



**HANOI EDUCATION
INVESTMENT & DEVELOPMENT
JOINT STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: 02 /BC-HĐQT

Hanoi, January.30 2026

TRANSLATION

REPORT ON CORPORATE GOVERNANCE
(Annual 2025)

To:

- State Securities Commission;
- Hanoi Stock Exchange.

- Company name: **Hanoi Education Investment and Development Joint Stock Company**
- Address: 187B Giang Vo, O Cho Dua Ward, Hanoi City, Vietnam
- Head office address: HEID Office Building, Lane 12 Lang Ha, Giang Vo Ward, Hanoi City, Vietnam
- Tel: (024) 3512.25.68 *Email: info@heid.vn*
- Charter capital: **150,000,000,000 VND**
- Stock code: **EID**
- Governance model: General Meeting of Shareholders (GMS), Board of Directors (BOD), Board of Supervisors (BOS) and Chief Executive Officer (CEO).
- The implementation of internal audit: Implemented.

I - Activities of the General Meeting of Shareholders

Information on meetings and Resolutions/ Decisions of the GMS:

No.	Resolution/ Decision No.	Issued Date	Contents
1	04/NQ-ĐHĐCĐ	April 09, 2025	<ul style="list-style-type: none">- Approval of the report on performance of the BOD in 2024 and operating plan in 2025.- Approval of the report on business performance of Board of Management in 2024 and business plan in 2025.- Approval of the report on performance of the BOS in 2024.- Approval of the 2024 audited separate and consolidated financial statements.

1	04/NQ-ĐHĐCĐ	April 09, 2025	<ul style="list-style-type: none"> - Approval of the 2024 profit distribution plan and plan for 2025. - Approval of the business targets for 2025. - Approval of the report on remuneration of the BOD and the BOS in 2024 and the plan for 2025. - Approval of 2024 cash dividend payment. - Approval of the contracts, transactions between Hanoi Education Investment and Development., JSC (HEID) and Vietnam Education Publishing House Limited Company (VEPH). - Approval of the proposal for selecting an independent Auditing Company to audit the 2025 Financial Statements. - Approval of the dismissal and additional election of member of the BOD, the BOS for the 2022 - 2027 term.
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II - Board of Directors

1. Information about the BOD's members

No.	BOD's members	Position	The date becoming/ ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Nguyen Chi Binh	Chairman	March 31, 2022	April 09, 2025
2	Tran Van Que	Chairman	April 09, 2025	
3	Le Thanh Anh	Member	March 31, 2022	
4	Duong Thi Viet Ha	Member	March 31, 2022	
5	Nguyen Duy Hung	Member	March 31, 2022	
6	Nguyen Thi Ngoc Linh	Member	April 21, 2023	

2. Board of Directors' meetings

No.	BOD's members	Number of meetings attended	Attendance rate	Reasons for absence
1	Nguyen Chi Binh	4/10	40%	Ended term as Chairman of the BOD on April 9, 2025
2	Tran Van Que	6/10	60%	Appointed Chairman of the BOD on April 9, 2025
3	Le Thanh Anh	10/10	100%	
4	Duong Thi Viet Ha	10/10	100%	
5	Nguyen Duy Hung	10/10	100%	
6	Nguyen Thi Ngoc Linh	10/10	100%	

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

- The BOD consistently adheres to all responsibilities and obligations as stipulated by the Enterprise Law and relevant legal documents while fulfilling their duties at HEID.

- The BOD provides expeditious direction and assistance to the CEO in the execution of the company's production and business performance indicators.

- The BOD regularly monitors the CEO:

+ To ensure that the Company's operations comply with the provisions of law, the Charter and the Company's Governance Regulations;

+ To organize and implement resolutions of the BOD and the General Meeting of Shareholders;

+ Review monthly and quarterly business performance reports for 2025.

4. Resolutions/ Decisions of the BOD

No.	Resolution/ Decision No.	Issued Date	Contents	Approval Rate
1	-	January 03, 2025	Business performance results in 2024	100%

