

Haiphong, January 29th 2026

REPORT
On Corporate Administration in 2025

To:

- State Securities Commission;
- Hanoi Stock Exchange;
- Shareholders of the Company.

According to Clause 4 Article 10 of Circular No. 96/2020/TT-BTC dated November 16th, 2020 of the Ministry of Finance guiding the disclosure of information on the securities market;

According to Section b Clause 1 Article 11 of the Regulations on Information Disclosure at Hanoi Stock Exchange issued alongs with Decision No. 606/QD-SGDHN dated September 29th, 2016 of Hanoi Stock Exchange,

Haiphong Water Joint Stock Company would like to publish Report on Corporate Administration in 2025 as follows:

- Company name: Haiphong Water Joint Stock Company
 - Head office address: No. 54 Dinh Tien Hoang, Hoang Van Thu Ward, Hong Bang District, Haiphong
 - Phone: 0225.3.745.377 Fax: 0225.3.823.748 Email: cnhp@vnn.vn
 - Charter capital: 742,069,400,000 VND
- Of which, the state shareholder (Haiphong People's Committee) holds 59,797,840 shares, accounting for 80.58% of charter capital.
- Stock code: HPW
 - Corporate Administration structure: Shareholders General Meeting, Board of Directors, Supervisory Board and General Director.

I. Activities of Annual General Meeting of Shareholders

Information on meetings and Resolutions/Decisions of Annual General Meeting of Shareholders (including Resolutions of Annual General Meeting of Shareholders which was approved by the form of documents):

| No. | Number of Resolution/Decision | Date | Content |
|-----|--|--------------|--|
| 1 | Resolution No. 09/NQ-DHDCD-2025 of the 2025 Annual General Meeting of Shareholders | Apr 17, 2025 | <ul style="list-style-type: none"> - Approve Report on business performance results in 2024 and business performance plan for 2025; - Approve Financial Statements for FY 2024 audited by AASC Auditing Ltd. Co.; - Approve Report of Board of Directors on the management and operation result in 2024; Operating plan for 2025; - Approve Report of Supervisory Board on production results, the performance of Board of Directors, Executive Board and Supervisory Board in 2024 and Operating plan for 2025; - Approve the profit distribution, fund allocation and dividend rate plan for 2024; - Approve the remuneration plan of Board of Directors and Supervisory Board for 2024; - Approve the contractor selection plan to review and audit on semi-annual and annual Financial Statements for FY 2025 of Haiphong Water Joint Stock Company; - Approve the Company's Investment Plan for 2025. - Approve the Voting Result for the Members of Board of Directors, Supervisory Board period 2025-2030. |

II. Board of Directors:

1. Information about Board of Directors (BoD) members:

| No. | Board Member | Position | Date of starting/cease of membership in the BoD | |
|-----|---------------------|--|---|----------------|
| | | | Appointment Date | Dismissal Date |
| 1 | Mr. Tran Viet Cuong | Chairman of BoD | Apr 17, 2025 | |
| 2 | Mr. Tran Van Duong | Vice Chairman of BoD, General Director, Corporate Governance Secretary | Apr 17, 2025 | |
| 3 | Mr. Dang Huu Dung | Member of BoD | Apr 17, 2025 | |
| 4 | Mr. Cao Van Quy | Member of BoD, Executive Deputy General Director | Apr 17, 2025 | |
| 5 | Mr. Trinh Anh Tuan | Member of BoD, Deputy General Director | Apr 17, 2025 | |

2. BoD meetings:

| No. | Board Member | Number of BoD meetings attended | Meeting attendance rate | Reason for not attending in the meeting |
|-----|---------------------|---------------------------------|-------------------------|---|
| 1 | Mr. Tran Viet Cuong | 33 | 100% | |
| 2 | Mr. Tran Van Duong | 33 | 100% | |
| 3 | Mr. Dang Huu Dung | 33 | 100% | |
| 4 | Mr. Cao Van Quy | 33 | 100% | |
| 5 | Mr. Trinh Anh Tuan | 33 | 100% | |

3. Supervisory activities of BoD over Executive Board:

The members of BoD usually inspects on production and business operations in assigned areas directly, supervises and directs the Executive Board's to perform the assigned tasks more efficiently throughout these activities:

- Fully supervise the activities of the Executive Board in implementing the Resolutions/Decisions of the BoD under the provision of Executive Board's functions and duties.

- Monitor the implementing of monthly and quarterly objective.

- Request the Executive Board on reporting on business and operations results in quarterly meetings of the BoD and if necessary. Based on the report, BoD shall provide instructions to help the Company's production and business more efficiency.

- Coordinate with the Supervisory Board to acknowledge on the Company's operating situation in order to have practical instructions and recommendations to help the Executive Board fulfill the tasks assigned by the Shareholders General Meeting and the BoD.

- Actively participate in briefings and other meetings of the Executive Board to supervising the Company's business.

