

REPORT ON CORPORATE GOVERNANCE
Year 2025

Dear: State Securities Commission
Hanoi Stock Exchange

- Name of company: Ha Noi - Thanh Hoa Beer Joint Stock Company
- Head office address: 152 - Quang Trung, Hac Thanh ward, Thanh Hoa province
- Telephone: 0 2 37 3852 503 Fax: 0 2 37 3853 270
- Email: thb@biathanhhoa.com.vn
- Charter capital: VND 114,245,700,000
- Stock code: THB
- Corporate governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors and Director.
- Regarding the implementation of internal audit function: Not yet implemented.

I. Activities of the General Meeting of Shareholders (GMS):

Information on meetings, resolutions and decisions of the General Meeting of Shareholders (including the resolutions of the General Meeting of Shareholders approved in the form of written comments):

No.	Resolution/Decision No.	Date	Content
01	18 /NQ-DHDCD-THB	April 25, 2025	<ol style="list-style-type: none">1. Approval of the Board of Directors' Report on 2024 performance results and 2025 orientation.2. Approval of the Executive Board's Report on 2024 Business Results and 2025 Plan.3. Approval of the Supervisory Board Report for 2024 and 2025 plan.4. Approval of the 2024 Audited Financial Statements.5. Approval of the 2024 Profit Distribution Plan.6. Approval of the Profit Plan and expected profit distribution for 2025.7. Approval of the final settlement of remuneration for members of the Board of Directors (BOD), Supervisory Board (BOS), and Board of Directors' Secretary in 2024.8. Approval of salary payment settlement for full-time Manager in 2024.9. Approval of the remuneration payment plan for the Board of Directors, Supervisory Board members, and Board of Directors' secretary in 2025.10. Approval of the report on the selection of an audit firm for the semi-annual and full-year financial statements of 2025.11. Approval of the 2025 Contract between the Company and Hanoi Beer Alcohol And Beverage Joint Stock Corporation.

No.	Resolution/Decision No.	Date	Content
			<p>12. Approving the proposal to dismiss 01 member of the Board of Supervisors due to the end of their term and electing 01 additional member of the Board of Supervisors for the 2025 - 2030 term.</p> <p>13. The GMS unanimously elected Mr. Nguyen Minh The as a member of the Board of Supervisors for the 2025 - 2030 term.</p> <p>14. The General Meeting of Shareholders assigns the Board of Directors and the Director of Ha Noi - Thanh Hoa Beer Joint Stock Company to be responsible for monitoring, urging and organizing the implementation of the Resolution of the General Meeting of Shareholders in accordance with the provisions of the Law and the Company's Charter.</p> <p>15. The General Meeting of Shareholders assigned the Supervisory Board of Ha Noi - Thanh Hoa Beer Joint Stock Company to supervise and inspect the activities of the Board of Directors and the Company's Director in implementing the Resolution of the General Meeting in accordance with the Law and the Company's Charter.</p>

II. Board of Directors:

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

No.	Board of Directors' members	Position (Independent members of the Board of Directors, Non-executive members of the Board of Directors))	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1.	Mr. Bui Truong Thang	Chairman of the Board	April 26, 2023	
2.	Mr. Luong Xuan Dung	Board Member	April 26, 2024	
3.	Mr. Nguyen Kien Cuong	Board Member, Company Director	April 27, 2021	
4.	Mr. Le Anh Tuan	Board Member	April 26, 2024	
5.	Mr. Do Truong Giang	Board Member, Deputy Director of the company	April 26, 2022	

2. Meetings of the Board of Directors :

No.	Board of Director' member	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
1.	Mr. Bui Truong Thang	08/08	100%	

2.	Mr. Luong Xuan Dung	08/08	100%	
3.	Mr. Nguyen Kien Cuong	08/08	100%	
4.	Mr. Le Anh Tuan	08/08	100%	
5.	Mr. Do Truong Giang	08/08	100%	

3. Supervising the Board of Management by the Board of Directors :

The Board of Directors supervises management activities, directs production and business activities and organizes the implementation of Resolutions and Decisions of the Board of Directors, approve the direction activities and monthly and quarterly reports on production and business results of the company's Board of Directors.