No.	Resolution/ Decision No.	Issued Date	Contents	Approval Rate
2	01/NQ- HĐQT	February 07, 2025	Approval of the organization of the 2025 Annual GMS	100%
3	02/NQ- HĐQT	March 19, 2025	Approval of the draft documents for the 2025 Annual GMS	100%
4	03/NQ- HĐQT	April 08, 2025	Approval of the Report on the organization of the 2025 Annual GMS	100%
5	05/NQ- HĐQT	April 09, 2025	Approval of the election of the Chairman of the BOD for the 2022 - 2027 term	100%
6	06/NQ- HĐQT	May 22, 2025	<ul style="list-style-type: none"> - Approval of the results of production and business activities for the first 5 months of 2025 and the key tasks for the remaining 7 months of 2025. - Approval of the salary mechanism plan applicable to the Company for the following positions: Chairman of the BOD, Members of the BOD, Head of the BOS, and full-time Members of the BOS. - Approval of the remuneration plan for the BOD and the BOS in 2025 and the Plan for the reward fund allocation for the BOD, the Board of Management and the BOS in 2025. 	100%
7	07.1/NQ- HĐQT	June 20, 2025	Approval of the selection of independent auditing firm, AASC Auditing Firm LLC, to provide audit and review services for the 2025 Financial Statements of Hanoi Education Investment and Development JSC.	100%
8	-	July 02, 2025	<ul style="list-style-type: none"> - Approval of the policy on additional capital injection to support production and business activities in 2025; - Approval of the issuance volume plan and order quantities for educational publications (EPs) supplied by VEPH for the 2026-2027 academic year; - Approval of the plan for the printing and issuance volumes of EPs invested in and editorially 	100%

No.	Resolution/ Decision No.	Issued Date	Contents	Approval Rate
			organized by HEID for the 2026–2027 academic year, serving as the basis for determining publishing management fees payable in accordance with VEPH’s regulations.	
9	08/NQ - HĐQT	July 24, 2025	<ul style="list-style-type: none"> - Approval of the issuance plan, volume data, and orders for EPs of VEPH and HEID, and the estimated publishing fees payable to VEPH for the 2026–2027 academic year; - Approval of the borrowing credit limit targets to meet production and business needs in 2025. 	100%
10	09/NQ - HĐQT	August 28, 2025	<ul style="list-style-type: none"> - Approval of the policy on the arrangement and reorganization of the organizational structure and personnel of certain departments and the orientation for the Company’s restructuring for the period 2025-2030; - Approval of the salary and bonus payment regulations for 2025; - Assignment of duties of the members of the Board of Directors; - Approval of contracts and transactions between Hanoi Education Investment and Development Joint Stock Company and its related parties in 2025. 	100%
11	10.1/NQ - HĐQT	December 30, 2025	Approval of the appropriation to the salary contingency reserve fund and the science, technology, innovation, and digital transformation development fund.	100%
12	10.2/NQ - HĐQT	December 30, 2025	<ul style="list-style-type: none"> - Approval and issuance of the Company’s Financial Management Regulations; - Approval of the Proposal on “Organizing internal audit activities and developing, improving the internal legal compliance system”; 	100%

No.	Resolution/ Decision No.	Issued Date	Contents	Approval Rate
			<ul style="list-style-type: none"> - Approval of the Proposal on the “Issuance plan and order volume data for textbooks and workbooks purchased from the VEPH for the 2026-2027 academic year”; - Approval of the 2025 year-end performance review report; - Approval of contracts and transactions between Hanoi Education Investment and Development Joint Stock Company and its related parties in 2026. 	
13	10.3/NQ - HĐQT	December 30, 2025	Approval of the Proposal on “Proposing the policy for the implementation of the production and issuance of new products in accordance with the General education curriculum and the unified nationwide textbook set”.	80%
14	10.4/NQ - HĐQT	December 30, 2025	Approval of the Proposal on “Consultation on the transfer of textbooks for subjects for which Hanoi Education Investment and Development Joint Stock Company serves as the focal entity for editorial organization and publication”, in accordance with the directions of the Government and the Ministry of Education and Training in the forthcoming period.	100%

III - Board of Supervisors

1. Information about members of the Board of Supervisors

No.	BOS's Member	Position	The date becoming/ ceasing to be the member of the Board of Supervisors	Qualification
1	Nguyen Cong Dung	Head	March 31, 2022/ April 09, 2025	Bachelor of Accounting Bachelor of Laws
2	Nguyen Thi Thu Hong	Head	April 09, 2025	Bachelor of Corporate Finance
3	Ta Thi Thanh Huyen	Member	March 31, 2022	Bachelor of Accounting
4	Phan Duc Minh	Member	March 31, 2022/ April 09, 2025	Master of Business Administration

2. Board of Supervisors' meetings

No.	BOS's Member	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Nguyen Cong Dung	2/6	33%	100%	Ended term as Head of the BOS on April 9, 2025
2	Nguyen Thi Thu Hong	4/6	66%	100%	Appointed Head of the BOS on April 9, 2025
3	Ta Thi Thanh Huyen	6/6	100%	100%	
4	Phan Duc Minh	6/6	100%	100%	

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

- Supervising and monitoring the implementation of the resolutions approved by the

BOD and the 2025 Annual General Meeting of Shareholders;

- Supervising the Company's information disclosure in accordance with the regulations of the State Securities Commission;

- Reviewing and appraising the 2024 financial statements and the 2025 quarterly financial statements;

- Consolidating and preparing the Board of Supervisors' activity report for submission to the 2025 Annual General Meeting of Shareholders.

