

**HUE WATER SUPPLY
JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Hue city, 23 January 2026

No.: 12/BC-HĐQT

REPORT ON LISTED CORPORATE GOVERNANCE FOR 2025

Kindly to:

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

HUE WATER SUPPLY JOINT STOCK COMPANY

- Head office address: 103 Bui Thi Xuan, Thuan Hoa ward, Hue city
- Telephone number: (+84-234) 3815555
- Email: info@huewaco.com.vn
- Charter capital: 876,000,000,000 VND
- Stock code: HWS
- Corporate governance model: General Meeting of Shareholders, Board of Directors, Supervisory Board and General Director's team.
- The implementation of internal audit: Complied with legal regulations.

Pursuant to the Securities Law, Circular No.96/2020/TT-BTC, Circular No.18/2025/TT-BTC issued by the Ministry of Finance, which provides guidance on information disclosure in the stock market, Hue Water Supply Joint Stock Company would like to report as follows:

I. Activities of the General Meeting of Shareholders

During 2025, the Annual General Meeting of Shareholders of Hue Water Supply Joint Stock Company was held on 25th April 2025. During the meeting, the following resolution was passed: Resolution No. 22/NQ-ĐHĐCĐ dated 25th April 2025, approving matters within the authority of the General Meeting of Shareholders.

Information on the meetings and the Resolutions/Decisions approved by the General Meeting of Shareholders was passed through voting during the meeting:

No.	Reference No. of Resolution/Decision	Date	Content	Approval rate
1	21/BB-ĐHĐCĐ	25 th April 2025	The Meeting Minute of the 2025 Annual General Meeting of Shareholders	100%
2	22/NQ-ĐHĐCĐ	25 th April 2025	The Resolution on approving matters within the authority of the General Meeting of Shareholders	100%

II. Board of Directors

1. The information of the Board members

The Board of Directors (BoD) of Hue Water Supply Joint Stock Company consists of 05 members, including 01 Chairman and 04 Members.

No.	Board Member	Position	The date becoming to be the member of the BoD
1	Mr. Le Quang Minh	BoD's Chairman	24/12/2021
2	Mr. Duong Quy Duong	BoD's member	01/01/2017
3	Mr. Truong Cong Han	BoD's member	01/01/2017
4	Mr. Vuong Dinh Nam	BoD's member	17/06/2022
5	Mr. Nguyen Trong Hieu	BoD's member	30/05/2023

2. Meeting of the Board of Directors (BoD)

No.	Board Member	Number of BoD meetings attended	Attendance (%)	Reasons of absence
1	Mr. Le Quang Minh	4/4	100%	
2	Mr. Duong Quy Duong	4/4	100%	
3	Mr. Truong Cong Han	4/4	100%	
4	Mr. Vuong Dinh Nam	4/4	100%	
5	Mr. Nguyen Trong Hieu	3/4	75%	Absence with suitable reasons

3. Supervision activities of the Board of Directors over the General Director's team

The Board of Directors has successfully directed and supervised the General Director's team in managing and operating HueWACO through the following activities:

Regularly organizing, chairing, and participating in the meetings of the Board of Directors and the General Director's team to provide direction, evaluate progress, review solutions, and monitor the Company's production and business activities, investment, financial activities, organizational structure, human resources, and restructuring processes.

Continuously engaging in discussions with the General Director's team during the implementation of resolutions and decisions passed by the General Meeting of Shareholders and the Board of Directors.

During 2025, the Board of Directors established one inspection and supervision delegation to review and monitor the operations of the Company's affiliated units. The delegation was established pursuant to Decision No. 51/QĐ-HWS dated September 15, 2025 on the inspection and supervision of the Company's affiliated units.

4. Activities of subcommittees under the Board of Directors

The Board of Directors has not established any subcommittees. The members of the Board perform their duties in accordance with Resolution No. 625/NQ-HĐQT dated 19th July 2022, which outlines the assignment of tasks to Board members for the 2022-2026 term and Resolution No. 90/NQ-HĐQT dated 10th June 2023, Resolution No.153/NQ-HĐQT dated 28th September 2023 which amends Resolution No. 625/NQ-HĐQT on the assignment of tasks to Board members for the 2022-2026 term.