4. Activities of the Board of Directors' subcommittees:

According to the Company Charter, the Board of Directors does not establish subcommittees.

5. Resolutions/Decisions of the Board of Directors:

No.	Resolution/ Decision No.	Date	Content	Approval rate
01	06/NQ- HDQT-THB	January 15, 2025	Approving the policy to implement the signing of guarantee issuance contracts with credit institutions for purchasing and trading Hanoi beer products at HABECO Central Trading Company Limited. Assign the Chairman of HABECO Central Trading Company Limited to implement the signing of the above contract, ensuring compliance with legal requirements and bringing the best benefits to the company.	100%
02	09/NQ- HDQT-THB	February 26, 2025	<ol style="list-style-type: none"> 1. Approval of the plan of organizing the 2025 Annual General Meeting of Shareholders on April 25, 2025 2. Decide on issues to be submitted to the 2025 Annual General Meeting of Shareholders for consideration and approval. 3. Approval of hiring a consulting organization to guide and organize the implementation of the 2025 Annual General Meeting of Shareholders. 4. Assign the Company Director: organize and conduct the 2025 Annual General Meeting of Shareholders in accordance with legal regulations. 	100%
03	11/NQ- HDQT-THB	March 28, 2025	<ol style="list-style-type: none"> 1. Agree to approve the contents of the reports and proposals to be implemented at the 2025 Annual General Meeting of Shareholders. The Company shall submit the contents of the Reports and proposals for the General Meeting of Shareholders to vote according to its authority. 2. Unanimously approved the settlement of salary fund implemented in 2024 at Ha Noi - Thanh Hoa Beer Joint Stock Company, 3. Unanimously approved the 2025 Salary Plan Fund at Ha Noi - Thanh Hoa Beer Joint Stock Company 	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
04	20/NQ- HDQT-THB	June 27, 2025	<p>1. Unanimously approve the Auditing Firm for the Semi-annual and Full-Year Financial Reports 2025 of Ha Noi - Thanh Hoa Beer Joint Stock Company</p> <p>2. Approve the bonus payment level from the 2024 Company management board Bonus Fund for units and individuals</p>	100%
05	22/NQ- HDQT-THB	June 27, 2025	Unanimously approve the policy of terminating the operation of Thanh Hoa Beer Hotel Branch - Thanh Hoa Beer Joint Stock Company. Assign the Company Director to organize the implementation of legal procedures related to the termination of the above branch in accordance with current legal regulations.	100%
06	32/NQ- HDQT-THB	July 21,2025	<p>Agree to approve the policy of purchasing industrial steam from external suppliers to serve the production process of Hanoi - Thanh Hoa Beer Joint Stock Company.</p> <p>The Director of the Company is assigned to implement the selection of suppliers, negotiate, and execute contracts within their scope of authority; ensuring compliance with legal requirements and bringing the best interests to the Company.</p>	100%
07	36/NQ- HDQT-THB	September 16,2025	<p>Agree to approve the 2024 Cash Dividend Payment Plan from the 2024 distributable profit, specifically as follows:</p> <p>Dividend payout rate: 250 VND/share (Two hundred and fifty Vietnamese Dong per share).</p> <p>Record date: September 29, 2025 (Expected).</p> <p>Payment date: October 22, 2025.</p> <p>The Director of the Company is assigned to carry out the necessary procedures in accordance with the provisions of the Law.</p>	100%
08	43/NQ- HDQT-THB	December 24,2025	Agree to approve and promulgate: "The Salary & Wage Regulations of Hanoi - Thanh Hoa Beer Joint Stock Company," in accordance with Proposal No. 157/TTr-THB dated December 19, 2025, submitted by the Company's Director.	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
09	45/NQ- HĐQT-THB	December 29,2025	<p>1. Approve the execution of the 2026 Sales and Purchase Agreement between Beer - Alcohol - Beverage Packaging Joint Stock Company and Hanoi - Thanh Hoa Beer Joint Stock Company (as per Proposal No. 164/TTr-THB dated December 22, 2025).</p> <p>The Director of the Company is assigned to organize the signing of the aforementioned Agreement; ensuring compliance with the Law, the Company's Charter, Regulations, internal policies, and alignment with the actual business and production situation of the Company.</p> <p>2. Approve the execution of the 2026 Sales and Purchase Agreement between HABECO Packaging Joint Stock Company and Hanoi - Thanh Hoa Beer Joint Stock Company (as per Proposal No. 159/TTr-THB dated December 22, 2025).</p> <p>The Director of the Company is assigned to organize the signing of the aforementioned Agreement; ensuring compliance with the Law, the Company's Charter, Regulations, internal policies, and alignment with the actual business and production situation of the Company.</p> <p>3. Approve the execution of the 2026 Technology Transfer and Trademark License Agreement for "Bia hoi Ha Noi" between Hanoi Beer - Alcohol - Beverage Joint Stock Corporation (HABECO) and Hanoi - Thanh Hoa Beer Joint Stock Company (as per Proposal No. 160/TTr-THB dated December 22, 2025).</p> <p>The Director of the Company is assigned to organize the signing of the aforementioned Agreement; ensuring compliance with the Law, the Company's Charter, Regulations, internal policies, and alignment with the actual business and production situation of the Company.</p> <p>4. Approve the contents of Proposal No. 161/TTr-THB dated December 22, 2025, by the Company Director, specifically:</p> <p>Approve the execution of the 2026 Warehouse Lease Agreement between Hanoi - Thanh Hoa Beer Joint Stock Company and HABECO Central Trading One Member Company Limited, in accordance with the provisions of the Law and the Company's internal regulations.</p>	100%