4. Activities of sub-committees under the BoD (if any): None

5. Resolutions/Decisions of the BoD:

| No. | Resolution/Decision Number | Day | Content | Passage Rate |
|-----|----------------------------|--------------|---|--------------|
| 1 | No. 254/NQ-HDQT-2025 | Jan 15, 2025 | Resolution on approving business operation results of Q4/2024 and the whole year; Work plan for Q1/2025 | 100% |

| No. | Resolution/Decision Number | Day | Content | Passage Rate |
|-----|----------------------------|--------------|---|--------------|
| 2 | No. 254A/NQ-HDQT-2025 | Jan 15, 2025 | Resolution on adjusting the investment capital structure of the Vinh An commune water supply project, Vinh Bao district | 100% |
| 3 | No. 255A/ NQ-HDQT-2025 | Feb 04, 2025 | Resolution on investment policy for the construction of the Cap Tien commune water supply project, Tien Lang district | 100% |
| 4 | No. 257/QD-HDQT | Feb 21, 2025 | Decision on establishing the Organizing Committee for the 2025 AGM of Shareholders and related sub-committees | 100% |
| 5 | No. 258/QD-HDQT | Feb 21, 2025 | Decision on establishing the Shareholder Eligibility Verification Committee for the 2025 AGM of Shareholders | 100% |
| 6 | No. 261/ NQ-HDQT-2025 | Mar 12, 2025 | Resolution on investment policy for constructing the D400 pipeline on District Road 212 (section from Minh Duc bridge to Tien Minh commune) | 100% |
| 7 | No. 267/NQ-HDQT-2025 | Apr 11, 2025 | Resolution on approving business operation results of Q1/2025; Work plan for Q2/2025 | 100% |
| 8 | No. 269/ NQ-HDQT-2025 | Apr 14, 2025 | Resolution on adjusting the investment capital structure of the D500 Bui Vien – Thien Loi pipeline construction project | 100% |
| 9 | No. 16/ NQ-HDQT-2025 | Apr 17, 2025 | Resolution on electing the Chairman of the Board of Directors of Hai Phong Water Joint Stock Company for period 2025-2030 | 100% |
| 10 | No. 18/ NQ-HDQT-2025 | Apr 17, 2025 | Resolution on electing the Vice Chairman of the Board of Directors of Hai Phong Water Joint Stock Company for period 2025-2030 | 100% |
| 11 | No. 19/ NQ-HDQT-2025 | Apr 17, 2025 | Resolution on re-appointing titles within the Board of Management of Hai Phong Water Joint Stock Company | 100% |
| 12 | No. 20/ NQ-HDQT-2025 | Apr 17, 2025 | Resolution on appointing members of the Company Secretariat for period 2025-2030 | 100% |
| 13 | No. 21/QD-HDQT | Apr 17, 2025 | Decision on assigning tasks to members of the Board of Directors of Hai Phong Water Joint Stock Company | 100% |
| 14 | No. 22/QD-HQDT | Apr 17, 2025 | Decision on remuneration payment for members of the Board of Directors, Supervisory Board, and Secretariat in 2025 | 100% |
| 15 | No. 23/QD-HQDT | Apr 17, 2025 | Decision on re-appointing Mr. Tran Van Duong as General Director of the Company | 100% |
| 16 | No. 25/QD-HQDT | Apr 17, 2025 | Decision on re-appointing Mr. Cao Van Quy as Executive Deputy General Director of the Company | 100% |
| 17 | No. 26/QD-HDQT | Apr 17, 2025 | Decision on re-appointing Mr. Trinh Anh Tuan as Deputy General Director of the Company | 100% |

| No. | Resolution/Decision Number | Day | Content | Passage Rate |
|-----|----------------------------|--------------|--|--------------|
| 18 | No. 28/QD-HDQT | Apr 17, 2025 | Decision on re-appointing Mr. Nguyen Danh Quan as Deputy General Director of the Company | 100% |
| 19 | No. 29/QD-HDQT | Apr 17, 2025 | Decision on re-appointing Mr. Nguyen Dang Ninh as Chief Accountant of the Company | 100% |
| 20 | No. 31/QD-HDQT | Apr, 22 2025 | Decision on allocating the Company's investment capital to authorized representatives managing capital at Hai Phong Number Two Water Co. Ltd. after a 15% charter capital increase | 100% |
| 21 | No. 32/NQ-HDQT | Apr 24, 2025 | Resolution on discontinuing investment in the construction of Dinh Vu Booster Pumping Station and Phase 2 items, and finalizing the settlement of "Project on Construction of Water Supply System to Cat Hai Island – Phase 1" | 100% |
| 22 | No. 115A/QD-HDQT | Jul 01, 2025 | Decision on updating and re-issuing the Regulations on functions and duties of units | 100% |
| 23 | No. 38/ NQ-HDQT-2025 | Jul 15, 2025 | Resolution on approving business operation results of Q2/2025; Work plan for Q3/2025 | 100% |
| 24 | No. 40/NQ-HDQT-CNHP | Aug 15, 2025 | Resolution on investment policy for the project: Constructing D400 pipeline on District Road 212 (section from Tien Minh commune to the coastal road) | 100% |
| 25 | No. 42/NQ-HDQT-CNHP | Sep 19, 2025 | Resolution on investment policy for the project: Constructing D450 pipeline utilizing underground drilling across Cam River at May Chai bridge location | 100% |
| 26 | No. 44/NQ-HDQT-CNHP | Sep 23, 2025 | Resolution on adjusting and supplementing the Project Resolution: Constructing D1000 pipeline at An Duong bridge utilizing underground drilling across Tam Bac river to supply raw water to An Duong Water Plant | 100% |
| 27 | No. 48/ NQ-HDQT-2025 | Oct 16, 2025 | Resolution on approving business operation results of Q3/2025; Work plan for Q4/2025 | 100% |
| 28 | No. 50/ QD-HDQT | Oct 16, 2025 | Decision on applying the unit-specific coefficient (K) for the Leadership Board, Executive Board, and departments/divisions within the Company | 100% |
| 29 | No. 51/ QD-HDQT | Oct 16, 2025 | Decision on paying productivity salary (T) for indirect employees applicable from January 1, 2025 | 100% |
| 30 | No. 54/NQ-HDQT-CNHP | Oct 20, 2025 | Resolution on adjusting and supplementing the Project Resolution: Construction of a treatment cluster with capacity of 100,000 m3/day at Cau Nguyet Water Plant | 100% |