- Providing opinions on regulations and internal rules falling under the approval authority of the Board of Directors.

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

- The BOS has access to information regarding resolutions, meeting minutes of the BOD and quarterly financial reports. In general, the BOS has consistently received cooperation and support from the BOD and the Board of Management of the Company.

- Representatives of the BOS participate in monthly cash counts.

- The BOS maintains full attendance at the following meetings: the 6-month and 9-month performance review meetings, the 2025 Annual General Meeting of Shareholders, and regularly scheduled the BOD's meetings.

IV. Board of Management

No.	BOM's members	Date of birth	Qualification	Date of appointment/ dismissal of the members of the BOM
1	Le Thanh Anh <i>CEO</i>	November 21, 1974	Bachelor of Economics	April 21, 2021
2	Duong Thi Viet Ha <i>Deputy CEO</i>	September 28, 1977	Master of Business Administration	April 10, 2018
3	Vu Quang Thai <i>Deputy CEO</i>	January 28, 1979	Master of Economics	January 1, 2021
4	Nguyen Duy Hung <i>Deputy CEO</i>	March 1, 1976	PhD in Cultural Studies	June 1, 2021
5	Pham Quoc Cuong <i>Deputy CEO</i>	January 11, 1981	Master of Economics	June 1, 2021

V. Chief Accountant

Full name	Date of birth	Qualification	Date of appointment
Nguyen Thanh Binh	January 13, 1983	Master of Economics	April 10, 2018

VI – Training courses on corporate governance

Corporate governance training courses attended by members of the BOD, members of the BOS, the CEO, other managers and the Company Secretary in accordance with regulations on corporate governance.

Members of the BOD, the BOS, the BOM, and the Secretary of the BOD regularly update legal documents and regulations on corporate governance and will continue to participate in training courses organized by the State Securities Commission and the Hanoi Stock Exchange.

VII - The list of affiliated persons of the public company and transactions of affiliated persons of the company.**1. The list of affiliated persons of the Company**

According to the List in Appendix 01 attached to this Report.

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	Owner's registered No., date of issue, place of issue	Head office address/ Contact address	Time of transaction with the Company	Resolution No. or Decision No. approved by GMS/ BOD	Content, quantity, total value of transaction	Note
1	Vietnam Education Publishing House Company Limited	A significant shareholder owning at least 10% of the company's registered capital		No. 81 Tran Hung Dao, Cua Nam Ward, Hanoi	In 2025	Resolution of the GMS No. 04/NQ-DHDCD dated April 9, 2025	HEID paid foreign copyright royalties: 41,150,223,936 VND HEID received investment cooperation costs for the publication of student textbooks, teacher's books,	

No.	Name of organization/ individual	Relationship with the Company	Owner's registered No., date of issue, place of issue	Head office address/ Contact address	Time of transaction with the Company	Resolution No. or Decision No. approved by GMS/ BOD	Content, quantity, total value of transaction	Note
							and workbooks: 12,109,949,280 VND	
							HEID paid dividends to VEPH: 12,049,200,000 VND	
2	Educational Publishing House in Hanoi	Dependent entity of Vietnam Education Publishing House Limited Company		No. 81 Tran Hung Dao, Cua Nam Ward, Hanoi	In 2025	Resolution of the GMS No. 04/NQ-DHDCD dated April 9, 2025	HEID purchased textbooks and workbooks: 469,872,755,358 VND HEID paid publishing management fees for English textbooks and National Defense and Security Education textbooks: 19,529,176,000 VND HEID paid publishing management fees for reference books: 763,775,000 VND HEID received market development: 9,557,461,349 VND	

No.	Name of organization/ individual	Relationship with the Company	Owner's registered No., date of issue, place of issue	Head office address/ Contact address	Time of transaction with the Company	Resolution No. or Decision No. approved by GMS/ BOD	Content, quantity, total value of transaction	Note
3	Ho Chi Minh City Books and School Equipment Joint Stock Company	Mr. Nguyen Chi Binh – former Chairman of the BOD currently serves as Chairman at HCM City Books and School Equipment JSC		223 Nguyen Tri Phuong, An Dong Ward, Ho Chi Minh City	In 2025		HEID purchased goods and services: 175,319,996 VND	
4	Hong Ha Thanh Cong Company Limited	Mr. Le Thanh Anh – Member of the BOD concurrently serves as Chairman of HHTC Company Limited		K3B, Lane 6A Thanh Cong Street, Giang Vo Ward, Hanoi	In 2025		HEID paid Office Rental: 5,901,361,622 VND	
5	Lang Son Book - School Equipment JSC	Subsidiary		No. 91 Le Loi, Dong Kinh Ward, Lang Son Province	In 2025		HEID sold goods and rendered services: 38,777,063,980 VND	
6	Ha Tay Books and School Equipment JSC	Affiliated companies		No. 72 Ba Trieu Street, Quang Trung Ward, Hanoi City, Vietnam	In 2025		HEID sold goods and rendered services: 106,071,746,709 VND	

