

THANH AN CORPORATION
THANH AN 96 I&C JSC

No.: 02 /CTCP-BCQT

SOCIALIST REPUBLIC OF VIETNAM
Independence – Liberty – Happiness

Danang, January 24th 2025

REPORT
STATE OF CORPORATE GOVERNANCE
Year of 2024

To:

- State Securities Commission of Vietnam;
- Hanoi Stock Exchange.

- Listed company name : **THANH AN 96 INSTALLATION AND CONSTRUCTION JOINT STOCK COMPANY**
- Headquarters address : 02 Nguyen Van Troi street, Hai Chau district, Da Nang city
- Phone number : 0236.3615.333 Fax: 0236.3615.334
- Email : taichinh96@gmail.com
- Stated capital : 124.197.870.000 VNĐ
- Ticker : TA9
- The corporate governance model includes: the General Meeting of Shareholders, the Board of Directors, the Audit Committee, and the Executive Board.
- Regarding the implementation of internal audit functions: Has been implemented.

I. Activities of the GENERAL MEETING OF SHAREHOLDERS:

ON APRIL 20, 2024, THE COMPANY HELD ITS ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR THE YEAR 2024 IN ACCORDANCE WITH THE PRESCRIBED PROCEDURES. THE GENERAL MEETING OF SHAREHOLDERS APPROVED THE RESOLUTION OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS FOR THE YEAR 2024 WITH THE FOLLOWING SPECIFIC CONTENTS:

Or di nal Nu m be r	Numbe r of Resoluti on/Deci sion	Date	Content

1	01/NQ-ĐHCD	20/4/2024	<p>The following resolutions were passed at the Annual General Meeting of Shareholders in 2024:</p> <ol style="list-style-type: none"> 1. Approved the Board of Directors' report on the business operations in 2023 and the business plan for 2024. 2. Approved the report on investment and asset disposal activities in 2023 and the investment and asset disposal plan for 2024. 3. Approved the Supervisory Board's report on its activities in 2023 and its work plan for 2024. 4. Approved the audited financial statements for 2023 and the business plan, profit, and dividend plan for 2024 5. Approved the dividend payment and profit distribution for 2023. 6. Approved the proposal to select an independent auditor to audit the company's financial statements for 2024. 7. Approved the settlement of remuneration for the Board of Directors and Audit Committee in 2023 and the remuneration plan for the Board of Directors and Audit Committee in 2024. 8. Approved the proposal to add new business lines.
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II. Board of Directors:

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

Ordinal Number	Members of the BOD	Title	Commencement/End date of Board membership	
			Date of appointment	Date of resignation
1	Phan Xuân Bằng	Chairman of the Board/Non-executive director	28/06/2023	
2	Đặng Đình Khiêm	Vice Chairman of the Board	28/06/2023	
3	Hoàng Đức Trúc	Member of the Board	28/06/2023	
4	Trịnh Thị Thu Hương	Member of the Board	28/06/2023	
5	Nguyễn Xuân Hà	Independent Board Member	28/06/2023	

2. Board of Directors' meeting:

Ordinal number	Members of the BOD	Attendance	Attendance rate	Reason for absence
1	Phan Xuân Bằng	19/19	100%	
2	Đặng Đình Khiêm	18/19	100%	With reason
3	Hoàng Đức Trúc	19/19	100%	
4	Trịnh Thị Thu Hương	19/19	100%	
5	Nguyễn Xuân Hà	16/19	100%	With reason

3. Supervision of the Executive Board by the Board of Directors:

The working relationship between the Board of Directors and the Executive Board has been conducted in strict accordance with the Company's Charter and Governance Regulations. All resolutions and decisions of the Board of Directors directing the Executive Board have been appropriate within the scope of the Board's duties and authority.

Against the backdrop of a challenging economic environment, particularly in the construction industry, the Company's leadership team has been proactive and dedicated in seeking business opportunities to enhance production value and revenue. In 2024, the Company faced various challenges and difficulties in its production and business operations, such as fluctuations in the prices of materials, labor, machinery, and general overhead costs; shortages of certain resources such as sand and construction stones; and delayed payments from some projects and customers' refusal to offer deferred payment terms, which significantly impacted the Company's business performance. Thanks to the close attention and timely guidance of the Board of Directors, along with the determined efforts of the Executive Board, the Company has overcome all difficulties and successfully completed its planned targets. The Company has consistently strengthened and developed a workforce that aligns with its operating model. By fostering a strong corporate culture, employees across the Company have strived to fulfill their assigned tasks, demonstrating a spirit of unity and proactiveness.

The Board of Directors recognizes that the Executive Board has effectively complied with and implemented the Board's resolutions and decisions. The Executive Board has regularly met to evaluate the company's production and business operations



to achieve optimal results. In 2024, the Board of Directors has closely monitored the Executive Board's activities in the following areas:

- Implementing key performance indicators for the Company's business operations as outlined in the approved plan. Directing timely responses to fluctuations in the prices of input materials such as steel, sand, etc., to minimize the impact of price fluctuations on the Company's business performance.

- Overseeing the Company's financial management to strictly control costs and minimize risks in production and business operations.

- Monitoring the implementation of resolutions of the Annual General Meeting of Shareholders, the Company's Charter, and the Company's operating regulations in 2024.

- Overseeing decisions on the appointment of personnel, recruitment, salary policies, and investment and disposal of equipment, in accordance with the provisions of the law, the Company's Charter, and regulations.

- Overseeing compliance with the provisions of the Enterprise Law, and timely and accurate reporting and disclosure to the State Securities Commission and Hanoi Stock Exchange.

4. Activities of the Board of Directors' subcommittees:

The company's Board of Directors has not established any subcommittees.