5. Resolutions/Decisions of the Board of Directors

No.	Reference No. of Resolution/ Decision	Date	Content	Approval rate
1	1/QĐ-HWS	3/1/2025	Assignment of performance targets for the 2025 Business and Production Plan	100%
2	2/NQ-HĐQT	20/01/2025	Task assignment for the members of the Executive Board	100%
3	4/QĐ-HĐQT	20/01/2025	Job assignment of Corporate Governance Officer and Company Secretary	100%
4	5/KH-HĐQT	17/02/2025	Board of Directors Meeting Plan for the 1 st quarter of 2025	100%
5	6/Ctr-HĐQT	17/02/2025	Board of Directors Meeting Agenda for the 1 st quarter of 2025	100%
6	8/BB-HĐQT	19/02/2025	Meeting Minutes of the Board of Directors for the 1 st quarter of 2025	100%
7	9/NQ-HĐQT	24/02/2025	Organizing the 2025 Annual General Meeting of Shareholders	100%
8	10/QĐ-HĐQT	26/02/2025	Establishment of the Water Production Scheduling Committee	100%
9	11/BB-HĐQT	26/02/2025	Excerpt from the Minutes of the Board of Directors Meeting Regarding the Evaluation of the State Capital Representative in 2024	100%
10	12/Ctr-HĐQT	24/4/2025	Agenda of 2025 Annual General Meeting of Shareholders	100%
11	13/QC-HĐQT	24/4/2025	Working Regulations and Voting Rules of the 2025 Annual General Meeting of Shareholders	100%
12	14/TTr-HĐQT	24/4/2025	The 2024 Business Performance and the 2025 Business and Investment Plan Orientation	100%
13	15/BC-HWS	24/4/2025	BOD activities in 2024 and Operational Orientation and Plan for 2025	100%
14	16/BC-HĐQT	24/4/2025	Summary the 2024 Financial Statement and profit distribution, finance project for 2025	100%
15	17/TTr-HĐQT	24/4/2025	Salary and Remuneration Policies for Members of the Board of Directors, Members of the Supervisory Board, Corporate Governance Officers and Secretaries, and Company Employees	100%
16	18/BC-BKS	24/4/2025	Report of the Supervisory Board to the 2025 Annual General Meeting of Shareholders	100%
17	19/TTr-BKS	24/4/2025	Approval of the Selection of the Auditor for the 2025 Financial Statements	100%
18	20/BC- ĐDPVNN	25/4/2025	Report on the Verification of Shareholders' Eligibility to Attend the 2025 Annual General Meeting of Shareholders	100%

19	21/BB-ĐHĐCĐ	25/4/2025	Minutes of the 2025 Annual General Meeting of Shareholders	100%
20	22/NQ-HĐQT	25/4/2025	Approval of Matters within the Jurisdiction of the General Meeting of Shareholders	100%
21	23/BC-NĐDVNN	28/4/2025	Report on the Organization and Implementation of the 2025 Annual General Meeting of Shareholders	100%
22	24/NQ-HĐQT	07/5/2025	Approval of the Salary for the Chairman of the Board of Directors, Head of the Supervisory Board, and Executive Management of Hue Water Supply Joint Stock Company in 2025	100%
23	25/KH-HĐQT	09/6/2025	Board of Directors Meeting Plan for the 2 nd quarter of 2025	100%
24	26/PGQCV	09/6/2025	Agenda of the Annual General Meeting of Shareholders for the 2 nd quarter of 2025	100%
25	27/BB-HĐQT	20/6/2025	Minutes of the Board of Directors Meeting for the 2 nd quarter of 2025	80%
26	28/NQ-HĐQT	20/6/2025	Approval of the Medium-term Investment Plan during 2025-2027	80%
27	29/NQ-HĐQT	20/6/2025	Approval of CMA-based management model	80%
28	30/NQ-HĐQT	20/6/2025	Approval of the targets for executing the focal working plan for the first 6 months of 2025	80%
29	31/NQ-HĐQT	20/6/2025	Approval of the revisions on Regulations, Procedures, and Policies of the Company	80%
30	32/NQ-HĐQT	20/6/2025	Approval of the Policy on Allocating Counterpart Funding for the Rural Water Supply Project during 2021–2025 at Hue Water Supply Joint Stock Company	80%
31	33/QĐ-HĐQT	23/6/2025	Approval of the Investment Policy for the DN600 Phu Xuan – Tu Ha Pipeline Project	100%
32	34/QĐ-HĐQT	23/6/2025	Approval of the Investment Policy for the DN600 To Huu – Phu Bai International Airport Pipeline Project	100%
33	35/NQ-HĐQT	27/6/2025	Cash dividend distribution for fiscal year 2024	100%
34	36/NQ-HĐQT	01/7/2025	Cash dividend distribution for fiscal year 2024	100%
35	37/QĐ-HĐQT	01/7/2025	Regulations on the new organizational model of Water Supply Enterprises and the Functions and Responsibilities of the new CMA	100%
36	38/QĐ-HĐQT	01/7/2025	Amendment and supplementation of the organizational structure of Huong	100%

