

**HUONG SON HYDRO POWER  
JOINT STOCK COMPANY**

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**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

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Number: 06/BC-GSM

*Son Kim 1, January 16, 2026*

**REPORT on  
the Company's Governance Situation  
(Year 2025)**

Dear: - State Securities Commission;  
- Stock Exchange.

- Company name : Huong Son Hydropower Joint Stock Company
- Head office address: Km70, National Highway 8A, Son Kim 1 Commune, Ha Tinh Province
- Phone: 0945.024.589 Email: huongsonGSM@gmail.com
- Registered capital : 285,620,000,000 VND
- Stock ticker symbol: GSM
- Corporate governance model: Shareholders' General Meeting, Board of Directors, Supervisory Board, and General Director
- Regarding the performance of internal audit functions: This has been completed.

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

Information regarding the meetings and resolutions of the General Shareholders' Meeting:

TT	Resolution/Decision Number	Day	Content
1	01/GSM-ĐHĐCĐ-NQ	May 8, 2025	Resolution of the Annual General Meeting of Shareholders 2025

## II. Board of Directors (2025 Report )

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

TT	Board Member	Position	Date of commencement/cessation of membership on the Board of Directors	
			Appointment date	Dismissal date
1	Mr. Nguyen Thanh Hai	Chairman of the Board	May 8, 2025	
2	Ms. Nguyen Thi Dieu Thuy	Board Member	May 8, 2025	
3	Mr. Nguyen Huy Tuan	Board Member	May 8, 2025	
4	Ms. Tran Thi Kim Thoa	Board Member	May 8, 2025	
5	Mr. Le Viet Thao	Board Member	May 8, 2025	
6	Mr. Nguyen Ba Thien	Board Member	May 8, 2025	
7	Ms. Nguyen Thi Minh	Board Member	May 8, 2025	
8	Mr. Nguyen Dinh Toan	Board Member		May 8, 2025

### 2. Board of Directors Meetings

TT	Board Member	Number of Board of Directors meetings attended	Meeting attendance rate	Reasons for not attending
1	Mr. Nguyen Thanh Hai	4	100%	
2	Ms. Nguyen Thi Dieu Thuy	4	100%	
3	Mr. Nguyen Huy Tuan	4	100%	
4	Ms. Tran Thi Kim Thoa	4	100%	
5	Mr. Le Viet Thao	2	50%	Newly appointed effective May 8, 2025
6	Mr. Nguyen Ba Thien	4	100%	
7	Ms. Nguyen Thi Minh	4	100%	
8	Mr. Nguyen Dinh Toan	1	25%	Dismissal effective May 8, 2025

The Board of Directors ' oversight of the Management Board:

The Board of Directors regularly monitors the CEO in the following areas:

- Define operational objectives based on the strategic objectives approved by the General Shareholders' Meeting, and direct and supervise the General Director's management seriously and effectively;
- Review, decide, direct, assign, and supervise the General Director's performance in areas such as:
  - + The company's business strategy, production plan, and development direction;
  - + Enterprise innovation and development;
  - + Organizational structure, personnel management, and training;
  - + Investment and development activities for enterprises;
  - + External relations with relevant units, departments, and agencies;
  - + Work related to emulation, commendation, and discipline;
  - + Developing internal management rules and regulations;
  - + Work related to protecting internal political security.

4. Activities of the Board of Directors' subcommittees: None

5. Resolutions/Decisions of the Board of Directors (2025 Report)

TT	Resolution/Decision Number	Day/Month/ Year	Content	Approval rate
1	Resolution No.: 01/GSM-HĐQT-NQ	January 6, 2025	Approve the revised salary payment regulations.	6/7
2	Decision No.: 01/GSM-HĐQT-QĐ	January 6, 2025	Approve the revised salary payment regulations.	6/7
3	Resolution No.: 02/GSM-HĐQT-NQ	January 6, 2025	Approval of Tet preparations and Tet allowances for the Year of the Snake 2025	7/7
4	Resolution No.: 03/GSM-HĐQT-NQ	January 11, 2025	Approved production, business and investment plan for 2025	7/7
5	Decision No.: 03/GSM-HĐQT-NQ	January 11,	Approved production, business and investment plan	7/7