| No. | Resolution/Decision Number | Day | Content | Passage Rate |
|-----|----------------------------|--------------|--|--------------|
| 31 | No. 1171A/QD-CNHP-HDXD | Oct 24, 2025 | Decision approving contractor selection results for the package "Internal audit to evaluate the effectiveness and suitability of the inventory management process in 2025" | 100% |
| 32 | No. 56/ QD-HDQT | Oct 28, 2025 | Decision on issuing Regulations on the implementation of democracy at Hai Phong Water Joint Stock Company | 100% |
| 33 | No. 58/ QD-HDQT | Dec 19, 2025 | Decision on paying productivity salary (T) for employees based on job titles applicable in 2026 | 100% |

III. Board of Control :

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

| No. | Board Member | Position | Date of starting membership on the Supervisory Board | Professional qualifications |
|----------------------------|-------------------|-----------------------------|--|--|
| I Period 2020-2025 | | | | |
| 1 | Le Thi Huong | Head of Supervisory Board | From Jun 03, 2020 to Apr 17, 2025 | Bachelor of Economics, major in accounting |
| 2 | Do Thi Thanh Diep | Member of Supervisory Board | From Jun 03, 2020 to Apr 17, 2025 | Bachelor of Economics |
| 3 | Nguyen Minh Hoang | Member of Supervisory Board | From Jun 03, 2020 to Apr 17, 2025 | Bachelor of Banking and Finance |
| II Period 2025-2030 | | | | |
| 1 | Le Thi Huong | Head of Supervisory Board | Apr 17, 2025 | Bachelor of Economics, major in accounting |
| 2 | Nguyen Minh Hoang | Member of Supervisory Board | Apr 17, 2025 | Bachelor of Banking and Finance |
| 3 | Pham Quang Huy | Member of Supervisory Board | Apr 17, 2025 | Master of International Financial |

2. Supervisory Board meeting:

| No. | Board Member | Number of meetings attended | Meeting attendance rate | Voting ratio | Reason for not attending in the meeting |
|---------------------------|-------------------|-----------------------------|-------------------------|--------------|---|
| I Period 2020-2025 | | | | | |
| 1 | Le Thi Huong | 2/2 | 100% | 100% | |
| 2 | Do Thi Thanh Diep | 2/2 | 100% | 100% | |

| No. | Board Member | Number of meetings attended | Meeting attendance rate | Voting ratio | Reason for not attending in the meeting |
|----------|-------------------------|-----------------------------|-------------------------|--------------|---|
| 3 | Nguyen Minh Hoang | 2/2 | 100% | 100% | |
| I | Period 2025-2030 | | | | |
| 1 | Le Thi Huong | 3/3 | 100% | 100% | |
| 2 | Nguyen Minh Hoang | 3/3 | 100% | 100% | |
| 3 | Pham Quang Huy | 3/3 | 100% | 100% | |

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

The Supervisory Board performs its function of overseeing the management and executive activities of the BoD and the EB in the Company's business operations. This is conducted through attending and contributing opinions at the BoD's regular quarterly meetings, reviewing periodic quarterly reports from the BoD and EB, as well as the Company's quarterly and annual Financial Statements.

Main activities of the Supervisory Board in 2025 include:

- Inspecting and supervising the direction and implementation of the Annual General Meeting of Shareholders (AGM) Resolutions, as well as resolutions and decisions issued by the BoD.

- Reviewing reports from the BoD and business operation reports from the EB to inspect and supervise their compliance with the Company's Charter, internal regulations, AGM Resolutions, and relevant legal provisions.

- Examining the 2024 Financial Statements, the 2025 quarterly and semi-annual Financial Statements, and periodic quarterly reports of the BoD and EB; evaluating the truthfulness and fairness of financial data; coordinating with the independent auditing firm for the review and audit of financial statements; and attending/reporting at the 2025 Annual General Meeting of Shareholders.

- Reviewing the appropriateness of the issuance of Resolutions and Decisions by the BoD and EB during the course of business operations.

- Updating legal policies, regimes, and regulations; providing professional opinions on the amendment, supplementation, or replacement of the Company's internal rules and regulations.

- Supervising the reporting and information disclosure processes in accordance with regulations, and performing other duties as assigned.

4. Coordination of activities between the Supervisory Board and the BoD, Executive Board and other management staff:

- The Supervisory Board proactively discussed and reached an agreement with the BoD regarding the contents and plans for inspection and supervision; simultaneously coordinating with both the BoD and the EB during the implementation of these inspection and supervision activities.

- The Supervisory Board was invited to attend the BoD's regular quarterly meetings and operational briefing meetings to stay fully informed of the Company's business and production situation, as well as to provide timely comments and contributions.