5. Board of Directors' resolutions/decisions:

Ordinal number	Number of Resolution/ Decision	Date	Content	Approval rate
1	01B-NQ/HĐQT	15-01-2024	Approved the Board of Directors' report on the business operations in 2023 and the business plan for 2024.	100%
2	01-NQ/HĐQT	28-02-2024	Approved the report on investment and asset disposal activities in 2023 and the investment and asset disposal plan for 2024.	100%
3	01A-NQ/HĐQT	29-02-2024	Approved the proposal to borrow, issue letters of guarantee, and letters of credit from Military Commercial Joint Stock Bank - Da Nang Branch, within the Board's authority.	100%

4	02-NQ/HĐQT	31-03-2024	Approved the proposal for the Southern Branch/ Thanh An 96 I&C JSC to invest in a 12-seater passenger car for employee transportation and general branch operations, as authorized by the Board of Directors	100%
5	04-NQ/HĐQT	03-04-2024	Approved the investment proposal for a construction sand and gravel mining project in Hoc Tra, Duy Thu, Duy Xuyen, Quang Nam.	100%
6	05-NQ/HĐQT	26-04-2024	Approved the proposal for the Southern Branch/ Thanh An 96 I&C JSC to purchase a water tanker truck for road cleaning to serve the branch's production and business activities, as authorized by the Board of Directors.	100%
7	06-NQ/HĐQT	22-05-2024	Approved the strategic goals, direction, adjustment of the general business plan, and investment adjustment plan for the 2021-2025 period.	100%
8	07-NQ/HĐQT	15/07/2024	Additional asset investment plan for 2024	100%
9	08-NQ/HĐQT	15/07/2024	The resolution supports Team 3 by waiving interest on loans XN33 and XN54; appoints Mr. Phan Xuan Chinh and Mr. Tran Thai Hung as Deputy Directors of the Quang Tri Branch, and Mr. Thang as the Team Leader of the Quang Tri Branch.	100%
10	09-NQ/HĐQT	14/08/2024	Approved the investment in the construction of the Suoi Mo quarry	100%
11	10-NQ/HĐQT	18/08/2024	Approved the Quang Tri Branch's investment in a concrete mixer truck.	100%
12	11-NQ/HĐQT	11/09/2024	Approved the payment of cash dividends	100%
13	12-NQ/HĐQT	11/11/2024	Approved the finalization of the investment in the construction of office buildings in Hanoi.	100%
14	13-NQ/HĐQT	07/12/2024	Regarding personnel matters and appointments at the end of 2024	100%
15	14-NQ/HĐQT	20/12/2024	Regarding the merger and reorganization of Teams 9, 41, Enterprise 36, and Team 26, and the dissolution of Team 2.	100%

16	15-NQ/HĐQT	30/12/2024	Regarding the replacement of Mr. Truong as the Secretary of the Board of Directors by Mr. Hung	100%
17	01/QĐ-HĐQT	02-01-2024	Resolves to appoint Mr. Le Ngoc Truong as the Secretary of the Board of Directors of Thanh An 96 I&C JSC for the 2023-2028 term	100%
18	02/QĐ-HĐQT	29-03-2024	Resolves to terminate Mr. Lam Van Cong's position as the Administrator of Thanh An 96 I&C JSC	100%
19	03/QĐ-HĐQT	29-03-2024	Resolves to appoint Ms. Le Thi Van Anh as the Administrator of Thanh An 96 I&C JSC	100%
20	04/QĐ-HĐQT	29-03-2024	Resolves to appoint Mr. Lam Van Cong as the Internal Auditor of Thanh An 96 I&C JSC	100%
21	05/QĐ-HĐQT	29-03-2024	Resolution on the formation of an organizing committee for the 2024 Annual General Meeting of Shareholders of Thanh An 96 I&C JSC	100%
22	06/QĐ-HĐQT	09-05-2024	Decision on the promulgation of workplace regulations for Thanh An 96 I&C JSC	100%
23	07/QĐ-HĐQT	09-05-2024	Decision on the promulgation of the company's operating procedures	100%
24	08/QĐ-HĐQT	09/05/2024	Decision to amend and supplement the 2023 production and business operation regulations	100%
25	09/QĐ-HĐQT	24/07/2024	Decision to appoint Mr. Tran Thai Hung as Deputy Director of the Quang Tri Branch	100%
26	10/QĐ-HĐQT	24/07/2024	Decision to appoint Mr. Phan Xuân Chính as Deputy Director of the Quang Tri Branch	100%
27	11/QĐ-HĐQT	20/12/2024	Regarding the dissolution of Sub-team 2	100%
28	12/QĐ-HĐQT	20/12/2024	Regarding the merger of Sub-team 26 into the Quang Tri Branch	100%
29	13/QĐ-HĐQT	20/12/2024	Regarding the merger of Sub-team 26 into the Quang Tri Branch	100%
30	14/QĐ-HĐQT	20/12/2024	Regarding Mr. Cao Xuan Dung's resign	100%
31	15/QĐ-HĐQT	20/12/2024	Regarding the appointment of Mr. Nguyễn Xuân Thanh	100%

32	16/QĐ-HĐQT	20/12/2024	Regarding the appointment of Mr. Lê Thái Bình	100%
33	17/QĐ-HĐQT	20/12/2024	Regarding the appointment of Mr. Trần Văn Ninh	100%
34	18/QĐ-HĐQT	20/12/2024	Regarding the appointment of Mr. Lê Ngọc Trường	100%
35	19/QĐ-HĐQT	20/12/2024	Regarding the appointment of Mr. Trần Thái Hưng	100%
36	20/QĐ-HĐQT	20/12/2024	Regarding the appointment of Mr. Nguyễn Văn Nam	100%
37	21/QĐ-HĐQT	20/12/2024	Regarding the appointment of Mr. Lê Văn Chính	100%
38	22/QĐ-HĐQT	20/12/2024	Regarding the appointment of Mr. Phạm Việt Khoa	100%
39	23/QĐ-HĐQT	20/12/2024	Regarding the appointment of Mr. Đoàn Việt Hùng	100%
40	24/QĐ-HĐQT	20/12/2024	Regarding the termination of Mr. Le Ngoc Truong's position as Secretary of the Board of Directors	100%
41	25/QĐ-HĐQT	20/12/2024	Regarding the appointment of Mr. Tran Thai Hung as Secretary of the Board of Directors	100%