TT	Resolution/Decision Number	Day/Month/ Year	Content	Approval rate
		2025	for 2025	
6	Resolution No.: 04/GSM-HĐQT-NQ	January 11, 2025	Reappoint the chief accountant and establish the Economic Planning Department.	7/7
7	Decision No.: 04/GSM-HĐQT-NQ	January 11, 2025	Reappoint the chief accountant and establish the Economic Planning Department.	7/7
8	Resolution No.: 05/GSM-HĐQT-NQ	February 26, 2025	Approve the contents related to the organization of the 2025 Annual General Meeting of Shareholders.	7/7
9	Decision No.: 05/GSM-HĐQT-QĐ	February 26, 2025	Approve the contents related to the organization of the 2025 Annual General Meeting of Shareholders.	7/7
10	Resolution No.: 06/GSM-HĐQT-NQ	March 20, 2025	Approval of the policy to contribute capital to establish a joint-stock company to participate in the bidding process for the Huong Son 3 Hydropower Plant Project.	7/7
11	Resolution No.: 07/GSM-HĐQT-NQ	March 27, 2025	Approved the contents to be presented at the 2025 Annual General Meeting of Shareholders.	7/7
12	Decision No.: 09/GSM-HĐQT-QĐ	May 14, 2025	Approve the plan for contributing capital to establish a joint-stock company to participate in the bidding process for the Huong Son 3 Hydropower Plant Project.	7/7
13	Resolution No.: 10 /GSM-HĐQT-NQ	02/07/2025	Approve the entity reviewing the financial statements as of June 30, 2025, and audit the financial statements for the fiscal year ended December 31, 2025.	7/7
14	Decision No.: 10 /GSM-HĐQT-QĐ	02/07/2025	Approve the entity reviewing the financial statements as of June 30, 2025, and audit the financial statements for the fiscal year ended	7/7

TT	Resolution/Decision Number	Day/Month/ Year	Content	Approval rate
			December 31, 2025.	
15	Resolution No.: 11 /GSM-HĐQT-NQ	August 12, 2025	Approval of the dividend payment plan for 2024.	7/7
16	Decision No.: 11 /GSM-HĐQT-QĐ	August 12, 2025	Approval of the dividend payment plan for 2024.	7/7
17	Resolution No.: 12 /GSM-HĐQT-NQ	September 23, 2025	Through the contractor: Surveying, preparing feasibility study reports, basic design - E-commerce; Preparing technical design - TDT; Preparing construction drawings, designing and manufacturing hydraulic mechanical equipment for the Huong Son 3 hydropower project.	7/7
18	Resolution No.: 13 /GSM-HĐQT-NQ	October 1, 2025	Approval of the final settlement for the Huong Son 2 Hydropower Plant project.	7/7
19	Resolution No.: 14 /GSM-HĐQT-NQ	December 23, 2026	Approval of the business production plan for 2026	6/7

### III. Supervisory Board (2025 Report)

#### 1. Information about the members of the Supervisory Board

TT	Member Supervisory Board	Position	Date of commencement/cessation of membership in the Supervisory Board	Professional qualifications
1	Mr. Bui Van Minh	Head of the Supervisory Board	May 8, 2025 (Reappointment)	Master of Finance
2	Mr. Nguyen The Tuan	Member of the Supervisory Board	May 8, 2025 (Reappointment)	Forestry Engineer
3	Mr. Le Hong Son	Member of the Supervisory Board	May 8, 2025 (Reappointment)	Intermediate Forestry

#### 2. Supervisory Board Meetings (2 meetings)

TT	Member of the Supervisory Board	Number of meetings attended	Meeting attendance rate	Voting ratio	Reasons for not attending the meeting.
1	Mr. Bui Van Minh	2	100%	100%	
2	Mr. Le Hong Son	2	100%	100%	
3	Mr. Nguyen The Tuan	2	100%	100%	

3. Supervisory activities of the Supervisory Board over the Board of Directors, the Executive Management Board, and shareholders:

- Propose and recommend that the General Meeting of Shareholders approve the appointment of an independent auditing firm to audit the Company's financial statements;
- Responsible to shareholders for the supervisory activities of me;
- Monitoring the company's financial situation, the legality of the activities of the Board of Directors members, the General Director, and other managers, and the coordination of activities between the Supervisory Board, the Board of Directors, the General Director, and shareholders;
- Members of the Board of Directors, the General Director, and other business executives have not violated the law or the Company's Articles of Association;
- Reporting to the General Meeting of Shareholders as required by the Enterprise Law.