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

IV. Executive Board (*Members excluding Chief Accountant*)

| No. | Board Member | Date of birth | Professional qualifications | Appointment Date |
|-----|---|---------------|---|------------------|
| 1 | Mr. Tran Van Duong - General Director | Mar 7, 1970 | Master of Business Administration - Civil Engineer in Water Supply and Drainage - Water Environment | Apr 17, 2025 |
| 2 | Mr. Cao Van Quy - Executive Deputy General Director | Sep 10, 1973 | Master of Water and Wastewater Engineering - Civil Engineer in Water Supply and Drainage Industry | Apr 17, 2025 |
| 3 | Mr. Trinh Anh Tuan - Deputy General Director | Oct 3, 1971 | Civil Engineer - Water environment Water supply and drainage - Civil engineer - Industrial civil construction | Apr 17, 2025 |
| 4 | Mr. Nguyen Danh Quan - Deputy General Director | May 19, 1981 | Master of Business Administration - Civil Engineer in water environment - water supply and drainage | Apr 17, 2025 |

V. Chief Accountant

| No. | Name | Date of birth | Professional qualifications | Appointment Date |
|-----|----------------------|---------------|---|------------------|
| 1 | Mr. Nguyen Dang Ninh | Oct 29, 1976 | Master of Business Administration - Bachelor of Accounting Economics - Bachelor of Business Administration Economics - Bachelor of English Language | Apr 17, 2025 |

VI. Training on corporate governance :

In 2025, members of the BoD, Supervisory Board, Executive Board, Chief Accountant, Secretary Board and other managers of the Company will be provided opportunities to attend training programs in related fields.

VII. List of related people of the Company and transactions of related people with the Company itself

1. List of related people (RP) of the Company

| No. | Name of organization/individual | Stock trading account | Position | Date of starting as RP | Date of cease as RP | Reason | Relationship with the company |
|-----|---------------------------------|-----------------------|--|------------------------|---------------------|--------|---|
| 1 | Tran Viet Cuong | | Chairman of the BoD (Legal Representative) | Apr 17, 2025 | | | Insider, State Capital Representative |
| 2 | Tran Van Duong | | Vice Chairman of the BoD, General Director, Corporate Governance Secretary | Apr 17, 2025 | | | Insider, State Capital Representative |
| 3 | Cao Van Quy | | Member of BoD, Executive Deputy General Director | Apr 17, 2025 | | | Insider, Chairman of the BoD of subsidiary |
| 4 | Trinh Anh Tuan | | Member of BoD, Deputy General Director | Apr 17, 2025 | | | Insider |
| 5 | Dang Huu Dung | | Member of BoD | Apr 17, 2025 | | | Insider |
| 6 | Nguyen Danh Quan | | Deputy General Director | Apr 17, 2025 | | | Insider |
| 7 | Nguyen Dang Ninh | | Chief Accountant | Apr 17, 2025 | | | Insider, State Capital Representative, Vice Chairman of the BoD of subsidiary |
| 8 | Le Thi Huong | | Head of Supervisory Board | Apr 17, 2025 | | | Insider |
| 9 | Do Thi Thanh Diep | | Member of Supervisory Board | | Apr 17, 2025 | | Insider |
| 10 | Nguyen Minh Hoang | | Member of Supervisory Board | Apr 17, 2025 | | | Insider |
| 11 | Pham Quang Huy | | Member of Supervisory Board | Apr 17, 2025 | | | Insider |

| No. | Name of organization/individual | Stock trading account | Position | Date of starting as RP | Date of cease as RP | Reason | Relationship with the company |
|------|---|-----------------------|--|------------------------|---------------------|--------|-------------------------------|
| 12 | Nguyen Viet Cuong | | Head of Internal Audit Division | Feb 15, 2025 | | | Insider |
| 13 | Dinh Xuan Ha | | Head of Secretary Board, Information Disclosure Representative | Apr 17, 2025 | | | Insider |
| 14 | La Thi Thu Huyen | | Member of Secretary Board | Apr 17, 2025 | | | Insider |
| 15 | Nguyen Thi Phuong Thao | | Member of Secretary Board | Apr 17, 2025 | | | Insider |
| 16 | Haiphong Number 2 Water Joint Stock Company | | | | | | Subsidiary |
| 16.1 | Nguyen Van Duc | | Member of BoD, Director, Legal Representative of Subsidiary | | | | |
| 16.2 | Nguyen Huu Hop | | Member of BoD, Deputy Director of Subsidiary | | | | |
| 16.3 | Tran Quang Hoat | | Member of BoD of Subsidiary | | | | |
| 16.4 | Nguyen Ngoc Tuan | | Member of BoD of Subsidiary | | | | |
| 16.5 | Nguyen Van Thuan | | Deputy Director of Subsidiary | | | | |
| 16.6 | Nguyen Duy Tien | | Chief Accountant of Subsidiary | | | | |

2. Transactions between the company and related persons of the company; or between the company and major shareholders, insiders, and related people of insiders

| No. | Name of organization/individual | Relationship with the company | Number, date of issue, place of issue of Identity document | Head office address/Contact address | Time of transaction with the company | Content, quantity, total transaction value | Note |
|-----|---|-------------------------------|---|---|--------------------------------------|---|---|
| 1 | Haiphong Number 2 Water Joint Stock Company | Subsidiary | Business registration No. 0200933035 issued at the Haiphong Department of Planning and Investment, first registered on Jun 05, 2009, 14th amendment on May 13, 2025 | Do Nha Village, An Duong District, Haiphong | 2025 | Clean water purchase and water quality testing service The total transaction value is 8,949,116,889 VND (including VAT). In which: - Parent company sells clean water, provides water quality testing services to subsidiary: VND 8,856,113,391 (including VAT); - Parent company buys clean water from subsidiary: VND 93,003,498 (including VAT) | - Haiphong Water Joint Stock Company (Parent company) - Haiphong Number 2 Water Joint Stock Company (Subsidiary) |

3. Transactions between company insiders, related people of insiders with subsidiaries and controlled corporates of parent company: None

4. Transactions between the company and other entities

4.1. Transactions between the company and other corporates in which members of the BoD, Supervisory Board, Directors (General Director) and other directors have been being founding members or members of the BoD, Executive Director (General Director) within the past three (03) years (as of the time of reporting): None