No.	Name of organization/ individual	Relationship with the Company	Owner's registered No., date of issue, place of issue	Head office address/ Contact address	Time of transaction with the Company	Resolution No. or Decision No. approved by GMS/ BOD	Content, quantity, total value of transaction	Note
7	Mr. Le Xuan Luong	A significant shareholder owning at least 10% of the company's registered capital		Apartment GV11-10, Vinhomes Green Villas Area, Dai Mo, Hanoi, Vietnam	In 2025		HEID paid dividends: 4,083,480,000 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

4.1. Transactions between the Company and company that its members of BOD, the BOS, CEO have been founding members or members of BOD, or CEOs in three (03) latest years (calculated at the time of reporting):

No.	Name of Organization	Relationship with company	Time of transactions with the Company	Content transaction	Value transaction (VND)
1	Hong Ha Thanh Cong Company Limited	Mr. Le Thanh Anh – Member of the BOD concurrently serves as Chairman of HHTC Company Limited	In 2025	HEID paid office rental	5,901,361,622

No.	Name of Organization	Relationship with company	Time of transactions with the Company	Content transaction	Value transaction (VND)
2	Ho Chi Minh City Books and School Equipment Joint Stock Company	Mr. Nguyen Chi Binh – former Chairman of the BOD currently serves as Chairman at HCM City Books and School Equipment JSC	In 2025	HEID purchased goods	175,319,996

4.2. Transactions between the Company and the company that its affiliated persons with members of BOD, BOS, CEO as a member of BOD, CEO: **None**.

4.3. Other transactions of the Company (if any) that may bring material or non-material benefits for members of the BOD, members of the BOS, CEO: **None**.

VIII - Share transactions of internal persons and their affiliated persons


1. The list of internal persons and their affiliated persons

According to the List in Appendix 02 attached to this Report.

2. Transactions of internal persons and affiliated persons with shares of the Company:

None.

IX - OTHER SIGNIFICANT ISSUES: **None**.

Recipient: 

- As above;
- The BOD, BOS;
- Archived account.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN 



Tran Van Que

APPENDIX 01: LIST OF RELATED PERSONS OF THE COMPANY
(Attached to Report on Corporate Governance No: **02**/BC-HDQT dated January **30** 2026)

No.	Name of individual/organization	Securities trading account	Position at the company/ Relationship with internal persons (if any)	Owner's registered No.	Date of issue	Place of issue	Head office address/ Contact address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the Company
1	Nguyen Chi Binh		Chairman of the BOD until April 9, 2025					March 31, 2022	April 9, 2025		Internal person
1.01	Nguyen Tri Dinh		Father								Related person of Internal person
1.02	Nguyen Thi Hoa		Mother								Related person of Internal person
1.03	Dinh Thi Thu Le		Wife								Related person of Internal person
1.04	Nguyen Chi Thu Na		Daughter								Related person of Internal person
1.05	Nguyen Phuong Dung		Sister								Related person of Internal person
1.06	Nguyen Thanh Nha		Sister								Related person of Internal person
1.07	Nguyen Bich Hanh		Sister								Related person of Internal person
1.08	Vietnam Education Publishing House Company Limited		Mr. Nguyen Chi Binh holds the position of Deputy General Director								Related person of Internal person
1.09	Ho Chi Minh City School Equipment and Books Joint Stock Company		Mr. Nguyen Chi Binh holds the position of Chairman of the Board of Directors								Related person of Internal person
2	Tran Van Que		Chairman of the BOD from April 9, 2025					April 9, 2025			Internal person
2.01	Tran Van Nam		Father								Related person of Internal person
2.02	Le Thi Tuy		Mother								Related person of Internal person
2.03	Hoang Thi Huong Lan		Wife								Related person of Internal person
2.04	Tran Long Nhat		Son								Related person of Internal person
2.05	Tran Bao Tram		Daughter								Related person of Internal person
2.06	Tran Thi Thu		Sister								Related person of Internal person
2.07	Tran Thi Hong Van		Sister								Related person of Internal person
2.08	Tran Thi Bich Hanh		Sister								Related person of Internal person