III. Board of Supervisors:

1. Information about members of the Board of Supervisors:

No.	Members of Board of Supervisors	Position	The date becoming/ceasing to be the member of the Board of Supervisors	Qualification
1.	Mr. Nguyen Duy Ha	Head of BOS	April 26, 2024	University of Finance and Accounting
2.	Mr. Nguyen Minh The	Member of BOS	April 25, 2025 (reappointed)	Civil Engineer; Bachelor of Accounting.
3.	Mr. Tran Duc Giang	Member of BOS	April 26, 2022	Bachelor of Business Administration

2. Meeting of the Board of Supervisors:

No.	Member of the Board of Supervisors	Number of meetings attended	Attendance rate (%)	Voting rate	Reason for absense
1.	Mr. Nguyen Duy Ha	02/02	100%	100%	
2.	Mr. Nguyen Minh The	02/02	100%	100%	
3.	Mr. Tran Duc Giang	02/02	100%	100%	

3. Supervising Board of Directors, Board of Management and shareholders by Board of Supervisors:

Supervisory Activities for the Board of Directors:

- Supervise the proper performance of BOD's functions, duties and powers in accordance with the Enterprise Law, the Company Charter and other provisions of the Law.
- Supervising compliance with the provisions of the Law in management as well as in transactions. The members of the Board of Directors, the Board of Management and the managers have properly performed their assigned functions and tasks according to the provisions of the Enterprise Law, the Company Charter and the resolutions of the General Meeting of Shareholders.
- The Board of Supervisors agrees with the decisions and management directions of the Board of Directors and does not find anything unusual in the Board of Directors' operations.
- Supervise compliance with information disclosure according to the provisions of the Law, the State Securities Commission, and the Stock Exchange's regulations for the listed companies.
- Supervise the organization of regular and irregular meetings. The Board of Directors' resolutions on direction and leadership in production and business, investment in the right direction, to well implement the Resolution of the Annual General Meeting of Shareholders, ensuring compliance with the law and the company's charter.
- Supervise the improvement of the quality of the management team, innovation and corporate structure under the direction of the Corporation .

Supervision activities for the executive board:

- Monitor compliance with legal regulations, implement the provisions of the company charter and regulations, resolutions issued by the Board of Directors.