4.2. Transactions between the company and other corporates in which related people of members of the BoD, Supervisory Board, Directors (General Director) and other directors are members of the BoD, Executive Director (General Director): None

4.3. Other transactions of the company (if any) that might bring material or immaterial benefits to members of the BoD, Supervisory Board, Directors (General Director) and other directors: None

VIII. Stock transactions of insiders and related people of insiders

1. List of insiders and related people of insiders



| No. | Name of insider and related people | Position/Relationship | Number of shares owned by individual at the end of the period | Number of shares represented at the end of the period | End of period share ownership ratio (%) | Note |
|-----|------------------------------------|--|---|---|---|------------------------------|
| 1 | Tran Viet Cuong | Chairman of the BoD (Legal Representative) | 100,000 shares | 33,453,546 shares | 45.2% | State capital representative |
| 1.1 | Pham Thi Chuyen | Mother of Mr. Tran Viet Cuong | - | - | - | |
| 1.2 | Dam Thuy Nga | Wife of Mr. Tran Viet Cuong | - | - | - | |
| 1.3 | Tran Thuy Chau | Daughter of Mr. Tran Viet Cuong | - | - | - | |
| 2 | Tran Van Duong | Vice Chairman of the BoD, General Director, Corporate Governance Secretary | 165,000 shares | 18,737,843 shares | 25.47% | State capital representative |
| 2.1 | Tran Van Su | Brother of Mr. Tran Van Duong | - | - | - | |
| 2.2 | Tran Thi Luong | Sister of Mr. Tran Van Duong | - | - | - | |
| 2.3 | Tran Van Dong | Brother of Mr. Tran Van Duong | - | - | - | |
| 2.4 | Tran Van Minh | Brother of Mr. Tran Van Duong | - | - | - | |
| 2.5 | Tran Thi Lan | Sister of Mr. Tran Van Duong | - | - | - | |
| 2.6 | Tran Van Do | Brother of Mr. Tran Van Duong | - | - | - | |
| 2.7 | Tran Thi Hong Hiep | Wife of Mr. Tran Van Duong | - | - | - | |
| 2.8 | Tran Thanh Xuan | Daughter of Mr. Tran Van Duong | - | - | - | |
| 2.9 | Tran Mai Anh | Daughter of Mr. Tran Van Duong | - | - | - | |

| No. | Name of insider and related people | Position/Relationship | Number of shares owned by individual at the end of the period | Number of shares represented at the end of the period | End of period share ownership ratio (%) | Note |
|------|------------------------------------|--|---|---|---|-----------------------------------|
| 2.10 | Pham Thi Ly | Sister-in-law of Mr. Tran Van Duong | - | - | - | |
| 2.11 | Pham Van To | Brother-in-law of Mr. Tran Van Duong | - | - | - | |
| 2.12 | Dang Thi Dan | Sister-in-law of Mr. Tran Van Duong | - | - | - | |
| 2.13 | Vu Thi Dung | Sister-in-law of Mr. Tran Van Duong | - | - | - | |
| 2.14 | Thai Van Thanh | Brother-in-law of Mr. Tran Van Duong | - | - | - | |
| 2.15 | Bui Thi Binh | Sister-in-law of Mr. Tran Van Duong | - | - | - | |
| 3 | Cao Van Quy | Member of BoD, Executive Deputy General Director | 150,000 shares | | 0.2% | Chairman of the BoD of subsidiary |
| 3.1 | Pham Thi Nhung | Mother of Mr. Cao Van Quy | - | - | - | |
| 3.2 | Cao Trong Tuan | Brother of Mr. Cao Van Quy | - | - | - | |
| 3.3 | Cao Thi Thuy | Sister of Mr. Cao Van Quy | - | - | - | |
| 3.4 | Cao Van Minh | Brother of Mr. Cao Van Quy | - | - | - | |
| 3.5 | Cao Thi Ngan | Sister of Mr. Cao Van Quy | 3,200 shares | - | 0.0043% | |
| 3.6 | Cao Van Than | Brother of Mr. Cao Van Quy | - | - | - | |
| 3.7 | Dam Thi Thu Ha | Wife of Mr. Cao Van Quy | - | - | - | |
| 3.8 | Cao Tien Hiep | Son of Mr. Cao Van Quy | - | - | - | |

| No. | Name of insider and related people | Position/Relationship | Number of shares owned by individual at the end of the period | Number of shares represented at the end of the period | End of period share ownership ratio (%) | Note |
|------|------------------------------------|--|---|---|---|------|
| 3.9 | Cao Ha Thuy Chi | Daughter of Mr. Cao Van Quy | - | - | - | |
| 3.10 | Dam Xuan Luy | Brother-in-law of Mr. Cao Van Quy | - | - | - | |
| 3.11 | Dao Van Nam | Brother-in-law of Mr. Cao Van Quy | - | - | - | |
| 3.12 | Nguyen Thi Dung | Sister-in-law of Mr. Cao Van Quy | - | - | - | |
| 3.13 | Bui Thi Tinh | Sister-in-law of Mr. Cao Van Quy | 4,300 shares | - | 0.0058% | |
| 3.14 | Ngo Thi Thuy Hue | Sister-in-law of Mr. Cao Van Quy | - | - | - | |
| 4 | Trinh Anh Tuan | Member of BoD, Deputy General Director | 35,000 shares | - | 0.05% | |
| 4.1 | Nguyen Thi Ngoc | Mother of Mr. Trinh Anh Tuan | - | - | - | |
| 4.2 | Tran Ba Dang | Father-in-law of Mr. Trinh Anh Tuan | - | - | - | |
| 4.3 | Dao Thi Thu | Mother-in-law of Mr. Trinh Anh Tuan | - | - | - | |
| 4.4 | Trinh Hong Van | Brother of Mr. Trinh Anh Tuan | 15,000 shares | - | 0.02% | |
| 4.5 | Tran Thi Hien | Wife of Mr. Trinh Anh Tuan | 5,000 shares | - | 0.01% | |
| 4.6 | Trinh Phuong Linh | Daughter of Mr. Trinh Anh Tuan | - | - | - | |
| 4.7 | Trinh Thao Linh | Daughter of Mr. Trinh Anh Tuan | - | - | - | |
| 4.8 | Nguyen Thi Van Anh | Sister-in-law of Mr. Trinh Anh Tuan | - | - | - | |