No.	Name of individual/organization	Securities trading account	Position at the company/ Relationship with internal persons (if any)	Owner's registered No.	Date of issue	Place of issue	Head office address/ Contact address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the Company
3	Le Thanh Anh	002886	Member of the BOD cum CEO					April 21, 2021			Internal person
3.01	Bui Thi An		Mother								Related person of Internal person
3.02	Nguyen Thi Minh Ngoc		Wife								Related person of Internal person
3.03	Le Minh Quan		Son								Related person of Internal person
3.04	Le Minh Duc		Son								Related person of Internal person
3.05	Le Minh Tri		Son								Related person of Internal person
3.06	Le Hai Yen		Sister								Related person of Internal person
3.07	Le Manh Hung		Brother								Related person of Internal person
3.08	Hong Ha Thanh Cong Company Limited		Mr. Le Thanh Anh is Chairman of the Company								Related person of Internal person
4	Duong Thi Viet Ha	058C566809	Member of the BOD/ Deputy CEO					April 10, 2018			Internal person
4.01	Duong Ba Thieu		Father								Related person of Internal person
4.02	Tran Thi Kim Thanh		Mother								Related person of Internal person
4.03	Tran Quoc Trung		Husband								Related person of Internal person
4.04	Tran Quoc Cuong		Son								Related person of Internal person
4.05	Tran Phuong Nhi		Daughter								Related person of Internal person
4.06	Duong Thi Thanh Huong	058C291179	Sister								Related person of Internal person
4.07	Duong Thi Phuong Hoa		Sister								Related person of Internal person
4.08	Duong Kim Hue		Sister								Related person of Internal person
5	Nguyen Duy Hung		Member of the BOD					June 1, 2021			Internal person
5.01	Nguyen Thi Phuong Anh		Wife								Related person of Internal person
5.02	Nguyen Gia Minh		Son								Related person of Internal person

No.	Name of individual/organization	Securities trading account	Position at the company/ Relationship with internal persons (if any)	Owner's registered No.	Date of issue	Place of issue	Head office address/ Contact address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the Company
5.03	Nguyen Khoi Nguyen		Son								Related person of Internal person
5.04	Nguyen Phuong Linh		Daughter								Related person of Internal person
5.05	Nguyen Thi Thuy		Sister								Related person of Internal person
5.06	Nguyen Thi Tuyet Mai		Sister								Related person of Internal person
5.07	Nguyen Thi Hong Minh		Sister								Related person of Internal person
5.08	Nguyen Thi Hong My		Sister								Related person of Internal person
6	Nguyen Thi Ngoc Linh		Member of the BOD					April 21, 2023			Internal person
6.01	Nguyen Viet Phan		Father								Related person of Internal person
6.02	Tran Thi Tu		Mother								Related person of Internal person
6.03	Cynthia Nguyen		Sister								Related person of Internal person
6.04	Nguyen Thi Ngoc Lan		Sister								Related person of Internal person
7	Nguyen Cong Dung		Head of the BOS until April 9, 2025					March 31, 2022	April 9, 2025		Internal person
7.01	Nguyen Thi Thin		Mother in law								Related person of Internal person
7.02	Phan Thi Minh Thu		Wife								Related person of Internal person
7.03	Nguyen Thao My		Daughter								Related person of Internal person
7.04	Nguyen Cong Co		Son								Related person of Internal person
7.05	Nguyen Cong Son		Brother								Related person of Internal person
7.06	Nguyen Thi Xuan Thu		Sister								Related person of Internal person
7.07	Nguyen Thi Xuan Thuy		Sister								Related person of Internal person
7.08	Nguyen Thi Thanh Huong		Sister								Related person of Internal person
7.09	Nguyen Thi Thanh Huyen		Sister								Related person of Internal person
7.10	Pham Manh Thang		Brother in law								Related person of Internal person
7.11	Hoang Thi Minh Nguyet		Sister in law								Related person of Internal person

No.	Name of individual/organization	Securities trading account	Position at the company/ Relationship with internal persons (if any)	Owner's registered No.	Date of issue	Place of issue	Head office address/ Contact address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the Company
8	Nguyen Thi Thu Hong		Head of the BOS from April 9, 2025					April 9, 2025			Internal person
8.01	Nguyen Thi Thanh Hieu		Mother								Related person of Internal person
8.02	Nguyen Thu Ha		Sister								Related person of Internal person
8.03	Doan Vu Khoa		Son								Related person of Internal person
8.04	Doan Tue Nhi		Daughter								Related person of Internal person
9	Ta Thi Thanh Huyen		Member of the BOS					March 31, 2022			Internal person
9.01	Ta Van Trong		Father								Related person of Internal person
9.02	Nguyen Thi Kim Ly		Mother								Related person of Internal person
9.03	Nguyen Ngoc Dung		Husband								Related person of Internal person
9.04	Nguyen Minh Khang		Son								Related person of Internal person
9.05	Nguyen Minh Khoi		Son								Related person of Internal person
9.06	Nguyen Van Xuan		Father in law								Related person of Internal person
9.07	Do Thi Lien		Mother in law								Related person of Internal person
9.08	Nguyen Ngoc Tien		Brother in law								Related person of Internal person
10	Phan Duc Minh	004C003252	Member of the BOS					April 21, 2017			Internal person
10.01	Phan Duc Thang		Father								Related person of Internal person
10.02	Pham Thi Minh Hoa		Mother								Related person of Internal person
10.03	Nguyen Thi Lan Huong		Wife								Related person of Internal person
10.04	Phan Minh Trang		Daughter								Related person of Internal person
10.05	Phan Minh Nam		Son								Related person of Internal person
10.06	Phan Duc Hung		Brother								Related person of Internal person
10.07	Le Huyen Lan		Sister in law								Related person of Internal person
10.08	Nguyen Thanh Tung		Father in law								Related person of Internal person