III. Board of Supervisor:

1. Board of Supervisor's member information:

Ordinal number	Member of the Board	Title	Commencement/End date of Board membership		Professional qualifications
			Date of appointment	Ngày miễn nhiệm	
1	Trần Thị Diệu Thúy	Head of the Board	28/06/2023		Bachelor of Economics
2	Mai Tố Loan	Member of the Board	28/06/2023		Bachelor of Economics
3	Lâm Văn Công	Member of the Board	28/06/2023		Bachelor of Economics

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2. Supervisory Board's meeting:

Ordinal number	Member of the Board	Attendance	Attendace rate	Approval rate	Reason for absence
1	Trần Thị Diệu Thúy	4/4	100%	100%	
2	Mai Tổ Loan	4/4	100%	100%	
3	Lâm Văn Công	4/4	100%	100%	

3. Oversight activities of the Board of Supervisor over the Board of Directors, the Executive Board, and shareholders:

In 2024, the Board of Directors and the Executive Board proactively sought out new business opportunities. The Board of Directors provided guidance to the Executive Board on various aspects of the company's operations to enhance efficiency. Despite facing numerous challenges such as intense competition and fluctuating prices, the Executive Board successfully implemented operational and business strategies, achieving positive results.

In fulfilling its responsibilities and exercising its authority as stipulated in the Company's Charter, the Board of Supervisor has carried out the following oversight activities:

- The Board of Supervisor attended all Board of Directors meetings in 2024 as required.
- The Board of Directors has implemented the resolutions of the Annual General Meeting of Shareholders and the Company's Charter. The Board has issued resolutions and decisions related to production and business operations, personnel appointments, and investment as per regulations.
- The Board of Directors has effectively directed, supervised, and supported the Executive Board in managing production and business operations to ensure that production targets and revenue exceed the set plan.
- The Board of Directors has continuously sought new management solutions and investment opportunities to ensure the long-term stability and growth of Thanh An 96 Construction Company.

- The Executive Board has promptly implemented the resolutions and decisions of the Board of Directors, while addressing challenges and taking necessary measures.

- The Executive Board has regularly monitored the production and business operations of its subsidiaries, providing overall direction and resolving difficulties and obstacles encountered during the production and investment processes of each unit.

4. Coordination of activities among the Board of Supervisor, the Board of Directors, Executive Board, and other management.

- The Board of Supervisor has closely cooperated with the Board of Directors and the Executive Board in carrying out its assigned duties, responsibilities, and oversight functions as prescribed

- The Board of Directors has provided the Supervisory Board with all necessary resolutions and decisions.

- The Board of Directors and the Executive Board have facilitated the Board of Supervisor's work by providing necessary reports and documents for oversight activities and coordinating oversight efforts with subordinate units.

- The Board of Supervisor has been invited to attend Board of Directors' meetings and other relevant meetings to provide input and ensure that the company's activities are conducted in accordance with the best interests of shareholders.

5. Other activities of the Supervisory Board.

Inspection and supervision of other activities

Monitoring the process of inviting an independent auditor to conduct an audit as per the resolutions of the General Meeting of Shareholders.

IV. The Executive Board:

Or din al nu mb er	Members of the Board	Title	Date of birth	Profession al qualificati ons	Commencement/End date of Board membership	
					Date of appointme nt	Date of resigna tion
1	Hoàng Đức Trúc	Director	09/01/1967	Constructi on engineer	01/01/2015	
2	Phạm Văn Lê	Vice Director	01/12/1963	Constructi on engineer	01/01/2008	

3	Đặng Đình Khiêm	Vice Director	15/12/1979	Construction engineer	17/02/2017	
4	Trần Đình Ba Ti	Vice Director	30/12/1983	Construction engineer	01/01/2022	
5	Nguyễn Văn Kháng	Vice Director	16/02/1981	Construction engineer	05/9/2022	
6	Trịnh Thị Thu Hương	Vice Director	01/02/1977	Construction engineer	09/5/2023	

V. Chief Accountant:

Name	Date of birth	Professional qualifications	Date of appointment	Date of resignation
Hoàng Xuân Thơm	08/10/1989	Master's degree in Economics	01/01/2022	

VI. Management Training: The Company has sent its executives to participate in training courses on corporate governance.

VII. List of Related Parties and Related Party Transactions

1. List of Related Parties:

Please refer to the attached appendix.

2. Transactions between the Company and its related parties; or between the Company and major shareholders, insiders, or related parties of insiders:

No transactions.

3. Transactions between insiders of the listed company, related parties of insiders, and subsidiaries or companies controlled by the listed company:

No transactions.

4. Transactions between the Company and other parties:

4.1 Transactions between the Company and companies where members of the Board of Directors, members of the Board of Supervisor, or the CEO were founders or members of the Board of Directors or CEOs within the past three years: None.

4.2 Transactions between the Company and companies where related parties of members of the Board of Directors, members of the Supervisory Board, or the CEO are members of the Board of Directors or CEOs: None.

4.3 Other transactions of the Company that may provide material benefits, whether tangible or intangible, to members of the Board of Directors, members of the Board of Supervisor, or the CEO: None.

VIII. Share transactions of insiders and related parties of insiders

1. List of insiders and related parties of insiders:

Refer to the attached appendix.

2. Transactions of insiders and related parties in the shares of the listed company:

Or di nal nu m be r	Transction party	Relatio nship with Insider	Number of Shares Held at Beginning of Period		Number of Shares Held at End of Period		Reason for Increas e/Decre ase	Notes
			Numbe r of shares	Percen tage	Số cổ phiếu	Tỷ lệ		
1	Lâm Văn Công	Member of the Supervis ory Board	50.789 shares	0,41%	45.989 shares	0,37%	Sold 11.000 shares, Bought 6.200 shares	Transactio ns below 50 million VND/day

IX. Other issues to be noticed: None. *Uls*

To:

- As above;
- Archive: Administrative Department,
Board of Supervisor. T05.