			Giang Water Supply Enterprise	
37	39/QĐ-HĐQT	01/7/2025	Amendment and Supplementation of the Organizational Structure of Huong Phu Water Supply Enterprise	100%
38	40/QĐ-HĐQT	01/7/2025	Amendment and Supplementation of the Organizational Structure of Huong Dien Water Supply Enterprise	100%
39	41/BB-HĐQT	28/7/2025	Minutes of the Board of Directors' Meeting on the review of responsibilities and lessons learned regarding individuals with shortcomings identified in Conclusion No. 865/KL-TTr dated July 7, 2025 of the Chief Inspector of Hue City	100%
40	42/QĐ-HĐQT	29/7/2025	Amendment of the Internal Expenditure Regulations issued together with Decision No. 12/QĐ-HĐQT dated January 25, 2024 of the Board of Directors	100%
41	43/BC-HĐQT	30/7/2025	Semi-annual Corporate Governance Report for the first half of 2025 for disclosure to the State Securities Commission of Vietnam and APED	100%
42	44/BC-HĐQT	30/7/2025	Corporate Governance Report for the first half of 2025	100%
43	45/QĐ-HĐQT	30/7/2025	Assignment of production and business targets for the second half of the year to the Automated Operations Center	100%
44	46/QĐ-HĐQT	30/7/2025	Assignment of production and business targets for the second half of the year to the CMAs under Huong Giang Water Supply Enterprise	100%
45	47/QĐ-HĐQT	30/7/2025	Assignment of production and business targets for the second half of the year to the CMAs under Huong Phu Water Supply Enterprise	100%
46	48/NQ-HĐQT	30/07/2025	Assignment of production and business targets for the second half of the year to the CMAs under Huong Dien Water Supply Enterprise	100%
47	49/KH-HĐQT	12/9/2025	Board of Directors' Meeting Plan for the 3rd quarter of 2025	100%
48	50/Ctr-HĐQT	12/9/2025	Agenda of Annual General Meeting of Shareholders for the 3rd quarter of 2025	100%
49	51/QĐ-HĐQT	15/9/2025	Decision on the Establishment of the Board of Directors' Inspection and Supervision Delegation in 2025	100%
50	52/BB-HĐQT	18/9/2025	Minutes of the Board of Directors Meeting for the 3rd quarter of 2025	100%

51	53/QĐ-HĐQT	30/9/2025	Regulations on procurement of assets, materials, and goods	100%
52	54/QĐ-HĐQT	15/10/2025	Regulations on borrowing limits of the Company	100%
53	55/KH-HĐQT	19/12/2025	Meeting plan, agenda and invitation letter for the Board of Directors' Meeting for the 4 th quarter of 2025	100%
54	56/KH-HĐQT	19/12/2025	Agenda of Annual General Meeting of Shareholders for the 4 th quarter of 2025	100%
55	57/BB-HĐQT	24/12/2025	Minutes of the Board of Directors Meeting for the 4 th quarter of 2025	100%
56	58/NQ-HĐQT	31/12/2025	Approval of a loan to implement the Sia pressure regulating booster station Project	100%

III. Supervisory Board

1. The information of the members and meetings of the Supervisory Board (SB)

The Supervisory Board of Hue Water Supply Joint Stock Company consists of 3 members, including 1 Head and 2 members.

No.	Full Name	Position	The date becoming to be the member of the SB	Professional qualifications
1	Mr. Truong Ngu Binh	SB Head	30 th May 2023	Bachelor's degree in Business Administration
2	Mrs. Tran Thi Be	SB Member	17 th June 2022	Bachelor's degree of Finance - Accounting
3	Ms. Dao Thi Hoang Oanh	SB Member	17 th June 2022	Bachelor's degree of Economics

2. Meetings of the Supervisory Board (SB)

No.	Full Name	No. of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Mr. Truong Ngu Binh	4/4	100%	100%	
2	Mrs. Tran Thi Be	4/4	100%	100%	
3	Ms. Dao Thi Hoang Oanh	4/4	100%	100%	

3. Supervisory activities of the Supervisory Board over the Board of Directors, the General Director's team and shareholders

In 2025, the Supervisory Board fully performed its functions, duties and powers in accordance with its Operating Regulations. The Board regularly supervised the Company's operations; conducted inspection and supervision of the Company's financial management and

financial statements; and monitored and evaluated compliance with laws and regulations by the members of the Board of Directors and the Executive Management. During the year, the Supervisory Board participated in the Board of Directors' inspection and supervision delegation in 2025, established pursuant to Decision No.51/QĐ-HWS dated September 15, 2025, on the inspection and supervision of the Company's affiliated units and the flood and storm prevention activities of the affiliated Enterprises and Centers.

In addition, the Supervisory Board coordinated with the Board of Directors in implementing the Company's 2025 external relations plan, and jointly reviewed and developed the external relations plan for 2026.

4. The collaboration between the Supervisory Board and the activities of the Board of Directors, the General Director and other management personnel

The Board of Directors has always ensured that the Supervisory Board participates in all Board meetings as well as weekly/monthly/quarterly briefing meetings. The Board of Directors and the Executive team have worked closely together and consistently provided the necessary support for the Supervisory Board to fulfill its responsibilities.