- Monitor innovation in management, always have solutions in operations, promptly remove difficulties in production and business activities, improve product designs and sales methods to achieve high efficiency.
- Monitor financial policies, develop core business lines, improve investment, stabilize and develop production.

Supervisory activities of the Board of Supervisors towards shareholders :

The Board of Supervisors has coordinated well with the Listing Management Units in monitoring and managing Shareholders according to the shareholders list, regularly monitoring the dividend payment situation to Shareholders according to the Resolution of the Annual General Meeting of Shareholders.

4. The coordination among the Board of Supervisors, the Board of Management, Board of Directors and other managers:

- The Board of Supervisors regularly has a relationship with the Board of Directors, Executive Board according to the principles of operation and control .
- The Board of Supervisors is provided with all favorable conditions by the Board of Directors and the Board of Management of the Company to perform its duties, fully participate in regular and extraordinary meetings of the Board of Directors, and participate in a number of meetings of the Executive Board.

IV. Board of Management:

<i>No.</i>	<i>Members of Board of Management</i>	<i>Date of birth</i>	<i>Qualification</i>	<i>Date of appointment / dismissal of members of the Board of Management /</i>
1.	Mr. Nguyen Kien Cuong – Manager	June 2, 1967	Economic engineer	September 1, 2024
2.	Mr. Do Truong Giang - Vice president	May 25, 1970	Food Chemistry Engineer	November 1, 2021
3.	Mr. Phung Van Quynh - Vice president	February 17, 1982	Electrical Automation Engineer	August 1, 2024

V. Chief Accountant :

Full name	Date of birth	Qualifications	Date of appointment/dismissal
Mr. Phung Sy Huu	October 15, 1966	Bachelor of Economics - Major in Accounting	January 31, 2024

VI. Training courses on corporate governance:

Training courses on corporate governance were involved by members of Board of Directors, the Board of Supervisors, Director (General Director), other managers and secretaries in accordance with regulations on corporate governance: **None**

VII. List of related persons of the public company and transactions of related persons of the company with the Company itself:

1. List of related persons of the company:

No.	Name of organization/individual	Securities trading account (if any)	Position at the company (if any)	NSH No *, date of issue, place of issue	Head office address/Contact address	Time of starting to be affiliated person	Reason	Relationship with the company
I	Hanoi Beer Alcohol And Beverage Joint Stock Corporation			0101376672	183 Hoang Hoa Tham Street - Ngoc Ha Ward - Ba Dinh District - Hanoi City	January 1, 2021		Enterprises owning more than 10% of voting shares
II	Habeco Central Trading Company Limited	-		2801023570	152 Quang Trung, Ngoc Trao, Thanh Hoa City	January 1, 2021		Subsidiary
1	Le Anh Tuan					April 25, 2019		Director of Subsidiary
2	Le Van Phuc					October 16, 2024		Deputy Director of Subsidiary
3	Tran Ngoc Minh					January 01, 2021		Chief Accountant of Subsidiary
III	Bui Truong Thang		Chairman of the Board			May 16, 2018		
1	Do Thi Trinh					May 16, 2018		Mother
2	Le Thi Minh Hien					May 16, 2018		Wife
3	Bui Linh Giang					May 16, 2018		offspring
4	Bui Minh Anh					May 16, 2018		offspring
5	Bui Thanh Huyen					May 16, 2018		Younger sister
6	Tran Ngoc Tam					January 01, 2021		brother in law
IV	Nguyen Kien Cuong		Board Member; Director			September 01, 2019		
1	Quan Thi Du					September 01, 2019		Mother
2	Nguyen Duc Hoa					January 01, 2021		father in law
3	Nguyen Thi Binh					September 01, 2019		Wife
4	Nguyen Tien Thinh					September 01, 2019		offspring
5	Nguyen Binh Nguyen					September 01, 2019		offspring
6	Nguyen Anh Tuan					September 01, 2019		Younger brother
7	Nguyen Thi Nhung					January 01, 2021		sister in law
V	Luong Xuan Dung		Board Member			April 25, 2019		
1	Ho Thi Ha					April 25, 2019		Wife
2	Luong Thi Thuy Nga					April 25, 2019		offspring
3	Tran The Tam					January 01, 2021		son in law