FOR THE BOARD OF DIRECTORS

CHAIRMAN



Phan Xuân Bằng
Phan Xuân Bằng

Appendix 1: List of related persons of the Company

STT	Name of organization/individual	Stock trading account	Position in the company	ID card number, date of issue, place of issue	Contact address	Timing is the relevant initiator	Time is no longer relevant	Reason	Relationship with the Company
1	Thanh An Corporation		51% charter capital			2008			Parent company
2	Thanh An 96 Construction Company Union		Trade union organization			2008			Company Union Organization
3	Nguyen Ngoc Dung		General Director of Thanh An Corporation			2022			Parent Company Representative
4	AMERICA LLC		Major shareholder				27/09/2024		Major shareholder
5	Vo Cuu Long		Major shareholder			10/09/2024			Major shareholder
6	Phan Xuan Bang		Chairman of the Board			28/06/2023			Chairman of the Board
6.1	Nguyen Thi Hong Nhu		Wife			28/06/2023			
6.2	Phan Nha Linh		biological child			28/06/2023			
6.3	Phan Gia Phung		biological child			28/06/2023			
6.4	Phan Kim Tan Dung		biological child			28/06/2023			
6.5	Phan Kim Trong		brother			28/06/2023			
6.6	Phan Anh Tuyen		younger brother			28/06/2023			
6.7	Phan Thi Thanh Nhan		younger brother			28/06/2023			
6.8	Phan Thi Kim Thoa		younger brother			28/06/2023			
6.9	Tran Thi Hoa		Mother in law			28/06/2023			
6.10	Vo Thi Van		Sister in law			28/06/2023			
6.11	Cao Thi Huyen		sister in law			28/06/2023			
6.12	Le The Phuong		brother in law			28/06/2023			
7	Dang Dinh Khiem		Deputy Chairman of Board of Directors, Deputy Director of Company			28/06/2023			Deputy Chairman of Board of Directors, Deputy Director of Company
7.1	Dang Dinh Thoa		biological father			28/06/2023			
7.2	Tran Thi Phin		biological mother			28/06/2023			
7.3	Le Thi Suong		Wife			28/06/2023			
7.4	Dang Thi Phuong		younger brother			28/06/2023			
7.5	Dang Dinh Kiem		younger brother			28/06/2023			
7.6	Dang Thi Minh Thu		biological child			28/06/2023			
7.7	Dang Le Binh		biological child			28/06/2023			
7.8	Dang Le Minh		biological child			28/06/2023			
7.9	Dang Ha My		biological child			28/06/2023			
7.10	Le Cong Hoan		father in law			28/06/2023			
7.11	Nguyen Thi Sau		Mother in law			28/06/2023			
7.12	Nguyen Manh Ha		brother in law			28/06/2023			
7.13	Pham Thi Nga		sister in law			28/06/2023			

STT	Name of organization/individual	Stock trading account	Position in the company	ID card number, date of issue, place of issue	Contact address	Timing is the relevant initiator	Time is no longer relevant	Reason	Relationship with the Company
8	Hoang Duc Truc		Member of Board of Directors, Company Director			28/06/2023			Member of Board of Directors, Company Director
8.1	Chu Thi Ha		biological mother			28/06/2023			
8.2	Le Thi Trung Hau		Wife			28/06/2023			
8.3	Hoang Bao Trung		biological child			28/06/2023			
8.4	Hoang Le Minh Anh		biological child			28/06/2023			
8.5	Hoang Thi Huong		younger brother			28/06/2023			
8.6	Hoang Duc Giang		younger brother			28/06/2023			
8.7	Hoang Duc Long		younger brother			28/06/2023			
8.8	Hoang Duc Thanh		younger brother			28/06/2023			
8.9	Nguyen Thi Dong		Mother in law			28/06/2023			
8.10	Nguyen Duy Khanh		brother in law			28/06/2023			
8.11	Nguyen Thi Dao		sister in law			28/06/2023			
8.12	Nguyen Thi Mai		sister in law			28/06/2023			
8.13	Dao Thi Thuyen		sister in law			28/06/2023			
9	Trinh Thi Thu Huong		Member of Board of Directors, Deputy Director, Authorized person to disclose			28/06/2023			Member of Board of Directors, Deputy Director, Authorized person to disclose information
9.1	Trinh Van So		biological father			28/06/2023			
9.2	Vu Thi Lien		biological mother			28/06/2023			
9.3	Trinh Phu Cuong		younger brother			28/06/2023			
9.4	Trinh Career		younger brother			28/06/2023			
9.5	Ha Xuan Quan		Husband			28/06/2023			
9.6	Ha Ngoc Minh		Biological child - Young			28/06/2023			
9.7	Ha Ngoc Lan		Biological child - Young			28/06/2023			
9.8	Ha Sinh District		father in law			28/06/2023			
9.9	Le Thi Dung		Mother in law			28/06/2023			
9.10	Le Thi Anh		sister in law			28/06/2023			
9.11	Vo Thi Hong Hanh		sister in law			28/06/2023			
10	Nguyen Xuan Ha		Board Member			28/06/2023			Board Member
10.1	Bui Thi Xuan Huong		Wife			28/06/2023			
10.2	Nguyen Le Dat		younger brother			28/06/2023			
10.3	Nguyen Thi Gai		younger brother			28/06/2023			
10.4	Nguyen Xuan Hung		biological child			28/06/2023			
10.5	Nguyen Thi Hong Hanh		biological child			28/06/2023			
10.6	Nguyen Nhu Ha		son in law			28/06/2023			
10.7	Le Thi Hong		sister in law			28/06/2023			
10.8	Pham Phien		brother in law			28/06/2023			