5. Other activities of the Supervisory Board: None

IV. General Director's team

No.	Members	Position	Date of birth	Professional qualifications	Date of appointment
1	Mr. Duong Quy Duong	General Director	22 nd Oct 1978	- Master's Degree of Economics, - Bachelor's Degree of Human Resource Management, - Bachelor's Degree of Foreign Languages	17 th June 2022
2	Mr. Truong Cong Han	Vice General Director	30 th May 1982	- Master's Degree of Economics, - Water Supply and Drainage Engineer	31 st Aug 2023
3	Mr. Cao Huy Tuong Minh	Vice Director General	18 th Oct 1970	Mechanical Engineer	30 th May 2023
4	Mr. Nguyen Lien Minh	Vice Director General	19 th May 1981	- Master's Degree of Water Management, - Master's Degree of Architecture	30 th May 2023

V. Chief Accountant

No.	Full name	Date of birth	Professional qualifications	Date of appointment
1	Mr. Vuong Dinh Nam	24 th April 1981	Master's Degree of Economics	17 th June 2022

VI. Corporate governance training

In 2025, members of the Board of Directors, Supervisory Board, and the General Director participated in short-term training programs on governance, finance, and other specialized areas.

- VII. List of insiders and related persons of the Company as prescribed in Clause 45 and 46, Article 4 of the Securities Law (Semi-annual/annual reports) and related party transactions with the Company:** *Appendix 2 attached.*
- VIII. Stock transactions of insiders and related parties of insiders (Semi-annual/annual report):** *Appendix 3 attached.*
- IX. Other important issues:** *None*

The above information has been disclosed by the Company and reported to the State Securities Commission, the Stock Exchange, and posted on the Company's website in accordance with Circular No. 96/2020/TT-BTC dated 16th November 2020, issued by the Ministry of Finance, which provides guidance on information disclosure in the stock market.

Best regards./.

Recipients:

- As above;
- Board of Directors, Supervisory Board;
- Archived: Office.

**ON BEHALF OF THE BOD
CHAIRMAN**



Le Quang Minh

APPENDIX 1. LIST OF RELATED PERSONS OF PUBLIC COMPANIES AND THEIR TRANSACTIONS
PERSONS RELATED TO THE COMPANY ITSELF

1. List of related persons of the Company

No .	Name of organization/individual	Position in the company (if any)	Type of Certificate (ID card/ Passport/Business registration)	Certificate No.	Date of issue	Place of issue	Number of shares owned at present	The starting point as being involved	Time is no longer involved	Reasons
1	Mr. Le Quang Minh	Chairman of Board of Directors	ID card			Department of Administrative Management and Social Order	31,278,300	24/12/2022		
2	Mr. Duong Quy Duong	Board Member/ General Director	ID card			Department of Administrative Procedures on Social Order	15,377,700	01/01/2017		
3	Mr. Truong Cong Han	Member of Board of Directors/ Vice Director General	ID card			Department of Administrative Management and Social Order	8,655,500	01/01/2017		

No.	Name of organization/individual	Position in the company (if any)	Type of Certificate (ID card/ Passport/Business registration)	Certificate No.	Date of issue	Place of issue	Number of shares owned at present	The starting point as being involved	Time is no longer involved	Reasons
4	Mr. Vuong Dinh Nam	Board of Directors/ Chief Accountant	ID card			Department of Administrative Procedures on Social Order	6,133,000	17/6/2022		
5	Mr. Nguyen Trong Hieu	Board of Directors	ID card			Department of Administrative Procedures on Social Order	0	30/5/2023		
5.1	<i>DNP Hawaco Joint Stock Company</i>	-	<i>Business Registration</i>			-	2,500,000	-		<i>Insiders holding the position of Board Member</i>
6	Mr. Nguyen Lien Minh	Vice Director General	ID card			Department of Administrative Procedures on Social Order	395,900	30/5/2023		
7	Mr. Cao Huy Tuong Minh	Vice Director	ID card			Department of	5,600	30/5/2023		

No .	Name of organization/individual	Position in the company (if any)	Type of Certificate (ID card/ Passport/Business registration)	Certificate No.	Date of issue	Place of issue	Number of shares owned at present	The starting point as being involved	Time is no longer involved	Reasons
		General				Administrative Procedures on Social Order				
8	Mr. Truong Ngu Binh	SB Head	ID Card			Department of Administrative Procedures on Social Order	332,897	30/5/2023		
9	Ms. Tran Thi Be	SB Member	ID card			Thua Thien Hue Provincial Police	90,100	17/6/2022		
10	Ms. Dao Thi Hoang Oanh	SB Member	ID card			Department of National Population Registration and Management	0	17/6/2022		
11	Ms. Truong Nu Nhu Ngoc	Secretary, Governance Officer	ID card			Department of National Population Registration and	42.400	17/6/2022		

No.	Name of organization/individual	Position in the company (if any)	Type of Certificate (ID card/ Passport/Business registration)	Certificate No.	Date of issue	Place of issue	Number of shares owned at present	The starting point as being involved	Time is no longer involved	Reasons
						Management				