4. Coordination of activities between the Supervisory Board and the Board of Directors, the Executive Management, and other management personnel:

The Board of Directors, the Executive Board, and other management personnel provide accurate and transparent data to enable the Supervisory Board to properly fulfill its duties and ensure the legitimate interests of shareholders.

5. Other activities of the supervisory board: None

#### IV. Executive Board

TT	Executive Board Member	Date of birth	Professional qualifications	Appointment date
1	Mr. Pham Tien Dung	November 29, 1981	Bachelor of Computer Science, Intermediate Level in Accounting	May 6, 2021
2	Mr. Nguyen Huy Tuan	August 28, 1971	Bachelor of Finance and Accounting	May 8, 2025
3	Nguyen Van Hiep	May 13, 1983	Master of Economics	January 11, 2025



### V. Chief Accountant

Full name	Date of birth	Professional qualifications	Appointment date
Nguyen Van Hiep	May 13, 1983	Master of Economics	January 11, 2025 (Reappointment)

### VI. Training on Corporate Governance :

The Board members are all experienced in managing and operating businesses in various fields, including trade, services, construction, agricultural and forestry product processing, and energy (solar power, hydropower). They have participated in several seminars and conferences on sustainable business development.

### VII. List of related parties of a public company (Annual Report) and transactions of related parties with the Company itself.

#### 1. List of company associates

TT	Name of organization/individual	Job title at the company (if any)	The starting point is when the person is involved.	The point at which one is no longer involved.	Reason	Relationship with the company
1	Nguyen Thanh Hai	Chairman of the Board	December 23, 2017		Appoint	Chairman of the Board
2	Kim Thanh Hotel Investment Joint Stock Company		November 8, 2017		Officially a shareholder of the Company	The company has Mr. Nguyen Thanh Hai as Chairman of the Board of Directors and General Director . He owns 27.38% of the charter capital.
3	Nguyen Thi Dieu Thuy	Board Member	May 20, 2021		Appoint	Board Member
4	Dai Hiep Limited Liability Company		November 8, 2017		Officially a shareholder of the Company	The company has Ms. Nguyen Thi Dieu Thuy as its Director, who owns 10.0001% of the charter capital.
5	Tran Thi Kim Thoa	Board Member	December 23, 2017		Appoint	Board members, shareholders owning 10% of the charter capital.
6	Nguyen Ba Thien	Board Member	May 20, 2021		Appoint	Board Member

TT	Name of organization/individual	Job title at the company (if any)	The starting point is when the person is involved.	The point at which one is no longer involved.	Reason	Relationship with the company
7	Nguyen Thi Minh	Board Member	May 20, 2021		Appoint	Board Member
8	Nguyen Huy Tuan	Board Member, Deputy General Director	May 20, 2020		Appoint	Board Member
9	Nguyen Thi Linh Giang		May 7, 2024			Mr. Nguyen Huy Tuan is the shareholder representing the capital stake, owning 10.21% of the charter capital .
10	Nguyen Dinh Toan	Board Member		May 8, 2025	Dismissal	Board Member
11	Le Viet Thao	Board Member	May 8, 2025		Appoint	Board Member
12	Bui Van Minh	Head of the Supervisory Board	May 26, 2016		Appoint	Head of the Supervisory Board
13	Ha Tinh Mineral and Trade Corporation - JSC					The company's capital representatives are Mr. Le Viet Thao (Member of the Board of Directors) and Mr. Bui Van Minh (Head of the Supervisory Board).
14	Nguyen The Tuan	Member of the Supervisory Board	May 20, 2021		Appoint	Member of the Supervisory Board
15	Le Hong Son	Member of the Supervisory Board	May 20, 2020		Appoint	Member of the Supervisory Board

2. Transactions between the company and its related parties; or between the company and major shareholders, insiders, or related parties of insiders: *No*;



3. Transactions between company insiders, related parties of insiders, and subsidiaries or companies controlled by the company: *No*;