| No. | Name of insider and related people | Position/Relationship | Number of shares owned by individual at the end of the period | Number of shares represented at the end of the period | End of period share ownership ratio (%) | Note |
|------|------------------------------------|-------------------------------------|---|---|---|------|
| 5 | Dang Huu Dung | Member of BoD | 86,400 shares | - | 0.12% | |
| 5.1 | Nguyen Thi Tuat | Mother of Mr. Dang Huu Dung | - | - | - | |
| 5.2 | Do Thi Mai Huong | Wife of Mr. Dang Huu Dung | 73,000 shares | - | 0.1% | |
| 5.3 | Dang Ngoc Linh | Daughter of Mr. Dang Huu Dung | 10,000 shares | - | 0.01% | |
| 5.4 | Dang Thi Nga | Sister of Mr. Dang Huu Dung | - | - | - | |
| 5.5 | Dang Huu Toan | Brother of Mr. Dang Huu Dung | 17,000 shares | - | 0.02% | |
| 5.6 | Dang Viet Son | Brother of Mr. Dang Huu Dung | - | - | - | |
| 5.7 | Dang Minh Tuan | Brother of Mr. Dang Huu Dung | - | - | - | |
| 5.8 | Pham Duc Chung | Brother-in-law of Mr. Dang Huu Dung | 20,000 shares | - | 0.02% | |
| 5.9 | Tran Thi Thuy | Sister-in-law of Mr. Dang Huu Dung | - | - | - | |
| 5.10 | Nguyen Thi Lien | Sister-in-law of Mr. Dang Huu Dung | - | - | - | |
| 5.11 | Nguyen Thi Lien | Sister-in-law of Mr. Dang Huu Dung | - | - | - | |
| 6 | Nguyen Danh Quan | Deputy General Director | 43,500 shares | - | 0.06% | |
| 6.1 | Nguyen Danh Quan | Father of Mr. Nguyen Danh Quan | - | - | - | |
| 6.2 | Vu Thi Tuat | Mother of Mr. Nguyen Danh Quan | - | - | - | |

| No. | Name of insider and related people | Position/Relationship | Number of shares owned by individual at the end of the period | Number of shares represented at the end of the period | End of period share ownership ratio (%) | Note |
|-----|------------------------------------|---------------------------------------|---|---|---|--|
| 6.3 | Do Thi Thuy | Mother-in-law of Mr. Nguyen Danh Quan | - | - | - | |
| 6.4 | Vu Thi Hong Nhat | Wife of Mr. Nguyen Danh Quan | 7,000 shares | - | 0.0094% | |
| 6.5 | Nguyen Vu Anh Thu | Daughter of Mr. Nguyen Danh Quan | - | - | - | |
| 6.6 | Nguyen Nhat Nam | Son of Mr. Nguyen Danh Quan | - | - | - | |
| 6.7 | Nguyen The Dan | Brother of Mr. Nguyen Danh Quan | - | - | - | |
| 6.8 | Doan Nhu Quynh | Sister-in-law of Mr. Nguyen Danh Quan | - | - | - | |
| 7 | Nguyen Dang Ninh | Chief Accountant | 60,400 shares | 7,606,451 shares | 10.33% | State capital representative, Vice Chairman of BoD of Subsidiary |
| 7.1 | Nguyen Dinh | Father of Mr. Nguyen Dang Ninh | - | - | - | |
| 7.2 | Nguyen Thi Hue | Mother of Mr. Nguyen Dang Ninh | - | - | - | |
| 7.3 | Vu Thi Phuong Thuy | Mother-in-law of Mr. Nguyen Dang Ninh | - | - | - | |
| 7.4 | Nguyen Hai Dang | Brother of Mr. Nguyen Dang Ninh | 10,000 shares | - | 0.013% | |
| 7.5 | Tran Thi Ngoc Lien | Wife of Mr. Nguyen Dang Ninh | - | - | - | |
| 7.6 | Nguyen Thanh Vinh | Son of Mr. Nguyen Dang Ninh | - | - | - | |
| 7.7 | Nguyen Duc Thanh | Son of Mr. Nguyen Dang Ninh | - | - | - | |