4	Luong Xuan Hai						April 25, 2019		offspring
5	Luong Thi Tuyet						April 25, 2019		Older sister
6	Luong Xuan Thanh						April 25, 2019		Younger brother
7	Pham Thi Luyen						January 01, 2021		sister in law
8	Luong Xuan Hung						April 25, 2019		Younger brother
9	Dao Thi Tuyen						January 01, 2021		sister in law
10	Luong Xuan Thang						April 25, 2019		Younger brother
11	La Thi Tinh						January 01, 2021		sister in law
VI	Le Anh Tuan				Board Member		April 25, 2019		
1	Le Xuan Linh						April 25, 2019		Father
2	Do Thi Hoa						January 01, 2021		Mother in law
3	Hoang Anh						April 25, 2019		Wife
4	Le Thao Minh						April 25, 2019		offspring
5	Le Hoang Linh						April 25, 2019		offspring
6	Le Thi Phuong						April 25, 2019		Older sister
7	Hoang Nguyen Sam						January 01, 2021		brother in law
8	Le Thi Tuyet						April 25, 2019		Younger sister
9	Nguyen Van Thinh						January 01, 2021		brother in law
10	Le Thi Hoa						April 25, 2019		Younger sister
11	Le Manh Hung						January 01, 2021		brother in law
VII	Do Trung Giang				Board Member; Deputy Director		November 01, 2021		
1	Dinh Thi Huong						November 01, 2021		Mother
2	Pham Thi Thanh						November 01, 2021		Mother in law
3	Bui Thi Thuy						November 01, 2021		Wife
4	Do Trung Son						November 01, 2021		offspring
5	Do Van Minh						November 01, 2021		offspring
6	Do Thanh Hai						November 01, 2021		Older brother
7	Do Thi Bay						November 01, 2021		Sister in law
8	Do Manh Ha						November 01, 2021		Younger brother
9	Phung Thi Huyen						November 01, 2021		sister in law
VIII	Phung Sy Huu				Chief Accountant		February 01, 2019		
1	Phung Sy Cac						February 01, 2019		Father

2	Le Thi Sang						February 01, 2019		Mother
3	Trinh Thi Huong						February 01, 2019		Wife
4	Phung Sy Tuan						February 01, 2019		offspring
5	Phung Minh Loc						February 01, 2019		offspring
6	Phung Thi Hanh						February 01, 2019		Older sister
7	Le Thanh Dinh						February 01, 2021		brother in law
8	Phung Thi Dung						February 01, 2019		Older sister
9	Mai Tien Hoe						February 01, 2021		brother in law
10	Phung Sy Tai						February 01, 2019		Younger brother
11	Phung Sy Luc						February 01, 2019		Younger brother
12	Le Thi Thai						February 01, 2021		sister in law
IX	Phung Van Quynh					Deputy Director	August 01, 2024		
1	Phung Van He						August 01, 2024		Father
2	Tran Thi Kien						August 01, 2024		Mother
3	Vu Xuan Canh						August 01, 2024		father in law
4	Lai Thi Theu						August 01, 2024		Mother in law
5	Vu Thi Hien						August 01, 2024		Wife
6	Phung Tien Dung						August 01, 2024		offspring
7	Phung Trieu Duong						August 01, 2024		offspring
8	Phung Thi Kieu						August 01, 2024		Younger sister
9	Phung Thi Van						August 01, 2024		Younger sister
10	Kim Duy Bong						August 01, 2024		brother in law
11	Tran Van Phan						August 01, 2024		brother in law
X	Nguyen Duy Ha					Head of Board of Supervisors	April 25, 2019		
1	Nguyen Thi Lan						April 25, 2019		Mother
2	Nguyen Thi Giang						April 25, 2019		Wife
3	Nguyen Ha Phuong						April 25, 2019		offspring
4	Le Cao Thang						February 17, 2024		Son-in-law
5	Nguyen Duy Minh						April 25, 2019		offspring
6	Nguyen Thi Hue						April 25, 2019		Older sister
7	Nguyen Van Binh						January 01, 2021		Brother-in-law
8	Nguyen Thi Huong						April 25, 2019		Older sister