4. Transactions between the company and other parties: *None*;

### VIII. Insider and related party stock transactions (2025)

#### 1. List of insiders and related parties of insiders

TT	Full name	Position at the company	Number of shares currently held	Current shareholding percentage	Note
<b>1</b>	<b>Nguyen Thanh Hai</b>	<b>Chairman of the Board</b>	<b>0</b>	<b>0%</b>	
1.1	Kim Thanh Hotel Investment Joint Stock Company		7,820,380	27.38%	- An organization associated with Mr. Nguyen Thanh Hai - Chairman of the Board of Directors
1.2	Nguyen Dinh Que		0	0%	- Person related to Mr. Nguyen Thanh Hai - Biological father - Reason for not having birth certificate: Deceased
1.3	Doan Thi Que		0	0%	- Person related to Mr. Nguyen Thanh Hai - His biological mother
1.4	Nguyen Thi Mo		0	0%	- Person related to Mr. Nguyen Thanh Hai - Wife
1.5	Nguyen Ngoc Anh Thu		0	0%	- Persons related to Mr. Nguyen Thanh Hai - His biological children
1.6	Nguyen Tuan Dung		0	0%	- Persons related to Mr. Nguyen Thanh Hai - His biological children
1.7	Nguyen Ngoc Thao Uyen		0	0%	- Persons related to Mr. Nguyen Thanh Hai - His biological children
1.8	Nguyen Ngoc Hai An		0	0%	- Persons related to Mr. Nguyen Thanh Hai - His biological children
1.9	Nguyen Thi Minh	Board Member	1,729,900	6.057%	- A person related to Mr. Nguyen Thanh Hai - His older sister
1.10	Nguyen Ba Thien	Board Member	0	0%	- A person related to Mr. Nguyen Thanh Hai - His older brother
1.11	Nguyen Ba Thuong		0	0%	- A person related to Mr. Nguyen Thanh Hai - His older brother
1.12	Bui Viet Long		0	0%	- A person related to Mr. Nguyen Thanh Hai - his brother-in-law
1.13	Tran Thi Kim Thoa	Board Member	2,856,200	10%	- A person related to Mr. Nguyen Thanh Hai - His sister-in-law
1.14	Phan Thi Huong		0	0%	- A person related to Mr. Nguyen Thanh Hai - His sister-in-law
<b>2</b>	<b>Nguyen Thi Dieu Thuy</b>	<b>Board Member</b>	<b>103,600</b>	<b>0.36%</b>	
2.1	Dai Hiep Limited Liability Company		2,856,220	10%	- Organizations related to Ms. Nguyen Thi Dieu Thuy - Member of the Board of Directors
2.2	Nguyen Khac Can		0	0%	- Person related to Ms. Nguyen Thi Dieu Thuy - Biological father
2.3	Ho Thi Minh Tin		0	0%	- Persons related to Ms. Nguyen Thi Dieu Thuy - Her biological mother
2.4	Truong Huu Phuc		0	0%	- Persons related to Ms. Nguyen Thi Dieu Thuy - Husband