No.	Name of individual/organization	Securities trading account	Position at the company/ Relationship with internal persons (if any)	Owner's registered No.	Date of issue	Place of issue	Head office address/ Contact address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the Company
10.09	Dang Thi Hai		Mother in law								Related person of Internal person
11	Pham Quoc Cuong		Deputy CEO					June 1, 2021			Internal person
11.01	Pham Quoc Trieu		Father								Related person of Internal person
11.02	Tran Thi Thuy Lien		Mother								Related person of Internal person
11.03	Dao Thuy Nga		Mother in law								Related person of Internal person
11.04	Ha Thu Phuong		Wife								Related person of Internal person
11.05	Pham Quoc Dang		Son								Related person of Internal person
11.06	Pham Quoc Nguyen		Son								Related person of Internal person
12	Vu Quang Thai		Deputy CEO					January 1, 2021			Internal person
12.01	Vu Thi Nghiem		Mother								Related person of Internal person
12.02	Tran Quang Chau		Father in law								Related person of Internal person
12.03	Phan Thi Thiem		Mother in law								Related person of Internal person
12.04	Tran Phan Chau My		Wife								Related person of Internal person
12.05	Vu Cong Minh		Son								Related person of Internal person
12.06	Vu Dam Quan		Son								Related person of Internal person
12.07	Vu Thuy Quynh		Sister								Related person of Internal person
12.08	Vu Tuyen Le		Sister								Related person of Internal person
13	Nguyen Thanh Binh	069C703430	Chief Accountant					April 10, 2018			Internal person
13.01	Nguyen Duc Hai		Father								Related person of Internal person
13.02	Phung Thi Minh		Mother								Related person of Internal person
13.03	Tran Minh Duc		Father in law								Related person of Internal person
13.04	Nguyen Thi Tan		Mother in law								Related person of Internal person
13.05	Tran Minh Tien		Husband								Related person of Internal person

No.	Name of individual/organization	Securities trading account	Position at the company/ Relationship with internal persons (if any)	Owner's registered No.	Date of issue	Place of issue	Head office address/ Contact address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reason	Relationship with the Company
13.06	Tran Hai Lan		Daughter								Related person of Internal person
13.07	Tran Minh Bao		Son								Related person of Internal person
13.08	Nguyen Tien Dung		Brother								Related person of Internal person
13.09	Quang Hong Trang		Sister in law								Related person of Internal person
14	Nguyen Thu Ha		Corporate Governance Officer					April 21, 2021			Internal person
14.01	Nguyen Thi Thanh Hieu		Mother								Related person of Internal person
14.02	Vu Anh Quan		Husband								Related person of Internal person
14.03	Vu Danh Tuong		Son								Related person of Internal person
14.04	Vu Anh San		Daughter								Related person of Internal person
14.05	Nguyen Thi Thu Hong		Sister								Related person of Internal person
15	Le Xuan Luong										Shareholders owning more than 10% of charter capital
16	Vietnam Education Publishing House Company Limited		Major shareholders authorize capital representatives for Mr. Tran Van Que; Mr. Le Thanh Anh; Ms. Duong Thi Viet Ha								Shareholders owning more than 10% of charter capital
17	Hong Ha Thanh Cong Company Limited										Subsidiary
18	Lang Son Book - School Equipment JSC										Subsidiary
19	Educational Dictionary and Translation Book JSC										Subsidiary
20	Ha Tay Books and School Equipment JSC										Affiliated companies

APPENDIX 02: LIST OF INTERNAL PERSON AND THEIR RELATED PERSONS
(Attached to Report on Corporate Governance No: 02/BC-HĐQT dated January 30 2026)