9	Le Ngoc Hoa						January 01, 2021		Brother-in-law
10	Nguyen Duy Hai						April 25, 2019		Older brother
11	Nguyen Thi Nguyet						January 01, 2021		Sister-in-law
12	Nguyen Thi Hong						April 25, 2019		Younger sister
13	Hoang Quoc Bao						January 01, 2021		Brother-in-law
14	Nguyen Thi Huyen						April 25, 2019		Younger sister
15	Nghiem Anh Tuan						January 01, 2021		Brother-in-law
16	Nguyen Duy Linh						January 01, 2021		Younger brother
17	Ngu Thi Xuan						January 01, 2021		Sister-in-law
XI	Nguyen Minh The					Member of Board of Supervisors	June 12, 2020		
1	Nguyen Thi Minh Phuong						June 12, 2020		Wife
2	Nguyen Linh Chi						June 12, 2020		offspring
3	Nguyen Linh Nga						June 12, 2020		offspring
4	Nguyen Linh Giang						June 12, 2020		offspring
5	Nguyen Thanh Liem						June 12, 2020		Older sister
6	Nguyen Thi Thanh Huong						June 12, 2020		Younger sister
7	Vu Quang Hoang						January 01, 2021		brother in law
XII	Tran Duc Giang					Member of Board of Supervisors	April 26, 2022		
1	Tran Quoc Bao						April 26, 2022		Father
2	Nguyen Hien Luong						April 26, 2022		Mother
3	Pham Duc Thuan						April 26, 2022		father in law
4	Tong Thi Thu						April 26, 2022		Mother in law
5	Pham Thu Ha						April 26, 2022		Wife
6	Tran Ha An						April 26, 2022		offspring
7	Tran Pham An Thuy						June 11, 2022		offspring
8	Tran Pham Hai Binh						June 11, 2022		offspring
9	Tran Thu Giang						April 26, 2022		Older sister
XIII	Le Quynh Mai					Corporate Administrator (and Secretary of the Board of Directors)	June 01, 2022		
1	Le Hai Quan						June 01, 2022		Father
2	Nguyen Thi Vinh						June 01, 2022		Mother

3	Luu Truong Giang								March 11, 2025		Husband
4	Luu Van Hung								March 11, 2025		Father-in-law
5	Le Thi Tuyen								March 11, 2025		Mother-in-law
6	Le Viet Linh								June 01, 2022		Older brother
7	Tran Thi Tuong Van								June 01, 2022		Sister in law

2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons:

No	Name of organization/ individual	Relationship with the company	NSH Certificate Number, date of issue, place of issue	Head office address/Contact address	Time of transaction with the company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total transaction value	Note
1	Hanoi Beer Alcohol And Beverage Joint Stock Corporation	Enterprises owning more than 10% of Company's voting shares	0101376672	183 Hoang Hoa Tham Street - Ngoc Ha Ward - Hanoi City	From 01/01/2025	18/NQ-DHDCD-THB dated April 25, 2025	- Purchase of raw materials such as Malt, Houblon, cans - can lids, labels - silver caps - beer bottle caps and draft beer caps from Hanoi Beer Alcohol And Beverage JSC to produce processed beer and licensed beer. Total transaction value (excluding VAT): 62,7 billion VND - Selling bottled and canned beer products (processed beer products) to Hanoi Beer Alcohol And Beverage JSC. Total transaction value (cost of goods sold): 86,3 billion VND	
					From 01/01/2025	50/NQ-HDQT-THB dated December 27, 2024	Fee for Technology Transfer and Transfer of the Right to Use the "Hanoi Draft Beer" Trademark: 0,4 billion VND	
2	Habeco Central Trading Company Limited	Subsidiary	2801023570	152 Quang Trung, Hac Thanh ward, Thanh Hoa province	From 31/01/2025	50/NQ-HDQT-THB dated December 27, 2024	Warehouse lease contract. Total transaction value up to Dec 31, 2025 is: 1,5 billion VND	