TT	Full name	Position at the company	Number of shares currently held	Current shareholding percentage	Note
2.5	Zhang Da Xia		0	0%	- Persons related to Ms. Nguyen Thi Dieu Thuy - Biological children
2.6	Truong Dieu Ha		0	0%	- Persons related to Ms. Nguyen Thi Dieu Thuy - Biological children
2.7	Truong Dai Tung		0	0%	- Person related to Ms. Nguyen Thi Dieu Thuy - Biological child - Reason for not having birth certificate: Still a child
2.8	Nguyen Trung Thong		0	0%	- Person related to Ms. Nguyen Thi Dieu Thuy - Her older brother
2.9	Nguyen Thi Thuy Hang		0	0%	- A person related to Ms. Nguyen Thi Dieu Thuy - Her younger sister
2.1	Nguyen Thi Xuan Huong		0	0%	- Person related to Ms. Nguyen Thi Dieu Thuy - Sister-in-law
2.11	Tran Van Son		0	0%	- Person related to Ms. Nguyen Thi Dieu Thuy - Brother-in-law
3	<b>Tran Thi Kim Thoa</b>	Board Member	<b>2,856,200</b>	<b>10%</b>	
3.1	Tran Dinh Long		0	0%	- Person related to Ms. Tran Thi Kim Thoa - Biological father - Reason for not having birth certificate: Deceased
3.2	Doan Thi Lo		0	0%	- Person related to Ms. Tran Thi Kim Thoa - Biological mother - Reason for not having birth certificate: Deceased
3.3	Nguyen Ba Thien	Board Member	0	0%	- Person related to Ms. Tran Thi Kim Thoa - Husband
3.4	Nguyen Manh Thai		0	0%	- Persons related to Ms. Tran Thi Kim Thoa - Biological children
3.5	Nguyen Manh Thong		0	0%	- Person related to Ms. Tran Thi Kim Thoa - Biological child - Reason for not having birth certificate: Still a child
3.6	Nguyen Tran Nhu Y		0	0%	- Person related to Ms. Tran Thi Kim Thoa - Biological child - Reason for not having birth certificate: Still a child
3.7	Tran Thi My Yen		0	0%	- A person related to Ms. Tran Thi Kim Thoa - Her older sister
3.8	Tran Thi Minh Oanh		0	0%	- Person related to Ms. Tran Thi Kim Thoa - Her older sister - Reason for not having the birth certificate: Lost
3.9	Tran Huu Phuoc		0	0%	- A person related to Ms. Tran Thi Kim Thoa - Her older brother
3.1	Tran Thi Hong Sam		0	0%	- A person related to Ms. Tran Thi Kim Thoa - Her older sister
3.11	Tran Huu Quyen		0	0%	- A person related to Ms. Tran Thi Kim Thoa - Her younger sister
3.12	Uong Van Loc		0	0%	- Person related to Ms. Tran Thi Kim Thoa - Brother-in-law
3.13	Thai Dinh Huan		0	0%	- Person related to Ms. Tran Thi Kim Thoa - Brother-in-law
3.14	Ha Thi Thoai		0	0%	- Person related to Ms. Tran Thi Kim Thoa - Sister-in-law
3.15	Tran Thi Thai		0	0%	- Person related to Ms. Tran Thi Kim Thoa - Sister-in-law
4	<b>Nguyen Thi Minh</b>	Board Member	<b>1,729,900</b>	<b>6.057%</b>	
4.1	Nguyen Dinh Que		0	0%	- Person related to Ms. Nguyen Thi Minh - Biological father - Reason for not having birth certificate: Deceased
4.2	Doan Thi Que		0	0%	- Persons related to Ms. Nguyen Thi Minh - Her biological mother



TT	Full name	Position at the company	Number of shares currently held	Current shareholding percentage	Note
4.3	Bui Viet Long		0	0%	- Person related to Mrs. Nguyen Thi Minh - Husband
4.4	Bui Viet Linh		0	0%	- Persons related to Ms. Nguyen Thi Minh - Biological children
4.5	Bui Chi Thiep		0	0%	- Persons related to Ms. Nguyen Thi Minh - Biological children
4.6	Bui Nguyen Truong Phat		0	0%	- Persons related to Ms. Nguyen Thi Minh - Biological children
4.7	Nguyen Thanh Hai	Chairman of the Board	0	0%	- A person related to Ms. Nguyen Thi Minh - Her younger sister
4.8	Nguyen Ba Thien	Board Member	0	0%	- A person related to Ms. Nguyen Thi Minh - Her older brother
4.9	Nguyen Ba Thuong		0	0%	- A person related to Ms. Nguyen Thi Minh - Her older brother
4.10	Tran Thi Kim Thoa	Board Member	2,856,200	10%	- Person related to Ms. Nguyen Thi Minh - Sister-in-law
4.11	Phan Thi Huong		0	0%	- Person related to Ms. Nguyen Thi Minh - Sister-in-law
4.12	Nguyen Thi Mo		0	0%	- Person related to Ms. Nguyen Thi Minh - Sister-in-law
5	Nguyen Huy Tuan	Board Member, Deputy General Director	0	0%	
5.1	Nguyen Thi Linh Giang		2,917,300	10.21%	- A person related to Mr. Nguyen Huy Tuan - his sister-in-law
5.2	Nguyen Huy Long		0	0%	- Person related to Mr. Nguyen Huy Tuan - Biological father - Reason for not having birth certificate: Deceased
5.3	Nguyen Thi That		0	0%	- Persons related to Mr. Nguyen Huy Tuan - His biological mother
5.4	Nguyen Thi Ngoc Lien		0	0%	- Persons related to Mr. Nguyen Huy Tuan - Wife
5.5	Nguyen Huy Vu		0	0%	- Persons related to Mr. Nguyen Huy Tuan - His biological children
5.6	Nguyen Huy Phong		0	0%	- Persons related to Mr. Nguyen Huy Tuan - His biological children
5.7	Nguyen Thi Hai		0	0%	- A person related to Mr. Nguyen Huy Tuan - His older sister
5.8	Nguyen Huy Hung		0	0%	- Person related to Mr. Nguyen Huy Tuan - His older brother - Reason for not having the birth certificate: Deceased
5.9	Nguyen Thi Thu Ha		0	0%	- A person related to Mr. Nguyen Huy Tuan - His younger brother
5.10	Nguyen Huy Nam		0	0%	- A person related to Mr. Nguyen Huy Tuan - His younger brother
5.11	Ho Si Toan		0	0%	- Person related to Mr. Nguyen Huy Tuan - Brother-in-law
5.12	Hoang Thi Le Hoa		0	0%	- A person related to Mr. Nguyen Huy Tuan - His sister-in-law
6	Nguyen Ba Thien	Board Member	0	0%	
6.1	Nguyen Dinh Que		0	0%	- Person related to Mr. Nguyen Ba Thien - Biological father - Reason for not having birth certificate: Deceased
6.2	Doan Thi Que		0	0%	- Person related to Mr. Nguyen Ba Thien - His biological mother
6.3	Tran Thi Kim Thoa	Board Member	2,856,200	10%	- Persons related to Mr. Nguyen Ba Thien - Wife