No.	Name of individual/organization	Securities trading account	Position in the company/ Relationship with internal persons (if any)	Owner's registered 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	Relationship with the Company
1	Nguyen Chi Binh		Chairman of the BOD until April 9, 2025					-	0,00%	Internal person
1.01	Nguyen Tri Dinh		Father							Related person of Internal person
1.02	Nguyen Thi Hoa		Mother							Related person of Internal person
1.03	Dinh Thi Thu Le		Wife							Related person of Internal person
1.04	Nguyen Chi Thu Na		Daughter							Related person of Internal person
1.05	Nguyen Phuong Dung		Sister							Related person of Internal person
1.06	Nguyen Thanh Nha		Sister							Related person of Internal person
1.07	Nguyen Bich Hanh		Sister							Related person of Internal person
1.08	Vietnam Education Publishing House Company Limited		Mr. Nguyen Chi Binh holds the position of Deputy General Director					6.024.600	40,16%	Related person of Internal person
1.09	Ho Chi Minh City School Equipment and Books Joint Stock Company		Mr. Nguyen Chi Binh holds the position of Chairman of the Board of Directors							Related person of Internal person
2	Tran Van Que		Chairman of the BOD from April 9, 2025					-	0,00%	Internal person
2.01	Tran Van Nam		Father							Related person of Internal person
2.02	Le Thi Tuy		Mother							Related person of Internal person
2.03	Hoang Thi Huong Lan		Wife							Related person of Internal person
2.04	Tran Long Nhat		Son							Related person of Internal person
2.05	Tran Bao Tram		Daughter							Related person of Internal person
2.06	Tran Thi Thu		Sister							Related person of Internal person
2.07	Tran Thi Hong Van		Sister							Related person of Internal person
2.08	Tran Thi Bich Hanh		Sister							Related person of Internal person

No.	Name of individual/organization	Securities trading account	Position in the company/ Relationship with internal persons (if any)	Owner's registered 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	Relationship with the Company
3	Le Thanh Anh	002886	Member of the BOD/ CEO					43.500	0,29%	Internal person
3.01	Bui Thi An		Mother							Related person of Internal person
3.02	Nguyen Thi Minh Ngoc		Wife					15.305	0,10%	Related person of Internal person
3.03	Le Minh Quan		Son							Related person of Internal person
3.04	Le Minh Duc		Son							Related person of Internal person
3.05	Le Minh Tri		Son							Related person of Internal person
3.06	Le Hai Yen		Sister							Related person of Internal person
3.07	Le Manh Hung		Brother							Related person of Internal person
3.08	Hong Ha Thanh Cong Company Limited		Mr. Le Thanh Anh is Chairman of the Company							Related person of Internal person
4	Duong Thi Viet Ha	058C566809	Member of the BOD/ Deputy CEO					22.200	0,15%	Insider
4.01	Duong Ba Thieu		Father							Related person of Internal person
4.02	Tran Thi Kim Thanh		Mother							Related person of Internal person
4.03	Tran Quoc Trung		Husband							Related person of Internal person
4.04	Tran Quoc Cuong		Son							Related person of Internal person
4.05	Tran Phuong Nhi		Daughter							Related person of Internal person
4.06	Duong Thi Thanh Huong	058C291179	Sister					16.650	0,11%	Related person of Internal person
4.07	Duong Thi Phuong Hoa		Sister							Related person of Internal person
4.08	Duong Kim Hue		Sister							Related person of Internal person
5	Nguyen Duy Hung		Member of the BOD					-	0,00%	Internal person
5.01	Nguyen Thi Phuong Anh		Wife							Related person of Internal person
5.02	Nguyen Gia Minh		Son							Related person of Internal person
5.03	Nguyen Khoi Nguyen		Son							Related person of Internal person

No.	Name of individual/organization	Securities trading account	Position in the company/ Relationship with internal persons (if any)	Owner's registered 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	Relationship with the Company
5.04	Nguyen Phuong Linh		Daughter							Related person of Internal person
5.05	Nguyen Thi Thuy		Sister							Related person of Internal person
5.06	Nguyen Thi Tuyet Mai		Sister							Related person of Internal person
5.07	Nguyen Thi Hong Minh		Sister							Related person of Internal person
5.08	Nguyen Thi Hong My		Sister							Related person of Internal person
6	Nguyen Thi Ngoc Linh		Member of the BOD					-	0,00%	Internal person
6.01	Nguyen Viet Phan		Father							Related person of Internal person
6.02	Tran Thi Tu		Mother							Related person of Internal person
6.03	Cynthia Nguyen		Sister							Related person of Internal person
6.04	Nguyen Thi Ngoc Lan		Sister							Related person of Internal person
7	Nguyen Cong Dung		Head of the BOS until April 9, 2025					-	0,00%	Internal person
7.01	Nguyen Thi Thin		Mother in law							Related person of Internal person
7.02	Phan Thi Minh Thu		Wife							Related person of Internal person
7.03	Nguyen Thao My		Daughter							Related person of Internal person
7.04	Nguyen Cong Co		Son							Related person of Internal person
7.05	Nguyen Cong Son		Brother							Related person of Internal person
7.06	Nguyen Thi Xuan Thu		Sister							Related person of Internal person
7.07	Nguyen Thi Xuan Thuy		Sister							Related person of Internal person
7.08	Nguyen Thi Thanh Huong		Sister							Related person of Internal person
7.09	Nguyen Thi Thanh Huyen		Sister							Related person of Internal person
7.10	Pham Manh Thang		Brother in law							Related person of Internal person
7.11	Hoang Thi Minh Nguyet		Sister in law							Related person of Internal person
8	Nguyen Thi Thu Hong		Head of the BOS from April 9, 2025					-	0,00%	Internal person