3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power: None

4. Transactions between the Company and other objects: None

4.1. Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, Director (General Director) have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting): None

4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director (General Director) and other managers as a member of Board of Directors, Director (General Director or CEO): None

4.3. Other transactions of the Company (if any) may bring material or non- material benefits for members of Board of Directors, members of the Board of Supervisors, Director (General Director) and other managers: None

VIII. Share transactions of internal persons and their affiliated persons:

1. The list of internal persons and their affiliated persons:

No.	Name of organization/individual	Securities trading account (if any)	Position at the company (if any)	NSH No, date of issue, place of issue	Head office address/Contact address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
I	Bui Truong Thang		Chairman of the Board			0	0	
1	Do Thi Trinh					0	0	
2	Le Thi Minh Hien					0	0	
3	Bui Linh Giang					0	0	
4	Bui Minh Anh					0	0	
5	Bui Thanh Huyen					0	0	
6	Tran Ngoc Tam					0	0	
II	Nguyen Kien Cuong		Board Member; Company Director			130.150	1,139	
1	Quan Thi Du					0	0	
2	Nguyen Duc Hoa					0	0	
3	Nguyen Thi Binh					7.050	0,062	
4	Nguyen Tien Thinh					0	0	
5	Nguyen Binh Nguyen					0	0	
6	Nguyen Anh Tuan					0	0	
7	Nguyen Thi Nhung					0	0	
III	Luong Xuan Dung		Board Member			701.460	6,140	
1	Ho Thi Ha					176.530	1,545	
2	Luong Thi Thuy Nga					137.960	1,208	
3	Tran The Tam					0	0	
4	Luong Xuan Hai					211.160	1,848	
5	Luong Thi Tuyet					0	0	
6	Luong Xuan Thanh					0	0	
7	Pham Thi Luyen					0	0	
8	Luong Xuan Hung					0	0	
9	Dao Thi Tuyen					2.960	0,026	
10	Luong Xuan Thang					0	0	
11	La Thi Tinh					890	0,008	
IV	Le Anh Tuan		Board Member			0	0	

2	Nguyen Linh Chi						0	0	0	
3	Nguyen Linh Nga						0	0	0	
4	Nguyen Linh Giang						0	0	0	
5	Nguyen Thanh Liem						0	0	0	
6	Nguyen Thi Thanh Huong						0	0	0	
7	Vu Quang Hoang						0	0	0	
X	Tran Duc Giang				Board of Supervisors		0	0	0	
1	Tran Quoc Bao						0	0	0	
2	Nguyen Hien Luong						0	0	0	
3	Pham Duc Thuan						0	0	0	
4	Tong Thi Thu						0	0	0	
5	Pham Thu Ha						0	0	0	
6	Tran Ha An						0	0	0	
7	Tran Pham An Thuy						0	0	0	
8	Tran Pham Hai Binh						0	0	0	
9	Tran Thu Giang						0	0	0	
XI	Le Quynh Mai				Corporate Administrator (and Secretary of the Board of Directors)		0	0	0	
1	Le Hai Quan						0	0	0	
2	Nguyen Thi Vinh						3,250	0,028		
3	Luu Truong Giang						0	0	0	
4	Luu Van Hung						0	0	0	
5	Le Thi Tuyen						0	0	0	
6	Le Viet Linh						0	0	0	
7	Tran Thi Tuong Van						0	0	0	

2. Transactions of internal persons and affiliated persons with shares of the company: None

IX. Other significant issues: None

Recipient:

- State Securities Commission
(Information report);
- Hanoi Stock Exchange (Information
report);
- Company website (Information
disclosure);
- Archive: Office desk, Secretary of the
Board of Directors.

OBO. BOARD OF DIRECTORS

CHAIRPERSON



Bui Truong Thang