STT	Name of organization/individual	Stock trading account	Position in the company	ID card number, date of issue, place of issue	Contact address	Timing is the relevant initiator	Time is no longer relevant	Reason	Relationship with the Company
11	Pham Van Le		Deputy Director of the Company			01/01/2008			Deputy Director of the Company
11.1	Nguyen Thi Thuy An		Wife			01/01/2008			
11.2	Pham Trinh Duy		biological child			01/01/2008			
11.3	Pham Quang Huy		biological child			01/01/2008			
11.4	Pham Xuan Den		brother			01/01/2008			
11.5	Pham Thi Huong		Sister			01/01/2008			
11.6	Pham Van Huu		brother			01/01/2008			
11.7	Pham Thi Hien		Sister			01/01/2008			
11.8	Pham Van Hau		brother			01/01/2008			
11.9	Pham Van Han		younger brother			01/01/2008			
11.10	Pham Thi Hoa		younger brother			01/01/2008			
11.11	Nguyen Thi Huan		Sister in law			01/01/2008			
11.12	Nguyen Thi Kien		Sister in law			01/01/2008			
11.13	Nguyen Van Xuyen		brother in law			01/01/2008			
11.14	Bui Thi Tuyen Mai		Sister in law			01/01/2008			
11.15	Kieu Thu Thuy		sister in law			01/01/2008			
11.16	Dang Van Thanh		brother in law			01/01/2008			
12	Tran Dinh Ba Ti		Deputy Director of the Company			01/01/2022			Deputy Director of the Company
12.1	Truong Thi Ngoc Yen		Wife			01/01/2022			
12.2	Tran Ngoc Hong Thuy		Son			01/01/2022			
12.3	Tran Ngoc Hong Loan		Son			01/01/2022			
12.4	Tran Dinh Lam		biological father			01/01/2022			
12.5	Nguyen Thi Mai		biological mother			01/01/2022			
12.6	Truong Ban		father in law			01/01/2022			
12.7	Dang Thi Thuong		Mother in law			01/01/2022			
12.8	Tran Dinh Tan Ni		brother			01/01/2022			
12.9	Nguyen Thi Mong Cam		Sister in law			01/01/2022			
12.10	Tran Thi Solli		Sister			01/01/2022			
12.11	Thai Dung		brother in law			01/01/2022			
12.12	Tran Dinh Anh Tuan		younger brother			01/01/2022			
12.13	Nguyen Thi Diem		sister in law			01/01/2022			
13	Nguyen Van Khang		Deputy Director of the Company			05/09/2022			Deputy Director of the Company
13.1	Nguyen Thi Anh Hong		Wife			05/09/2022			
13.2	Nguyen Luong Thanh		Son			05/09/2022			

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STT	Name of organization/individual	Stock trading account	Position in the company	ID card number, date of issue, place of issue	Contact address	Timing is the relevant initiator	Time is no longer relevant	Reason	Relationship with the Company
13.3	Nguyen Bao Ngoc		Son			05/09/2022			
13.4	Nguyen Van Khuyen		biological father			05/09/2022			
13.5	Nguyen Thi Van		biological mother			05/09/2022			
13.6	Nguyen Van Ngon		father in law			05/09/2022			
13.7	Tran Thi Dieu		Mother in law			05/09/2022			
13.8	Nguyen Thi Khanh		Sister			05/09/2022			
13.9	Nguyen Tuong Tri		brother in law			05/09/2022			
13.10	Nguyen Thi Phuong		Sister			05/09/2022			
13.11	Dao Van Lam		brother in law			05/09/2022			
13.12	Nguyen Thi Thuyen		younger brother			05/09/2022			
13.13	Vo Ngoc Tuan Anh		brother in law			05/09/2022			
14	Hoang Xuan Thom		Chief Accountant			01/01/2022			Chief Accountant
14.1	Hoang Hoa Tham		Father			01/01/2022			
14.2	Zeng Zun Gang		father in law			01/01/2022			
14.3	Nguyen Thi Nhu Y		Mother in law			01/01/2022			
14.4	Tang Thi Yen Thinh		Wife			01/01/2022			
14.5	Hoang Khoi Nguyen		offspring			01/01/2022			
14.6	Hoang Khai Nguyen		offspring			01/01/2022			
14.7	Hoang Cao Thanh		brother			01/01/2022			
14.8	Ho Thi Thai		Sister in law			01/01/2022			
14.9	Hoang Thi Thuy		Sister			01/01/2022			
14.10	Hoang Minh Thong		brother in law			01/01/2022			
14.11	Hoang Van Thuy		brother			01/01/2022			
14.12	Ngo Thi Hang		Sister in law			01/01/2022			
14.13	Hoang Xuan Tho		younger brother			01/01/2022			
14.14	Nguyen Linh Trang		sister in law			01/01/2022			
14.15	Hoang Van Thuong		younger brother			01/01/2022			
15	Tran Thi Dieu Thuy		Head of Supervisory Board			28/06/2023			Head of Supervisory Board
15.1	Tran Liem		biological father			28/06/2023			
15.2	Phan Thi Kim Huong		biological mother			28/06/2023			
15.3	Tran Thi Thanh Nhan		younger brother			28/06/2023			
15.4	Tran Cao Thien		younger brother			28/06/2023			
15.5	Tran Ngoc Son		younger brother			28/06/2023			
15.6	Nguyen Hoi Sinh		Husband			28/06/2023			

STT	Name of organization/individual	Stock trading account	Position in the company	ID card number, date of issue, place of issue	Contact address	Timing is the relevant initiator	Time is no longer relevant	Reason	Relationship with the Company
15.7	Nguyen Tran Dieu Phuong		biological child			28/06/2023			
15.8	Nguyen Tran Bao Han		biological child			28/06/2023			
15.9	Nguyen Tran Anh Thu		biological child			28/06/2023			
15.10	Nguyen Duc Quyet		father in law			28/06/2023			
15.11	Tran Thi Hong Phuoc		Mother in law			28/06/2023			
15.12	Tran Phuoc Sung		brother in law			28/06/2023			
15.13	Le Thi Thuy Van		sister in law			28/06/2023			
15.14	Nguyen Thi Thuy Sang		sister in law			28/06/2023			
16	Lam Van Cong		Board Member			28/06/2023			Board Member
16.1	Nguyen Thi Thuy Trinh		Wife			28/06/2023			
16.2	Lam Tien Dung		Son			28/06/2023			
16.3	Lam Bao Duy		Son			28/06/2023			
16.4	Nguyen Thi Pha		biological mother			28/06/2023			
16.5	Nguyen Xuan Lai		father in law			28/06/2023			
16.6	Huynh Thi Ngoc Nguyet		Mother in law			28/06/2023			
16.7	Lam Viet Sy		brother			28/06/2023			
16.8	Vu Thi Duong		Sister in law			28/06/2023			
16.9	Lam Van Nong		brother			28/06/2023			
16.10	Nguyen Thi Na		Sister in law			28/06/2023			
16.11	Lam Thi Hang		Sister			28/06/2023			
16.12	Nguyen Van Tuan		brother in law			28/06/2023			
16.13	Lam Thi Nguyet		Sister			28/06/2023			
16.14	Nguyen Van Tuyen		brother in law			28/06/2023			
17	Mai To Loan		Board Member			28/06/2023			Board Member
17.1	Vu Thi Nang		biological mother			28/06/2023			
17.2	Trinh Phu Loi		Husband			28/06/2023			
17.3	Mai Xuan Quang		younger brother			28/06/2023			
17.4	Mai Xuan Trung		younger brother			28/06/2023			
17.5	Trinh Mai Anh		biological child			28/06/2023			
17.6	Trinh Thanh Tung		biological child			28/06/2023			
17.7	Trinh Thi At		Mother in law			28/06/2023			
17.8	Do Thi Hong Thu		sister in law			28/06/2023			
18	Le Ngoc Truong		Secretary of the Board of Directors, Head of Corporate Affairs				01/01/2025		Secretary of the Board of Directors, Head of Corporate Affairs
18.1	Le Ngoc Thi		biological father				01/01/2025		
18.2	Nguyen Thi Cuc		biological mother				01/01/2025		
18.3	Le Thi Nga		Wife				01/01/2025		