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

No.	Item	Invoice No.	Date of contract	Goods price (VND)
	DNP HAWACO JOINT STOCK COMPANY			
1	Water meter DN 15 ITRON - Class C	522	16/04/2025	248,400,000
2	Water meter DN 15 ITRON - Class C	522	16/04/2025	21,274,000
3	Water meter DN 15 ITRON – Class C	678	12/05/2025	1,242,000,000
4	Bronze valve DN 20-27 Muller	688	13/05/2025	977,831,800
5	Water meter DN 15 ITRON - Class C	741	19/05/2025	2,182,458,600
6	Automated Reader for Itron Meter	755	20/05/2025	660,000,000
7	PAC from India	923	10/06/2025	475,200,000
8	Electromagnetic flow meter DN150 (Pin) Aigner	924	10/06/2025	2,988,073,000
9	PAC from India	1167	04/07/2025	466,560,000
10	Water meter DN 15 ITRON - Class C	1265	17/07/2025	4,277,350,800
11	Water meter DN 15 ITRON - Class B	1266	17/07/2025	93,530,160
12	Water meter DN 15 ITRON - Class B	1266	17/07/2025	5,139,200
13	Single angle stop valve DN 20-27 Muller	1274	18/07/2025	156,240,700
14	Single angle stop valve DN 20-27 Muller	1348	25/07/2025	679,871,500
15	Water meter DN 15 ITRON - Class B	1426	01/08/2025	203,128,560
16	Water meter DN 15 ITRON - Class B	1426	01/08/2025	13,008,600
17	Single angle stop valve DN 20-27 Muller	1428	01/08/2025	489,456,000

No.	Item	Invoice No.	Date of contract	Goods price (VND)
18	PAC from India	1441	04/08/2025	449,280,000
19	Water meter DN 20 ITRON - Class 2	1566	19/08/2025	79,758,000
20	Water meter DN 20 ITRON - Class 2	1615	25/08/2025	57,348,000
21	Electromagnetic flow meter DN 50 (Pin) Aigner	1626	28/08/2025	2,025,221,400
22	PAC from India	1653	29/08/2025	483,840,000
23	Van góc đơn DN 20-27 Muller	1734	12/09/2025	286,907,400
24	PAC from India	1816	19/09/2025	483,840,000
25	PAC from India	1857	23/09/2025	760,320,000
26	Electromagnetic flow meter DN 50 (Pin) Aigner	1858	23/09/2025	358,074,000
27	Water meter DN 15 ITRON - Class C	1896	30/09/2025	2,308,878,000
28	Water meter DN 20 ITRON - Class 2	1902	02/10/2025	636,795,000
29	Single angle stop valve DN 20-27 Muller	1935	06/10/2025	886,845,132
30	PAC from India	2180	10/11/2025	345,600,000
31	PAC from India	2192	12/11/2025	345,600,000
32	Single angle stop valve DN 20-27 Muller	2248	18/11/2025	960,081,012
33	Single angle stop valve DN 20-27 Muller	2261	18/11/2025	-9,799,920
34	PAC from India	2259	19/11/2025	259,200,000
35	PAC from India	2292	24/11/2025	483,840,000
36	PAC from India	2296	25/11/2025	293,760,000
37	Refined salt from India	2296	25/11/2025	175,500,000
38	Refined salt from India	2296	25/11/2025	175,500,000
39	Refined salt from India	2296	25/11/2025	169,000,000
40	Refined salt from India	2296	25/11/2025	143,000,000
41	Refined salt from India	2296	25/11/2025	182,000,000
42	Refined salt from India	2296	25/11/2025	182,000,000
43	Refined salt from India	2296	25/11/2025	143,000,000
44	Refined salt from India	2296	25/11/2025	182,000,000
45	Refined salt from India	2296	25/11/2025	182,000,000

No.	Item	Invoice No.	Date of contract	Goods price (VND)
46	Refined salt from India	2296	25/11/2025	182,000,000
47	Refined salt from India	2296	25/11/2025	182,000,000
48	Refined salt from India	2296	25/11/2025	65,000,000
49	Refined salt from India	2296	25/11/2025	182,000,000
TOTAL AMOUNT				28,819,910,944

3. Transactions between company insiders, related persons of insiders and subsidiaries, companies controlled by the company: None.

APPENDIX 3. SHARES TRADING BY INSIDERS AND RELATED PERSONS OF INSIDERS

1. List of insiders and related persons of insiders

No.	Full name	Position in the company/Relationship to insiders	Type of Certificate (ID card/Passport/Business registration)	Certificate Number	Date of issue	Place of issue	Number of shares owned/represented at the end of the period	End of period share ownership ratio	Notes
1	Le Quang Minh	Chairman of the Board of Directors	ID card			Department of Administrative Management and Social Order	31,278,300	35.71%	
1.1	Dinh Thi Hoan Chau	Mother	ID card			Thua Thien Hue Provincial Police	0	0%	
1.2	Bui Thi Nam	Wife	ID card			Department of Administrative Management and Social Order	0	0%	
1.3	Le Ba Quang Anh	Son	ID card			Department of Administrative Management and Social Order	0	0%	
1.4	Ngo Thi Hoai Phuong	Daughter-in-law	ID card			Department of Administrative Management and Social Order	0	0%	
1.5	Le Thi Quynh Trang	Older sister	ID card			Department of Administrative Management and Social Order	0	0%	
1.6	Ngo Duc Tieu	Brother-in-law	ID card			Department of Administrative	0	0%	