No.	Name of individual/organization	Securities trading account	Position in the company/ Relationship with internal persons (if any)	Owner's registered 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	Relationship with the Company
8.01	Nguyen Thi Thanh Hieu		Mother							Related person of Internal person
8.02	Nguyen Thu Ha		Sister							Related person of Internal person
8.03	Doan Vu Khoa		Son							Related person of Internal person
8.04	Doan Tue Nhi		Daughter							Related person of Internal person
9	Ta Thi Thanh Huyen		Member of the BOS					-	0,00%	Internal person
9.01	Ta Van Trong		Father							Related person of Internal person
9.02	Nguyen Thi Kim Ly		Mother							Related person of Internal person
9.03	Nguyen Ngoc Dung		Husband							Related person of Internal person
9.04	Nguyen Minh Khang		Son							Related person of Internal person
9.05	Nguyen Minh Khoi		Son							Related person of Internal person
9.06	Nguyen Van Xuan		Father in law							Related person of Internal person
9.07	Do Thi Lien		Mother in law							Related person of Internal person
9.08	Nguyen Ngoc Tien		Brother in law							Related person of Internal person
10	Phan Duc Minh	004C003252	Member of the BOS					-	0,00%	Internal person
10.01	Phan Duc Thang		Father							Related person of Internal person
10.02	Pham Thi Minh Hoa		Mother							Related person of Internal person
10.03	Nguyen Thi Lan Huong		Wife							Related person of Internal person
10.04	Phan Minh Trang		Daughter							Related person of Internal person
10.05	Phan Minh Nam		Son							Related person of Internal person
10.06	Phan Duc Hung		Brother							Related person of Internal person
10.07	Le Huyen Lan		Sister in law							Related person of Internal person
10.08	Nguyen Thanh Tung		Father in law							Related person of Internal person
10.09	Dang Thi Hai		Mother in law							Related person of Internal person
11	Pham Quoc Cuong		Deputy CEO					-	0,00%	Internal person

No.	Name of individual/organization	Securities trading account	Position in the company/ Relationship with internal persons (if any)	Owner's registered 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	Relationship with the Company
11.01	Pham Quoc Trieu		Father							Related person of Internal person
11.02	Tran Thi Thuy Lien		Mother							Related person of Internal person
11.03	Dao Thuy Nga		Mother in law							Related person of Internal person
11.04	Ha Thu Phuong		Wife							Related person of Internal person
11.05	Pham Quoc Dang		Son							Related person of Internal person
11.06	Pham Quoc Nguyen		Son							Related person of Internal person
12	Vu Quang Thai		Deputy CEO					-	0,00%	Internal person
12.01	Vu Thi Nghiem		Mother							Related person of Internal person
12.02	Tran Quang Chau		Father in law							Related person of Internal person
12.03	Phan Thi Thiem		Mother in law							Related person of Internal person
12.04	Tran Phan Chau My		Wife							Related person of Internal person
12.05	Vu Cong Minh		Son							Related person of Internal person
12.06	Vu Dam Quan		Son							Related person of Internal person
12.07	Vu Thuy Quynh		Sister							Related person of Internal person
12.08	Vu Tuyet Le		Sister							Related person of Internal person
13	Nguyen Thanh Binh	069C703430	Chief Accountant					2.500	0,02%	Internal person
13.01	Nguyen Duc Hai		Father							Related person of Internal person
13.02	Phung Thi Minh		Mother							Related person of Internal person
13.03	Tran Minh Duc		Father in law							Related person of Internal person
13.04	Nguyen Thi Tan		Mother in law							Related person of Internal person
13.05	Tran Minh Tien		Husband							Related person of Internal person
13.06	Tran Hai Lan		Daughter							Related person of Internal person
13.07	Tran Minh Bao		Son							Related person of Internal person
13.08	Nguyen Tien Dung		Brother							Related person of Internal person

No.	Name of individual/organization	Securities trading account	Position in the company/ Relationship with internal persons (if any)	Owner's registered 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	Relationship with the Company
13.09	Quang Hong Trang		Sister in law							Related person of Internal person
14	Nguyen Thu Ha		Corporate Governance Officer					-	0,00%	Internal person
14.01	Nguyen Thi Thanh Hieu		Mother					58.000	0,38%	Related person of Internal person
14.02	Vu Anh Quan		Husband							Related person of Internal person
14.03	Vu Danh Tuong		Son							Related person of Internal person
14.04	Vu Anh San		Daughter							Related person of Internal person
14.05	Nguyen Thi Thu Hong		Sister							Related person of Internal person