STT	Name of organization/individual	Stock trading account	Position in the company	ID card number, date of issue, place of issue	Contact address	Timing is the relevant initiator	Time is no longer relevant	Reason	Relationship with the Company
18.4	Le Ngoc Anh Phuong		biological child				01/01/2025		
18.5	Le Ngoc Tan Tai		biological child				01/01/2025		
18.6	Le Ngoc Minh Anh		biological child				01/01/2025		
18.7	Le Ngoc Khoa		brother				01/01/2025		
18.8	Le Ngoc Thong		younger brother				01/01/2025		
18.9	Le Thi Thao		younger brother				01/01/2025		
18.10	Tran Thi Hiep		Mother in law				01/01/2025		
18.11	Ho Thi Tam		Sister in law				01/01/2025		
18.12	Duong Thi Oanh		sister in law				01/01/2025		
18.13	Le Van Hoe		brother in law				01/01/2025		
19	Tran Thai Hung		Secretary of the Board of Directors, Head of Corporate Affairs			01/01/2025			Secretary of the Board of Directors, Head of Corporate Affairs
19.1	Trinh Thi Hoa		Wife			01/01/2025			
19.2	Tran Xuan Dien		Father			01/01/2025			
19.3	Vu Thi Hien		Mother			01/01/2025			
19.4	Trinh Van Trong		father in law			01/01/2025			
19.5	Trinh Thi Cu		Mother in law			01/01/2025			
19.6	Tran Thai Son		offspring			01/01/2025			
19.7	Tran Trinh Thai Duong		offspring			01/01/2025			
19.8	Tran Thi Huong		younger brother			01/01/2025			
19.9	Tran Thi Hoa		younger brother			01/01/2025			
19.10	Bui Van Nhu		brother in law			01/01/2025			
19.11	Pham Van Canh		brother in law			01/01/2025			
20	Le Thi Van Anh		Corporate Governance Officer			01/04/2024			Corporate Governance Officer
20.1	Le Ba Tiep		biological father			01/04/2024			
20.2	Phan Thi Dung		biological mother			01/04/2024			
20.3	Le Thi Huyen Trang		Sister			01/04/2024			
20.4	Nguyen Thien Kim		Biological child - Young			01/04/2024			
20.5	Nguyen Le Thu		Biological child - Young			01/04/2024			
20.6	Nguyen Duc Manh		brother in law			01/04/2024			



Appendix 2: List of insiders and related persons of insiders

STT	Full name	Stock trading account	Position in the company	ID card number, date of issue, place of issue	Contact address	Number of shares at the end of the	End of period share ownership ratio	Note
1	Phan Xuan Bang		Chairman of the Board			10.000	0,08%	
1.1	Nguyen Thi Hong Nhu		Wife				0,00%	
1.2	Phan Nha Linh		biological child				0,00%	
1.3	Phan Gia Phung		biological child				0,00%	
1.4	Phan Kim Tan Dung		biological child				0,00%	
1.5	Phan Kim Trong		brother				0,00%	
1.6	Phan Anh Tuyen		younger brother				0,00%	
1.7	Phan Thi Thanh Nhan		younger brother				0,00%	
1.8	Phan Thi Kim Thoa		younger brother				0,00%	
1.9	Tran Thi Hoa		Mother in law				0,00%	
1.10	Vo Thi Van		Sister in law				0,00%	
1.11	Cao Thi Huyen		sister in law				0,00%	
1.12	Le The Phuong		brother in law				0,00%	
2	Dang Dinh Khiem		Deputy Chairman of Board of Directors, Deputy Director of Company			83.483	0,67%	
2.1	Dang Dinh Thoa		biological father				0,00%	
2.2	Tran Thi Phin		biological mother				0,00%	
2.3	Le Thi Suong		Wife				0,00%	
2.4	Dang Thi Phuong		younger brother				0,00%	
2.5	Dang Dinh Kiem		younger brother				0,00%	
2.6	Dang Thi Minh Thu		biological child				0,00%	
2.7	Dang Le Binh		biological child				0,00%	
2.8	Dang Le Minh		biological child				0,00%	
2.9	Dang Ha My		biological child				0,00%	
2.10	Le Cong Hoan		father in law				0,00%	
2.11	Nguyen Thi Sau		Mother in law				0,00%	
2.12	Nguyen Manh Ha		brother in law				0,00%	
2.13	Pham Thi Nga		sister in law				0,00%	
3	Hoang Duc Truc		Member of Board of Directors, Company Director			125.404	1,01%	
3.1	Chu Thi Ha		biological mother				0,00%	