No.	Full name	Position in the company/Relationship to insiders	Type of Certificate (ID card/Passport/Business registration)	Certificate Number	Date of issue	Place of issue	Number of shares owned/represented at the end of the period	End of period share ownership ratio	Notes
						Management and Social Order			
2	Duong Quy Duong	Board Member/General Director	ID card			Department of Administrative Procedures on Social Order	15,377,700	17.55%	
2.1	Duong Van Nam	Father	ID card			Department of Administrative Procedures on Social Order	0	0%	
2.2	Bui Thi Lan	Mother	ID card			Department of Administrative Procedures on Social Order	0	0%	
2.3	Nguyen Thi Hoa	Mother in law	ID card			Department of Administrative Procedures on Social Order	0	0%	
2.4	Le Thi Thu Hien	Wife	ID card			Thua Thien Hue Provincial Police	6,200	0.01%	
2.5	Duong Nhat Minh	Son					0	0%	
2.6	Duong Nhat Anh Thu	Daughter					0	0%	
2.7	Duong Thi Niem	Younger sister	ID card			Department of Administrative Procedures on Social Order	0	0%	
2.8	Nguyen Xuan Tuan	Brother in law	ID card			Department of Administrative	0	0%	

No.	Full name	Position in the company/Relationship to insiders	Type of Certificate (ID card/Passport/Business registration)	Certificate Number	Date of issue	Place of issue	Number of shares owned/represented at the end of the period	End of period share ownership ratio	Notes
						Procedures on Social Order			
3	Truong Cong Han	Board Member/Vice Director General	ID card			Department of Administrative Management and Social Affairs	8,655,500	9.88%	
3.1	Truong Cong Nhat	Father	ID card			Thua Thien Hue Provincial Police	0	0%	
3.2	Nguyen Thi Minh Luong	Mother	ID card			Department of Administrative Management and Social Affairs	0	0%	
3.3	Nguyen Van Luong	father in law	ID card			Thua Thien Hue Provincial Police	0	0%	
3.4	Le Thi Loi	Mother in law	ID card			Thua Thien Hue Provincial Police	0	0%	
3.5	Nguyen Le Thanh Uyen	Wife	ID card			Thua Thien Hue Provincial Police	181,800	0.21%	
3.6	Truong Phuc An Nhen	Daughter					0	0%	
3.7	Truong Cong Chinh	Son					0	0%	
3.8	Truong Cong Hoa	Older brother	ID card			Thua Thien Hue Provincial Police	54,700	0.06%	
3.9	Truong Thi Quynh Anh	Sister in law	ID card			Thua Thien Hue Provincial Police	0	0%	
3.10	Truong Thi Thu Hien	Older sister	ID card			Thua Thien Hue Provincial Police	0	0%	
3.11	Nguyen Xuan Huy	Brother in law	ID card			Da Nang City Police	0	0%	

No.	Full name	Position in the company/Relationship to insiders	Type of Certificate (ID card/Passport/Business registration)	Certificate Number	Date of issue	Place of issue	Number of shares owned/represented at the end of the period	End of period share ownership ratio	Notes
4	Vuong Dinh Nam	Board Member/ Chief Accountant	ID card			Department of Administrative Procedures on Social Order	6,133,000	7%	
4.1	Nguyen Thi Ngo	Mother	ID card			Department of Administrative Procedures on Social Order	0	0%	
4.2	Pham Thi Nhu Thi	Mother in law	ID card			Department of Administrative Procedures on Social Order	0	0%	
4.3	Nguyen Thi Ai My	Wife	ID card			Department of Administrative Procedures on Social Order	0	0%	
4.4	Vuong Nguyen Thanh Thu	Daughter					0	0%	
4.5	Vuong Nguyen Thuc Nhien	Daughter					0	0%	
4.6	Vuong Dinh Diet	Older brother	ID card			Department of Administrative Procedures on Social Order	0	0%	
4.7	Le Thi Hanh	Sister in law	ID card			Department of Administrative Procedures on Social Order	0	0%	

No.	Full name	Position in the company/Relationship to insiders	Type of Certificate (ID card/Passport/Business registration)	Certificate Number	Date of issue	Place of issue	Number of shares owned/represented at the end of the period	End of period share ownership ratio	Notes
4.8	Vuong Dinh Mui	Older brother	ID card			Department of Administrative Procedures on Social Order	0	0%	
4.9	Ton Nu Tuyet Anh	Sister in law	ID card			Department of Administrative Procedures on Social Order	0	0%	
4.10	Vuong Thi Sen	Older sister	ID card			Department of Administrative Procedures on Social Order	0	0%	
4.11	Nguyen Van Nen	Brother in law	ID card			Department of Administrative Procedures on Social Order	0	0%	
4.12	Vuong Dinh Trung	Older brother	ID card			Department of Administrative Procedures on Social Order	0	0%	
4.13	Nguyen Thi Cuu Chi	Sister in law	ID card			Department of Administrative Procedures on Social Order	0	0%	
4.14	Vuong Dinh Viet	Older brother	ID card			Department of Administrative Procedures on Social Order	0	0%	