TT	Full name	Position at the company	Number of shares currently held	Current shareholding percentage	Note
6.4	Nguyen Manh Thai		0	0%	- Persons related to Mr. Nguyen Ba Thien - His biological children
6.5	Nguyen Manh Thong		0	0%	- Person related to Mr. Nguyen Ba Thien - Biological child - Reason for not having birth certificate: Still a child
6.6	Nguyen Tran Nhu Y		0	0%	- Person related to Mr. Nguyen Ba Thien - Biological child - Reason for not having birth certificate: Still a child
6.7	Nguyen Thi Minh	Board Member	1,729,900	6.057%	- A person related to Mr. Nguyen Ba Thien - His older sister
6.8	Nguyen Ba Thuong		0	0%	- A person related to Mr. Nguyen Ba Thien - His younger brother
6.9	Nguyen Thanh Hai	Chairman of the Board	0	0%	- A person related to Mr. Nguyen Ba Thien - His younger brother
6.10	Bui Viet Long		0	0%	- A person related to Mr. Nguyen Ba Thien - his brother-in-law
6.11	Phan Thi Huong		0	0%	- A person related to Mr. Nguyen Ba Thien - His sister-in-law
6.12	Nguyen Thi Mo		0	0%	- A person related to Mr. Nguyen Ba Thien - His sister-in-law
7	Le Viet Thao	Board Member	0	0%	
7.1	Ha Tinh Mineral and Trade Corporation - JSC		5,640,000	19.747%	- An organization associated with Mr. Le Viet Thao - Member of the Board of Directors
7.2	Le Hoi		0	0%	- Persons related to Mr. Le Viet Thao - His biological father
7.3	Le Thi Lien		0	0%	- Persons related to Mr. Le Viet Thao - His biological mother
7.4	Ha Thi Chung Thuy		0	0%	- Persons related to Mr. Le Viet Thao - Wife
7.5	Ho Ngoc Linh		0	0%	- Persons related to Mr. Le Viet Thao - His biological children
7.6	Le Viet Cong		0	0%	- Persons related to Mr. Le Viet Thao - His biological children
7.7	Le Thao Linh		0	0%	- Persons related to Mr. Le Viet Thao - His biological children
7.8	Le Anh Duc		0	0%	- Persons related to Mr. Le Viet Thao - His biological children
7.9	Le Thi Hong Anh		0	0%	- A person related to Mr. Le Viet Thao - his older sister
7.10	Le Trung Hieu		0	0%	- A person related to Mr. Le Viet Thao - his older brother.
7.11	Vo Viet Linh		0	0%	- A person related to Mr. Le Viet Thao - his brother-in-law.
7.12	Nguyen Thi Ha Giang		0	0%	- A person related to Mr. Le Viet Thao - His sister-in-law
8	Bui Van Minh	Head of the Supervisory Board	0	0%	
8.2	Bui Van Mien		0	0%	- Persons related to Mr. Bui Van Minh - His biological father
8.3	Tran Thi Tho		0	0%	- Person related to Mr. Bui Van Minh - His biological mother
8.4	Tran Thi Minh Thanh		0	0%	- Persons related to Mr. Bui Van Minh - Wife
8.5	Bui Thi Minh Hanh		0	0%	- Persons related to Mr. Bui Van Minh - His biological children