STT	Full name	Stock trading account	Position in the company	ID card number, date of issue, place of issue	Contact address	Number of shares at the end of the	End of period share ownership ratio	Note
3.2	Le Thi Trung Hau		Wife				0,00%	
3.3	Hoang Bao Trung		biological child				0,00%	
3.4	Hoang Le Minh Anh		biological child				0,00%	
3.5	Hoang Thi Huong		younger brother				0,00%	
3.6	Hoang Duc Giang		younger brother				0,00%	
3.7	Hoang Duc Long		younger brother				0,00%	
3.8	Hoang Duc Thanh		younger brother				0,00%	
3.9	Nguyen Thi Dong		Mother in law				0,00%	
3.10	Nguyen Duy Khanh		brother in law				0,00%	
3.11	Nguyen Thi Dao		sister in law				0,00%	
3.12	Nguyen Thi Mai		sister in law				0,00%	
3.13	Dao Thi Thuyen		sister in law				0,00%	
4	Trinh Thi Thu Huong		Member of Board of Directors, Deputy Director, Authorized person to disclose information			2.292	0,02%	
4.1	Trinh Van So		biological father				0,00%	
4.2	Vu Thi Lien		biological mother				0,00%	
4.3	Trinh Phu Cuong		younger brother				0,00%	
4.4	Trinh Career		younger brother				0,00%	
4.5	Ha Xuan Quan		Husband				0,00%	
4.6	Ha Ngoc Minh		Biological child - Young				0,00%	
4.7	Ha Ngoc Lan		Biological child - Young				0,00%	
4.8	Ha Sinh District		father in law				0,00%	
4.9	Le Thi Dung		Mother in law				0,00%	
4.10	Le Thi Anh		sister in law				0,00%	
4.11	Vo Thi Hong Hanh		sister in law				0,00%	
5	Nguyen Xuan Ha		Board Member			24.278	0,20%	
5.1	Bui Thi Xuan Huong		Wife				0,00%	
5.2	Nguyen Le Dat		younger brother				0,00%	
5.3	Nguyen Thi Gai		younger brother				0,00%	
5.4	Nguyen Xuan Hung		biological child				0,00%	
5.5	Nguyen Thi Hong Hanh		biological child				0,00%	

STT	Full name	Stock trading account	Position in the company	ID card number, date of issue, place of issue	Contact address	Number of shares at the end of the	End of period share ownership ratio	Note
5.6	Nguyen Nhu Ha		son in law				0,00%	
5.7	Le Thi Hong		sister in law				0,00%	
5.8	Pham Phien		brother in law				0,00%	
6	Pham Van Le		Deputy Director of the Company			145.943	1,18%	
6.1	Nguyen Thi Thuy An		Wife				0,00%	
6.2	Pham Trinh Duy		biological child				0,00%	
6.3	Pham Quang Huy		biological child				0,00%	
6.4	Pham Xuan Den		brother				0,00%	
6.5	Pham Thi Huong		Sister				0,00%	
6.6	Pham Van Huu		brother				0,00%	
6.7	Pham Thi Hien		Sister				0,00%	
6.8	Pham Van Hau		brother				0,00%	
6.9	Pham Van Han		younger brother				0,00%	
6.10	Pham Thi Hoa		younger brother				0,00%	
6.11	Nguyen Thi Huan		Sister in law				0,00%	
6.12	Nguyen Thi Kien		Sister in law				0,00%	
6.13	Nguyen Van Xuyen		brother in law				0,00%	
6.14	Bui Thi Tuyet Mai		Sister in law				0,00%	
6.15	Kieu Thu Thuy		sister in law				0,00%	
6.16	Dang Van Thanh		brother in law				0,00%	
7	Tran Dinh Ba Ti		Deputy Director of the Company			0	0,00%	
7.1	Truong Thi Ngoc Yen		Wife				0,00%	
7.2	Tran Ngoc Hong Thuy		Son				0,00%	
7.3	Tran Ngoc Hong Loan		Son				0,00%	
7.4	Tran Dinh Lam		biological father				0,00%	
7.5	Nguyen Thi Mai		biological mother				0,00%	
7.6	Truong Ban		father in law				0,00%	

STT	Full name	Stock trading account	Position in the company	ID card number, date of issue, place of issue	Contact address	Number of shares at the end of the	End of period share ownership ratio	Note
7.7	Dang Thi Thuong		Mother in law				0,00%	
7.8	Tran Dinh Tan Ni		brother				0,00%	
7.9	Nguyen Thi Mong Cam		Sister in law				0,00%	
7.10	Tran Thi Solli		Sister				0,00%	
7.11	Thai Dung		brother in law				0,00%	
7.12	Tran Dinh Anh Tuan		younger brother				0,00%	
7.13	Nguyen Thi Diem		sister in law				0,00%	
8	Nguyen Van Khang		Deputy Director of the Company			5.079	0,04%	
8.1	Nguyen Thi Anh Hong		Wife				0,00%	
8.2	Nguyen Luong Thanh		Son				0,00%	
8.3	Nguyen Bao Ngoc		Son				0,00%	
8.4	Nguyen Van Khuyen		biological father				0,00%	
8.5	Nguyen Thi Van		biological mother				0,00%	
8.6	Nguyen Van Ngon		father in law				0,00%	
8.7	Tran Thi Dieu		Mother in law				0,00%	
8.8	Nguyen Thi Khanh		Sister				0,00%	
8.9	Nguyen Tuong Tri		brother in law				0,00%	
8.10	Nguyen Thi Phuong		Sister				0,00%	
8.11	Dao Van Lam		brother in law				0,00%	
8.12	Nguyen Thi Thuyen		younger brother				0,00%	
8.13	Vo Ngoc Tuan Anh		brother in law				0,00%	
9	Hoang Xuan Thom		Chief Accountant			12	0,00%	
9.1	Hoang Hoa Tham		Father				0,00%	
9.2	Zeng Zun Gang		father in law				0,00%	
9.3	Nguyen Thi Nhu Y		Mother in law				0,00%	
9.4	Tang Thi Yen Thinh		Wife				0,00%	