No.	Full name	Position in the company/Relationship to insiders	Type of Certificate (ID card/Passport/Business registration)	Certificate Number	Date of issue	Place of issue	Number of shares owned/represented at the end of the period	End of period share ownership ratio	Notes
4.15	Nguyen Ho Thanh Thao	Sister in law	ID card			Department of Administrative Procedures on Social Order	0	0%	
4.16	Vuong Dinh Sau	Younger brother	ID card			Binh Duong Provincial Police	0	0%	
4.17	Nguyen Hang Tam	Sister in law	ID card			Binh Duong Provincial Police	0	0%	
5	Nguyen Trong Hieu	Board Member	ID card			Department of Administrative Procedures on Social Order	0	0%	
5.1	Nguyen Duc Hung	Father	ID card			Department of Administrative Procedures on Social Order	0	0%	
5.2	Do Thi Thinh	Mother	ID card			Department of Administrative Procedures on Social Order	0	0%	
5.3	Tran Thanh Ha	Wife	ID card			Department of Administrative Procedures on Social Order	0	0%	
5.4	Nguyen Ha Phuong	Daughter	ID card			Police Department of Residence Registration and	0	0%	

No.	Full name	Position in the company/Relationship to insiders	Type of Certificate (ID card/Passport/Business registration)	Certificate Number	Date of issue	Place of issue	Number of shares owned/represented at the end of the period	End of period share ownership ratio	Notes
						National Population Registration			
5.5	Nguyen Hieu Minh	Son	ID card			Department of Administrative Procedures on Social Order	0	0%	
5.6	Nguyen Manh Dung	Older brother	ID card			Department of Administrative Procedures on Social Order	0	0%	
5.7	Nguyen Thanh Tuan	Younger brother	ID card			Department of Administrative Procedures on Social Order	0	0%	
6	Cao Huy Tuong Minh	Vice Director General	ID card			Department of Administrative Procedures on Social Order	5,600	0.006%	
6.1	Cao Huy Hoa	Father	ID card			Thua Thien Hue Provincial Police	0	0%	
6.2	Le Thi Phuong Dung	Mother	ID card			Thua Thien Hue Provincial Police	0	0%	
6.3	Ton That Thien	Father in law	ID card			Department of Administrative Procedures on Social Order	0	0%	
6.4	Tran Thi Phuong Loan	Mother in law	ID card			Department of Administrative	0	0%	

No.	Full name	Position in the company/Relationship to insiders	Type of Certificate (ID card/Passport/Business registration)	Certificate Number	Date of issue	Place of issue	Number of shares owned/represented at the end of the period	End of period share ownership ratio	Notes
						Procedures on Social Order			
6.5	Ton Nu Dieu Hien	Wife	ID card			Department of Administrative Procedures on Social Order	0	0%	
6.6	Cao Dieu Han	Daughter	ID card			Department of Administrative Procedures on Social Order	0	0%	
6.7	Cao Dieu Man	Daughter	Identifier			Department of Administrative Procedures on Social Order	0	0%	
7	Nguyen Lien Minh	Vice Director General	ID card			Department of Administrative Procedures on Social Order	395,900	0.45%	
7.1	Nguyen Mau Do	Father	ID card			Department of Administrative Procedures on Social Order	0	0%	
7.2	Nguyen Thi Lien	Mother	ID card			Thua Thien Hue Provincial Police	39,000	0.05%	
7.3	Tran Hoa	Father in law	ID card			Department of Administrative Management and Social Order	0	0%	

No.	Full name	Position in the company/Relationship to insiders	Type of Certificate (ID card/Passport/Business registration)	Certificate Number	Date of issue	Place of issue	Number of shares owned/represented at the end of the period	End of period share ownership ratio	Notes
7.4	Huynh Thi Que	Mother in law	ID card			Department of Administrative Management and Social Order	0	0%	
7.5	Tran Huynh Quynh Nhu	Wife	ID card			Department of Administrative Procedures on Social Order	142,900	0.182%	
7.6	Nguyen Quynh Thanh Thanh	Daughter	Identifier				0	0%	
7.7	Nguyen Quynh Khanh Han	Daughter	Identifier				0	0%	
7.8	Nguyen Minh Kien	Son	Identifier				0	0%	
7.9	Nguyen Dang Binh	Brother in law	ID card			Department of Administrative Procedures on Social Order	95,200	0.11%	
8	Truong Ngu Binh	Head of Supervisory Board	ID card			Department of Administrative Procedures on Social Order	332,897	0.38%	
8.1	Nguyen Van Hanh	Father in law	ID card			Department of Administrative Procedures on Social Order	0	0%	
8.2	Nguyen Thi Xuan An	Mother in law	ID card			Department of Administrative	0	0%	