TT	Full name	Position at the company	Number of shares currently held	Current shareholding percentage	Note
8.6	Bui Thi Bao Anh		0	0%	- Persons related to Mr. Bui Van Minh - His biological children
8.7	Bui Thi Hong		0	0%	- A person related to Mr. Bui Van Minh - His younger brother
8.8	Do Ngoc Ly		0	0%	- A person related to Mr. Bui Van Minh - his brother-in-law
8.9	Bui Xuan Thong		0	0%	- A person related to Mr. Bui Van Minh - His younger brother
8.10	Nguyen Thi Quynh Tram		0	0%	- A person related to Mr. Bui Van Minh - His sister-in-law
8.11	Bui Thi Hien		0	0%	- A person related to Mr. Bui Van Minh - His younger brother
9	Nguyen The Tuan	Member of the Supervisory Board	0	0%	
9.1	Nguyen The Khoa		0	0%	- Person related to Mr. Nguyen The Tuan - Biological father - Reason for not having birth certificate: Deceased
9.2	Thai Thi Sy		0	0%	- Person related to Mr. Nguyen The Tuan - Biological mother - Reason for not having birth certificate: Deceased
9.3	Le Thi Ngoc Hoa		0	0%	- Person related to Mr. Nguyen The Tuan - Wife
9.4	Nguyen Quynh Huong		0	0%	- Persons related to Mr. Nguyen The Tuan - His biological children
9.5	Nguyen The Vinh		0	0%	- Persons related to Mr. Nguyen The Tuan - His biological children
9.6	Nguyen Bao Thu		0	0%	- Persons related to Mr. Nguyen The Tuan - His biological children
9.7	Nguyen The Chien		0	0%	- A person related to Mr. Nguyen The Tuan - his older brother.
9.8	Nguyen Thi Thu Thuy		0	0%	- A person related to Mr. Nguyen The Tuan - A close relative
9.9	Nguyen The Chau		0	0%	- A person related to Mr. Nguyen The Tuan - His younger brother
9.10	Nguyen The Giao		0	0%	- A person related to Mr. Nguyen The Tuan - His younger brother
9.11	Nguyen Thi Kieu		0	0%	- A person related to Mr. Nguyen The Tuan - His sister-in-law
9.12	Tran Thi Van		0	0%	- A person related to Mr. Nguyen The Tuan - His sister-in-law
9.13	Pham Van Huynh		0	0%	- A person related to Mr. Nguyen The Tuan - his brother-in-law
9.14	Pham Ha Thuy		0	0%	- A person related to Mr. Nguyen The Tuan - His sister-in-law
10	Le Hong Son	Member of the Supervisory Board	0	0%	
10.1	Le Duc Hoai		0	0%	- Person related to Mr. Le Hong Son - Biological father - Reason for not having birth certificate: Deceased
10.2	Phan Thi Nuoi		0	0%	- Person related to Mr. Le Hong Son - Biological mother - Reason for not having birth certificate: Deceased
10.3	Le Thi Kim Linh		0	0%	- Persons related to Mr. Le Hong Son - Wife
10.4	Le Hai Lam		0	0%	- Persons related to Mr. Le Hong Son - His biological children
10.5	Le Thi Ngoc Mai		0	0%	- Persons related to Mr. Le Hong Son - His biological children