STT	Full name	Stock trading account	Position in the company	ID card number, date of issue, place of issue	Contact address	Number of shares at the end of the	End of period share ownership ratio	Note
9.5	Hoang Khoi Nguyen		offspring				0,00%	
9.6	Hoang Khai Nguyen		offspring				0,00%	
9.7	Hoang Cao Thanh		brother				0,00%	
9.8	Ho Thi Thai		Sister in law				0,00%	
9.9	Hoang Thi Thuy		Sister				0,00%	
9.10	Hoang Minh Thong		brother in law				0,00%	
9.11	Hoang Van Thuy		brother				0,00%	
9.12	Ngo Thi Hang		Sister in law				0,00%	
9.13	Hoang Xuan Tho		younger brother				0,00%	
9.14	Nguyen Linh Trang		sister in law				0,00%	
9.15	Hoang Van Thuong		younger brother				0,00%	
10	Tran Thi Dieu Thuy		Head of Supervisory Board			10.866	0,09%	
10.1	Tran Liem		biological father				0,00%	
10.2	Phan Thi Kim Huong		biological mother				0,00%	
10.3	Tran Thi Thanh Nhan		younger brother				0,00%	
10.4	Tran Cao Thien		younger brother				0,00%	
10.5	Tran Ngoc Son		younger brother				0,00%	
10.6	Nguyen Hoi Sinh		Husband				0,00%	
10.7	Nguyen Tran Dieu Phuong		biological child				0,00%	
10.8	Nguyen Tran Bao Han		biological child				0,00%	
10.9	Nguyen Tran Anh Thu		biological child				0,00%	
10.10	Nguyen Duc Quyet		father in law				0,00%	
10.11	Tran Thi Hong Phuoc		Mother in law				0,00%	
10.12	Tran Phuoc Sung		brother in law				0,00%	
10.13	Le Thi Thuy Van		sister in law				0,00%	

STT	Full name	Stock trading account	Position in the company	ID card number, date of issue, place of issue	Contact address	Number of shares at the end of the	End of period share ownership ratio	Note
10.14	Nguyen Thi Thuy Sang		sister in law				0,00%	
11	Lam Van Cong		Board Member			45.989	0,37%	
11.1	Nguyen Thi Thuy Trinh		Wife				0,00%	
11.2	Lam Tien Dung		Son				0,00%	
11.3	Lam Bao Duy		Son				0,00%	
11.4	Nguyen Thi Pha		biological mother				0,00%	
11.5	Nguyen Xuan Lai		father in law				0,00%	
11.6	Huynh Thi Ngoc Nguyet		Mother in law				0,00%	
11.7	Lam Viet Sy		brother				0,00%	
11.8	Vu Thi Duong		Sister in law				0,00%	
11.9	Lam Van Nong		brother				0,00%	
11.10	Nguyen Thi Na		Sister in law				0,00%	
11.11	Lam Thi Hang		Sister				0,00%	
11.12	Nguyen Van Tuan		brother in law				0,00%	
11.13	Lam Thi Nguyet		Sister				0,00%	
11.14	Nguyen Van Tuyen		brother in law				0,00%	
12	Mai To Loan		Board Member			6.406	0,05%	
12.1	Vu Thi Nang		biological mother				0,00%	
12.2	Trinh Phu Loi		Husband				0,00%	
12.3	Mai Xuan Quang		younger brother				0,00%	
12.4	Mai Xuan Trung		younger brother				0,00%	
12.5	Trinh Mai Anh		biological child				0,00%	
12.6	Trinh Thanh Tung		biological child				0,00%	
12.7	Trinh Thi At		Mother in law				0,00%	
12.8	Do Thi Hong Thu		sister in law				0,00%	

STT	Full name	Stock trading account	Position in the company	ID card number, date of issue, place of issue	Contact address	Number of shares at the end of the	End of period share ownership ratio	Note
13	Le Ngoc Truong		Secretary of the Board of Directors, Head of Corporate Affairs			2.427	0,02%	
13.1	Le Ngoc Thi		biological father				0,00%	
13.2	Nguyen Thi Cuc		biological mother				0,00%	
13.3	Le Thi Nga		Wife				0,00%	
13.4	Le Ngoc Anh Phuong		biological child				0,00%	
13.5	Le Ngoc Tan Tai		biological child				0,00%	
13.6	Le Ngoc Minh Anh		biological child				0,00%	
13.7	Le Ngoc Khoa		brother				0,00%	
13.8	Le Ngoc Thong		younger brother				0,00%	
13.9	Le Thi Thao		younger brother				0,00%	
13.10	Tran Thi Hiep		Mother in law				0,00%	
13.11	Ho Thi Tam		Sister in law				0,00%	
13.12	Duong Thi Oanh		sister in law				0,00%	
13.13	Le Van Hoe		brother in law				0,00%	
14	Tran Thai Hung		Secretary of the Board of Directors, Head of Corporate Affairs				0,00%	
14.1	Trinh Thi Hoa		Wife			30	0,00%	
14.2	Tran Xuan Dien		Father				0,00%	
14.3	Vu Thi Hien		Mother				0,00%	
14.4	Trinh Van Trong		father in law				0,00%	
14.5	Trinh Thi Cu		Mother in law				0,00%	
14.6	Tran Thai Son		offspring				0,00%	
14.7	Tran Trinh Thai Duong		offspring				0,00%	
14.8	Tran Thi Huong		younger brother				0,00%	
14.9	Tran Thi Hoa		younger brother				0,00%	
14.10	Bui Van Nhu		brother in law				0,00%	
14.11	Pham Van Canh		brother in law				0,00%	
15	Le Thi Van Anh		Corporate Governance Officer			30	0,00%	
15.1	Le Ba Tiep		biological father				0,00%	



STT	Full name	Stock trading account	Position in the company	ID card number, date of issue, place of issue	Contact address	Number of shares at the end of the	End of period share ownership ratio	Note
15.2	Phan Thi Dung		biological mother				0,00%	
15.3	Le Thi Huyen Trang		Sister				0,00%	
15.4	Nguyen Thien Kim		Biological child - Young				0,00%	
15.5	Nguyen Le Thu		Biological child - Young				0,00%	
15.6	Nguyen Duc Manh		brother in law				0,00%	