No.	Full name	Position in the company/Relationship to insiders	Type of Certificate (ID card/Passport/Business registration)	Certificate Number	Date of issue	Place of issue	Number of shares owned/represented at the end of the period	End of period share ownership ratio	Notes
						Procedures on Social Order			
8.3	Nguyen Thi Nhat Thu	Wife	ID card			Department of Administrative Procedures on Social Order	0	0%	
8.4	Truong Cong Minh Tri	Son					0	0%	
8.5	Truong Cong Minh Quan	Son					0	0%	
9	Tran Thi Be	SB Member	ID card			Department of Administrative Procedures on Social Order	90,100	0.10%	
9.1	Tran Khoi	Father	ID card			Department of Administrative Procedures on Social Order	0	0%	
9.2	Phan Thi Xin	Mother	ID card			Department of Administrative Procedures on Social Order	0	0%	
9.3	Hoang Thi Khuyen	Mother in law	ID card			Department of Administrative Procedures on Social Order	0	0%	
9.4	Nguyen Quoc Huy	Husband	ID card			Department of Administrative	0	0%	

No.	Full name	Position in the company/Relationship to insiders	Type of Certificate (ID card/Passport/Business registration)	Certificate Number	Date of issue	Place of issue	Number of shares owned/represented at the end of the period	End of period share ownership ratio	Notes
						Procedures on Social Order			
9.5	Nguyen Minh Hoang	Son	ID card			Department of Administrative Procedures on Social Order	0	0%	
9.6	Nguyen Thi Thuy Trang	Daughter	ID card			Department of Administrative Procedures on Social Order	0	0%	
9.7	Tran Thi Ly	Older sister	ID card			Department of Administrative Procedures on Social Order	0	0%	
9.8	Tran Thi Lanh	Older sister	ID card			Department of Administrative Procedures on Social Order	0	0%	
9.9	Tran Cong Phu	Older brother	ID card			Department of Administrative Procedures on Social Order	0	0%	
9.10	Tran Cong Phuong	Younger brother	ID card			Department of Administrative Procedures on Social Order	0	0%	
9.11	Tran Thi Thuy	Younger sister	ID card			Department of Administrative	0	0%	

No.	Full name	Position in the company/Relationship to insiders	Type of Certificate (ID card/Passport/Business registration)	Certificate Number	Date of issue	Place of issue	Number of shares owned/represented at the end of the period	End of period share ownership ratio	Notes
						Procedures on Social Order			
9.12	Tran Cong Phong	Younger brother	ID card			Department of Administrative Procedures on Social Order	0	0%	
9.13	Tran Cong Phuoc	Younger brother	ID card			Department of Administrative Procedures on Social Order	0	0%	
9.14	Tran Cong Phi	Younger brother	ID card			Department of Administrative Procedures on Social Order	0	0%	
10	Dao Thi Hoang Oanh	SB member	ID card			Department of Registration and Management of Residence and National Population Information	0	0%	
11	Truong Nu Nhu Ngoc	Corporate Governance Officer/Authorized Disclosure Officer	ID card			Department of Administrative Procedures on Social Order	42.400	0,048%	
11.1	Truong Cong Dong	Father	ID card			Thua Thien Hue Provincial Police	0	0%	

No.	Full name	Position in the company/Relationship to insiders	Type of Certificate (ID card/Passport/Business registration)	Certificate Number	Date of issue	Place of issue	Number of shares owned/represented at the end of the period	End of period share ownership ratio	Notes
11.2	Tran Thi Kim Hong	Mother	ID card			Thua Thien Hue Provincial Police	209,100	0.24%	
11.3	Le Nhu Luc	Father in law	ID card			Department of Administrative Procedures on Social Order	0	0%	
11.4	Truong Thi My Tai	Mother in law	ID card			Department of Administrative Procedures on Social Order	0	0%	
11.5	Le Nhu Ky Lan	Husband	ID card			Thua Thien Hue Provincial Police	24,400	0.03%	
11.6	Le Nhu Nhat Ha	Daughter					0	0%	
11.7	Le Nhu Nhat An	Daughter					0	0%	
11.8	Truong Phuc Hai	Younger brother					0	0%	

2. Transactions of insiders and related persons on Company shares:

No.	Person/Organization performing the transaction	Insider Relations	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reason for increase, decrease (buy, sell, bonus,...)	Transaction time
			Number of shares	Rate (%)	Number of shares	Rate (%)		
1	Cao Huy Tuong Minh		0	0	5,600	0.006%	Buy stocks	June 2025

2	Truong Nu Nhu Ngoc		452,800	0.52	42,400	0.048%	Sell stocks	September 2025
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