TT	Full name	Position at the company	Number of shares currently held	Current shareholding percentage	Note
10.6	Le Tien Dat		0	0%	- Persons related to Mr. Le Hong Son - His biological children
10.7	Le Thi Thanh Minh		0	0%	- A person related to Mr. Le Hong Son - His older sister
10.8	Le Hong Ky		0	0%	- A person related to Mr. Le Hong Son - His younger brother
10.9	Le Hong Thuy		0	0%	- A person related to Mr. Le Hong Son - His younger brother
10.10	Le Thi Nhung		0	0%	- A person related to Mr. Le Hong Son - His younger brother
10.1	From Dam		0	0%	- A person related to Mr. Le Hong Son - his older brother
10.1	Phung Thi Khuong		0	0%	- A person related to Mr. Le Hong Son - His sister-in-law
10.1	Le Thi Hong		0	0%	- A person related to Mr. Le Hong Son - His sister-in-law
10.1	Nguyen Quang Hanh		0	0%	- A person related to Mr. Le Hong Son - his brother-in-law
<b>11</b>	<b>Pham Tien Dung</b>	<b>General Director</b>	<b>0</b>	<b>0%</b>	
11.1	Pham Thanh Xuan		0	0%	- Person related to Mr. Pham Tien Dung - Biological father - Reason for not having birth certificate: Deceased
11.2	Bui Thi Khiem		0	0%	- Person related to Mr. Pham Tien Dung - Biological mother - Reason for not having birth certificate: Deceased
11.3	Doan Thi Ngoc Mui		0	0%	- Persons related to Mr. Pham Tien Dung - Wife
11.4	Pham Doan Phuong Thao		0	0%	- Persons related to Mr. Pham Tien Dung - His biological children
11.5	Pham Doan Ngoc Han		0	0%	- Persons related to Mr. Pham Tien Dung - His biological children
11.6	Pham Tien Vinh		0	0%	- Persons related to Mr. Pham Tien Dung - His biological children
11.7	Pham Thi Ha		0	0%	- A person related to Mr. Pham Tien Dung - His sister
11.8	Pham Tien Hung		0	0%	- A person related to Mr. Pham Tien Dung - His older brother
11.9	Hoang Thi Tu		0	0%	- A person related to Mr. Pham Tien Dung - His sister-in-law
11.10	Pham Thi Huong		0	0%	- Person related to Mr. Pham Tien Dung - Sister - Reason for not having birth certificate: Deceased
<b>12</b>	<b>Nguyen Van Hiep</b>	<b>Chief Accountant</b>	<b>0</b>	<b>0%</b>	
12.1	Nguyen Van Tien		0	0%	- Person related to Mr. Nguyen Van Hiep - His biological father
12.2	Nguyen Thi Hoan		0	0%	- Person related to Mr. Nguyen Van Hiep - His biological mother
12.3	Nguyen Thi Cam Tu		0	0%	- Persons related to Mr. Nguyen Van Hiep - Wife
12.4	Nguyen Van Khanh		0	0%	- Persons related to Mr. Nguyen Van Hiep - His biological children
12.5	Nguyen Anh Thu		0	0%	- Persons related to Mr. Nguyen Van Hiep - His biological children
12.6	Nguyen Van Tuan		0	0%	- A person related to Mr. Nguyen Van Hiep - His younger brother
12.7	Truong Thi Thao		0	0%	- A person related to Mr. Nguyen Van Hiep - His sister-in-law
12.8	Nguyen Thi Huyen		0	0%	- A person related to Mr. Nguyen Van Hiep - His sister



TT	Full name	Position at the company	Number of shares currently held	Current shareholding percentage	Note
	Trang				
12.9	Nguyen Duc Hoang		0	0%	- A person related to Mr. Nguyen Van Hiep - his brother-in-law
13	Nguyen Danh Cong	Administrative Officer, Authorized Information Disclosure Officer	0	0%	
13.1	Nguyen Quoc Tan		0	0%	- Person related to Mr. Nguyen Danh Cong - His biological father
13.2	Nguyen Thi Hoa		0	0%	- Person related to Mr. Nguyen Danh Cong - His biological mother
13.3	Tran Thi Ngoc Anh		0	0%	- Persons related to Mr. Nguyen Danh Cong - Wife
13.4	Nguyen Tran Khoi Nguyen		0	0%	- Persons related to Mr. Nguyen Danh Cong - His biological children
13.5	Nguyen Tran Bao Vy		0	0%	- Persons related to Mr. Nguyen Danh Cong - His biological children
13.6	Nguyen Thi Thuong Hien		0	0%	- A person related to Mr. Nguyen Danh Cong - His older sister
13.7	Uong Van Hoa		0	0%	- A person related to Mr. Nguyen Danh Cong - his brother-in-law

2. Transactions by insiders and related parties involving company stock: None

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

**Recipient:**

- As above;
- File: VT.

**CHAIRMAN OF THE BOARD OF DIRECTORS**



Nguyễn Thanh Hai