| No. | Name of insider and related people | Position/Relationship | Number of shares owned by individual at the end of the period | Number of shares represented at the end of the period | End of period share ownership ratio (%) | Note |
|-----|------------------------------------|---|---|---|---|------|
| 7.8 | Bui Thanh Trang | Sister-in-law of Nguyen Dang Ninh | - | - | - | |
| 8 | Le Thi Huong | Head of Supervisory Board | 15,000 shares | | 0.02% | |
| 8.1 | Le Van Hue | Father of Mrs. Le Thi Huong | 4,000 shares | - | 0.005% | |
| 8.2 | Dinh Thi Hoa | Mother of Mrs. Le Thi Huong | - | - | - | |
| 8.3 | Pham Van Mac | Father-in-law of Mrs. Le Thi Huong | - | - | - | |
| 8.4 | Hoang Thi Xiem | Mother-in-law of Mrs. Le Thi Huong | - | - | - | |
| 8.5 | Le Thi Thu Trang | Sister of Mrs. Le Thi Huong | - | - | - | |
| 8.6 | Pham Van Manh | Husband of Mrs. Le Thi Huong | - | - | - | |
| 8.7 | Pham Gia Han | Daughter of Mrs. Le Thi Huong | - | - | - | |
| 8.8 | Pham Manh Truong | Son of Mrs. Le Thi Huong | - | - | - | |
| 8.9 | Le Trung Son | Brother-in-law of Mrs. Le Thi Huong | - | - | - | |
| 9 | Do Thi Thanh Diep | Member of Supervisory Board | - | - | - | |
| 9.1 | Le Thi Vung | Mother of Mrs. Do Thi Thanh Diep | - | - | - | |
| 9.2 | Nguyen Phu Ngoc | Father-in-law of Mrs. Do Thi Thanh Diep | - | - | - | |
| 9.3 | Dao Thi Vinh | Mother-in-law of Mrs. Do Thi Thanh Diep | - | - | - | |

| No. | Name of insider and related people | Position/Relationship | Number of shares owned by individual at the end of the period | Number of shares represented at the end of the period | End of period share ownership ratio (%) | Note |
|------|------------------------------------|--|---|---|---|------|
| 9.4 | Nguyen Phu Vo | Husband of Do Thi Thanh Diep | - | - | - | |
| 9.5 | Nguyen Phu Thanh | Son of Mrs. Do Thi Thanh Diep | - | - | - | |
| 9.6 | Nguyen Thi Phuong Mai | Daughter of Mrs. Do Thi Thanh Diep | - | - | - | |
| 9.7 | Do Thi Hien | Sister of Mrs. Do Thi Thanh Diep | - | - | - | |
| 9.8 | Do Thi Lanh | Sister of Mrs. Do Thi Thanh Diep | - | - | - | |
| 9.9 | Do Thi Nhan | Sister of Mrs. Do Thi Thanh Diep | - | - | - | |
| 9.10 | Do Van Binh | Brother of Mrs. Do Thi Thanh Diep | - | - | - | |
| 9.11 | Nguyen Si Han | Brother-in-law of Mrs. Do Thi Thanh Diep | - | - | - | |
| 9.12 | Nguyen Van Khoat | Brother-in-law of Mrs. Do Thi Thanh Diep | - | - | - | |
| 9.13 | Hoang Van Hung | Brother-in-law of Mrs. Do Thi Thanh Diep | - | - | - | |
| 9.14 | Nguyen Thi Lan Huong | Sister-in-law of Mrs. Do Thi Thanh Diep | - | - | - | |
| 10 | Nguyen Minh Hoang | Member of Supervisory Board | - | - | - | |
| 10.1 | Nguyen Van Khiem | Father of Mr. Nguyen Minh Hoang | - | - | - | |
| 10.2 | Hoang Thi Thao Huong | Mother of Mr. Nguyen Minh Hoang | - | - | - | |
| 10.3 | Do Van Tam | Father-in-law of Mr. Nguyen Minh Hoang | - | - | - | |

| No. | Name of insider and related people | Position/Relationship | Number of shares owned by individual at the end of the period | Number of shares represented at the end of the period | End of period share ownership ratio (%) | Note |
|------|------------------------------------|---|---|---|---|------|
| 10.4 | Doan Thi Ly | Mother-in-law of Mr. Nguyen Minh Hoang | - | - | - | |
| 10.5 | Nguyen Thi Hoai Giang | Sister of Mr. Nguyen Minh Hoang | - | - | - | |
| 10.6 | Do Thi Thu Thuy | Wife of Mr. Nguyen Minh Hoang | - | - | - | |
| 10.7 | Nguyen Do Gia Linh | Son of Mr. Nguyen Minh Hoang | | | | |
| 10.8 | Nguyen Do Thanh Vu | Son of Mr. Nguyen Minh Hoang | | | | |
| 10.9 | Pham Dang Hai | Brother-in-law of Mr. Nguyen Minh Hoang | - | - | - | |
| 11 | Pham Quang Huy | Member of Supervisory Board | - | - | - | |
| 11.1 | Pham Trong Thuat | Father of Mr. Pham Quang Huy | - | - | - | |
| 11.2 | Nguyen Thi Ngoan | Mother of Mr. Pham Quang Huy | - | - | - | |
| 11.3 | Pham Thanh Thuy | Sister of Mr. Pham Quang Huy | - | - | - | |
| 11.4 | Pham Linh Nga | Sister of Mr. Pham Quang Huy | - | - | - | |
| 11.5 | Nguyen Trong Cuong | Brother-in-law of Mr. Pham Quang Huy | - | - | - | |
| 12 | Nguyen Viet Cuong | Head of Internal Audit Division | 60.600 shares | | 0,08% | |
| 12.1 | Dam Thi Mai | Mother of Mr. Nguyen Viet Cuong | - | - | - | |
| 12.2 | Nguyen Thi Dung | Mother-in-law of Mr. Nguyen Viet Cuong | - | - | - | |

