc Thinh			Brother	ID			
4.03	SHN	Vu Thi Kieu Oanh			Sister	ID			
4.04	SHN	Vu Phuc Thuan			Native	ID			
4.05	SHN	Vu Kieu Anh			Native	ID			
4.06	SHN	Vu Ngoc Tam			Native	ID			

4.07	SHN	Dinh Thi Mai Anh			Wife	ID	022174000091	06/07/2015	
4.08	SHN	Vu Phuc Khang Ninh			Offspring				
4.09	SHN	Vu Linh Ngan			Offspring				
5	SHN	Nguyen Hoai Phuong	Deputy General Director			ID	062080000019	31/12/2021	12/04/2022
5.1	SHN	Nguyen Dinh Chien			Birth father	ID	052046000208	10/04/2021	
5.2	SHN	Le Thi Xuan Ai			Birth mother	ID	051151000398	10/04/2021	
5.3	SHN	Nguyen Thi Phuong Thuy			Wife	ID	042183000112	31/12/2021	
5.4	SHN	Nguyen Thi Xuan Thao			Sister	ID	052173000730	13/04/2021	
5.5	SHN	Nguyen Hoai Duy			Brother	ID	052077000202	15/08/2017	
5.6	SHN	Nguyen Hoai Linh			Brother	ID	013027868	05/01/2008	
5.7	SHN	Nguyen Thi Bich Thuy			Sister-in-law	ID	026181003196	15/08/2017	
5.8	SHN	Le Thi Thang			Sister-in-law	ID	013027867	05/01/2008	
6	SHN	Nguyen Trung Thanh	Deputy General Director			ID	037076001589	04/08/2022	03/07/2023
6.1	SHN	Pham Thi Lien			Wife	ID	037179001480	14/06/2022	
6.2	SHN	Nguyen Yen Vy			Offspring	ID	001305000383	14/06/2022	
6.3	SHN	Nguyen Binh Nguyen			Offspring	ID	001209061852	07/5/2023	
6.4	SHN	Dang Thi Loi			Birth mother	ID	037156006630	22/11/2021	
6.5	SHN	Nguyen Van Bay			Birth father	ID	001048013962	24/07/2021	
6.6	SHN	Nguyen Tien Dung			Younger siblings	ID	001078017989	12/08/2022	

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7	SHN	Nguyen Van Truong	Deputy General Director						19/07/2024
7.1	SHN	Nguyen Van Luyen				Birth father	ID	07/09/2022	
7.2	SHN	Le Thi Hanh				Birth mother	ID	10/05/2021	
7.3	SHN	Dam Thuan Con				Father-in-law	ID	08/04/2021	
7.4	SHN	Tran Thi Yen				Mother-in-law	ID	27/04/2021	
7.5	SHN	Dam Thuy Nhung				Wife	ID	20/7/2021	
7.6	SHN	Nguyen Dam Khanh Ngan				Offspring	ID	03/11/2023	
7.7	SHN	Nguyen Minh Khoi				Offspring			
7.8	SHN	Nguyen Thi Thanh Thuy				Sister	ID	06/02/2023	
7.9	SHN	Dao Van Dat				Brother-in-law	ID	06/02/2023	
7.10	SHN	Nguyen Trung Duc				Brother	ID	10/08/2021	
7.11	SHN	Nguyen Thi Thu Ha				Sister-in-law	ID	07/04/2023	
8	SHN	Vu Thi Thao	School Accountant Corporate Governance Officer				ID	19/8/2021	19/04/2024
8.1	SHN	Do Vu Huyen Trang				Offspring	BIRTH CERTIFICATE	77	07/06/2010
8.2	SHN	Do Vu Thuy Duong				Offspring	BIRTH CERTIFICATE	56/2012	29/05/2012
8.3	SHN	Do Van Son				Husband	ID		19/08/2021
8.4	SHN	Do Minh Hong				Father-in-law	ID		25/04/2021

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				Mother-in-law	ID				
8.5	SHN	Nguyen Thi Trung						12/08/2021	
8.6	SHN	Do Thi Binh		Brother-in-law	ID			19/08/2021	
8.7	SHN	Pham Thi Loan		Birrh mother	ID			29/04/2021	
8.8	SHN	Vu Quang Tao		Brother	ID			23/04/2021	
8.9	SHN	Vu Thi Hoai		Sister-in-law	ID			23/04/2021	
8.10	SHN	Tran Dinh Nam		Brother-in-law	ID			27/06/2021	
8.11	SHN	Vu Thi Thanh		Siblings	ID			10/06/2021	
8.12	SHN	Vu Thi Thom		Siblings	ID			21/06/2021	
9	SHN	Nguyen Thi Thu Huong	Head of the Supervisory Board		ID			21/10/2010	26/04/2022
9.1	SHN	Nguyen Dr. Sy		Husband	ID			06/09/2010	
9.2	SHN	Nguyen Huyen Anh		Offspring	ID			15/04/2021	
9.3	SHN	Nguyen Hoang Quyen		Offspring					
9.4	SHN	Nguyen Truong Lam		Birth father	ID			15/04/2021	
9.5	SHN	Hoan Thi Chien		Birth mother	ID			18/04/2021	
9.6	SHN	Nguyen Truong Giang		Younger siblings	ID			30/06/2011	
9.7	SHN	Trinh Ngoc Hoa		Sister-in-law	ID			28/05/2018	
9.8	SHN	Nguyen Van Thoi		Father-in-law	ID			10/04/2021	
9.9	SHN	Pham Thi Hoi		Mother-in-law	ID			23/04/2021	
10	SHN	Pham Quang Huy	Controller		ID			23/11/2021	24/12/2024
10.1	SHN	Pham Van Quyct		Father	ID			11/05/2016	

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10.2	SHN	Nguyen Thi Phuong		Mother	ID		27/04/2021
10.3	SHN	Pham Trung Kien		Brother	ID		16/06/2022
10.4	SHN	Hoang Thi Hong Lien		Sister-in-law	ID		2/11/2021
10.5	SHN	Le Ngan Ha		Wife	ID		13/04/2021
10.6	SHN	Pham Ha Linh		Offspring	ID		
10.8	SHN	Pham Le Nguyen Khang		Offspring	ID		
10.9	SHN	Nguyen Bich Nga		Mother-in-law	ID		15/04/2021
11	SHN	Hoang Le Thu	Member of the Supervisory Board		ID		02/02/2015 26/04/2022
11.01	SHN	Hoang Van Du		Birth father	ID		10/04/2021
11.02	SHN	Duong Thi Thu Hang		Birth mother	ID		14/04/2021
11.03	SHN	Hoang Van Tuan		Brother	ID		10/08/2021
11.04	SHN	Pham Manh Hung		Husband	ID		24/07/2021
11.05	SHN	Pham Hoang Nam		Offspring			
11.06	SHN	Pham Hoang Khoi		Offspring			
11.07	SHN	Pham The Vinh		Father-in-law	ID		17/11/2021
11.08	SHN	Nguyen Thi To		Mother-in-law	ID		10/04/2021
11.09	SHN	Nguyen Phuong Loan		Sister-in-law	ID		20/09/2021
12	SHN	Hoang Thi Hai Ngoc	Head of Internal Audit		ID		12/04/2021 03/10/2024
12.01	SHN	Hoang Minh Kien		Birth father	ID		27/06/2021
12.02	SHN	Vu Thi Ha		Birth mother	ID		26/01/2022

12.03	SHN	Hoang Thi Hai Anh		Younger siblings	ID			
12.04	SHN	Pham Cong Chien		Husband	ID			
12.05	SHN	Pham Hai Nhat Minh		Offspring	BIRTH CERTIFICATE			
12.06	SHN	Pham Hai Ngoc Minh		Offspring	BIRTH CERTIFICATE			

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