| No. | Name of insider and related people | Position/Relationship | Number of shares owned by individual at the end of the period | Number of shares represented at the end of the period | End of period share ownership ratio (%) | Note |
|------|------------------------------------|--|---|---|---|------|
| 12.3 | Luong Thi Thuy | Wife of Mr. Nguyen Viet Cuong | - | - | - | |
| 12.4 | Nguyen Khanh Huyen | Daughter of Mr. Nguyen Viet Cuong | - | - | - | |
| 12.5 | Nguyen Anh Minh | Son of Mr. Nguyen Viet Cuong | - | - | - | |
| 12.6 | Nguyen Viet Hung | Brother of Mr. Nguyen Viet Cuong | - | - | - | |
| 12.7 | Nguyen Huu Dai | Brother of Mr. Nguyen Viet Cuong | - | - | - | |
| 12.8 | Pham Thi Thanh Thuy | Sister-in-law of Mr. Nguyen Viet Cuong | - | - | - | |
| 12.9 | Pham Thi Huong | Sister-in-law of Mr. Nguyen Viet Cuong | - | - | - | |
| 13 | Dinh Xuan Ha | Head of Secretary Board, Information Disclosure Representative | 33,800 shares | - | 0.046% | |
| 13.1 | Dinh Xuan Thang | Father of Mr. Dinh Xuan Ha | - | - | - | |
| 13.2 | Le Thi Be | Mother of Mr. Dinh Xuan Ha | - | - | - | |
| 13.3 | Dinh Xuan Toan | Brother of Mr. Dinh Xuan Ha | 2,000 shares | - | 0.0027% | |
| 13.4 | Nguyen Thi Kim Dung | Wife of Mr. Dinh Xuan Ha | 8,000 shares | - | 0.0108% | |
| 13.5 | Dinh Xuan Phu Hung | Son of Mr. Dinh Xuan Ha | - | - | - | |
| 13.6 | Dinh Xuan Khoi Nguyen | Son of Mr. Dinh Xuan Ha | - | - | - | |

| No. | Name of insider and related people | Position/Relationship | Number of shares owned by individual at the end of the period | Number of shares represented at the end of the period | End of period share ownership ratio (%) | Note |
|------|------------------------------------|--|---|---|---|-----------|
| 13.7 | Pham Thi Tuyen | Sister-in-law of Mr. Dinh Xuan Ha | 1,200 shares | - | 0.0016% | |
| 14 | La Thi Thu Huyen | Member of Secretary Board | 7,100 shares | - | 0.01% | |
| 14.1 | La Van Bien | Father of Mrs. La Thi Thu Huyen | 6,000 shares | - | 0.008% | |
| 14.2 | Pham Thi Hang | Mother of Mrs. La Thi Thu Huyen | - | - | - | |
| 14.3 | Le Van Suu | Father-in-law of Mrs. La Thi Thu Huyen | | | | |
| 14.4 | Vu Thi Dinh | Mother-in-law Mrs. La Thi Thu Huyen | | | | |
| 14.5 | La Thanh Hung | Brother of Mrs. La Thi Thu Huyen | 5,600 shares | - | 0.008% | |
| 14.6 | Le Thanh Xuan | Husband of Mrs. La Thi Thu Huyen | 10,200 shares | - | 0.014% | |
| 14.7 | Le Huyen Anh | Daughter of Mrs. La Thi Thu Huyen | - | - | - | |
| 14.8 | Nguyen Thi Mai Huong | Sister-in-law of Mrs. La Thi Thu Huyen | - | - | - | |
| 15 | Nguyen Thi Phuong Thao | Member of Secretary Board | 97.200 shares | | 0,13% | 17/4/2025 |
| 15.1 | Nguyen Van De | Father of Mrs. Nguyen Thi Phuong Thao | - | - | - | |
| 15.2 | Le Hanh Tu | Mother of Mrs. Nguyen Thi Phuong Thao | - | - | - | |
| 15.3 | Doan Trinh Dong Nam | Father-in-law of Mrs. Nguyen Thi Phuong Thao | - | - | - | |
| 15.4 | Nguyen Thi Bich | Mother-in-law of Mrs. Nguyen Thi Phuong Thao | - | - | - | |

| No. | Name of insider and related people | Position/Relationship | Number of shares owned by individual at the end of the period | Number of shares represented at the end of the period | End of period share ownership ratio (%) | Note |
|------|------------------------------------|---|---|---|---|------|
| 15.5 | Doan Nam Phan | Husband of Mrs. Nguyen Thi Phuong Thao | 10.100 shares | | 0.014% | |
| 15.6 | Doan Ngoc Bao Anh | Daughter of Mrs. Nguyen Thi Phuong Thao | - | - | - | |
| 15.7 | Doan Truc Khue | Daughter of Mrs. Nguyen Thi Phuong Thao | - | - | - | |
| 15.8 | Nguyen Thi Thuy Giang | Sister of Mrs. Nguyen Thi Phuong Thao | - | - | - | |
| 15.9 | Tran Tien Long | Brother-in-law of Mrs. Nguyen Thi Phuong Thao | - | - | - | |

2. Transactions of insiders and related people on company shares

| No. | The person who makes the transaction | Relationship | Number of shares owned by individual at the beginning of the period | | Number of shares owned by individual at the end of the period | | Reason for increase, decrease (buy, sell, convert, reward...) |
|-----|--------------------------------------|---------------------------------|---|------------|---|------------|---|
| | | | Number of shares | Proportion | Number of shares | Proportion | |
| 1 | Nguyen Dang Ninh | Chief Accountant of the Company | 55,000 shares | 0.074% | 60,400 shares | 0.081% | Buy |

IX. Other issues to note : None.

Recipient:

- As above;
- Save: VT.

CHAIRMAN OF THE BOARD



Tran Viet Cuong