

Number: 21 /BC-TNHN

Hanoi, January 29, 2026

REPORT
Corporate governance situation in 2025

Dear:

- State Securities Commission;
- Stock Exchange.

- Company name: Thong Nhat Hanoi Joint Stock Company
- Head office address: 10B Trang Thi Street, Hoan Kiem Ward, Hanoi City, Vietnam
- Phone: 024 - 38572699; Fax: 024 - 38572744; Email: tnbike@thongnhat.com.vn
- Registered capital: 237,000,000,000 VND
- Stock ticker symbol: TNV
- Corporate governance model:

The company operates under the following model: General Shareholders' Meeting, Board of Directors, SupervisionBoard, and General Director.

Regarding the performance of internal audit functions: This has been completed.

I. Activities of the General Shareholders' Meeting

Information on meetings and resolutions/decisions of the General Meeting of Shareholders (including resolutions of the General Meeting of Shareholders adopted through written ballots).

The company's shareholders held their annual general meeting on June 18, 2025.

No.	Resolution Number Decision	Day	Content
01	01/2025/NQ-ĐHĐCĐ	June 18, 2025	<ul style="list-style-type: none">- Through the Board of Member Activity Report No. 01/2025/BC-TN-HĐQT dated May 13, 2025, for the year 2024 and the operational plan for 2025.- Through Report No. 02/BC-TN-BĐH dated May 13, 2025, from the Board of Member on the business results of 2024 and the business plan for 2025.- Through the SupervisionBoard's Activity Report No. 03/BC-TN-BKS dated May 13, 2025, on tasks

No.	Resolution Number Decision	Day	Content
			<p>performed in 2024 and plans for 2025.</p> <ul style="list-style-type: none"> - Approved through the 2024 financial statements audited by Vietnam Auditing and Valuation Company Limited. - Through Proposal No. 02/2025/TTr-TN-HĐQT dated May 13, 2025, regarding: Selection of an independent auditing firm to audit the 6-month and annual financial statements for 2025: <ul style="list-style-type: none"> + Through the criteria for selecting an independent auditing firm to audit the 6-month financial statements and the 2025 annual financial statements . + Through the proposal, the General Director is tasked with selecting an auditing firm to audit the Company's 6-month financial statements and the 2025 annual financial statements, and completing the necessary procedures, documentation, and signing a contract with the auditing firm. - Through Proposal No. 03/2025/TTr-TN-HĐQT regarding the dismissal and supplementary election of members of the Board of Memberand SupervisionBoard, and the results of the election of members of the Board of Memberand SupervisionBoard: <ul style="list-style-type: none"> + Through the resignation of Mr. Pham Van Minh from his position as a member of the Board of Member, effective June 18, 2025. + Through the resignation of Mr. Vu Ha Nam from his position as a member of the Board of Member, effective June 18 , 2025. + Through the resignation of Mr. Nguyen Ho Ngoc from his position as a member of the SupervisionBoard, effective June 18, 2025. + Through the election of Ms. Vu Thi Phuong and Mr. Nguyen Van Tuan as members of the Board of Membereffective June 18, 2025. + Through the election of Mr. Bui Ngoc Son as a member of the SupervisionBoard effective June 18, 2025.

II. Board of Member (2025 Report):

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

No	Board Member	Position	Date of commencement/cessation of membership on the Board of Member/independent board member	
			Appointment date	Dismissal date
01	Mr. Vu Ngoc Tu	Chairman	December 28, 2021	
02	Mr. Dinh Vu Minh Viet	Member	December 28, 2021	
03	Mr. Pham Van Minh	Vice Chairman	December 28, 2021	June 18, 2025
04	Mr. Vu Ha Nam	Member	December 28, 2021	June 18, 2025
05	Mr. Phi Trong Thanh	Member	June 26, 2024	
06	Mr. Nguyen Van Tuan	Member	June 18, 2025	
07	Ms. Vu Thi Phuong	Member	June 18, 2025	

2. Board of Member meetings:

No.	Board Member	Number of Board of Membermeetins attended	Meeting attendance rate	Reasons for not attending the meeting.
01	Mr. Vu Ngoc Tu	10/10	100%	
02	Mr. Dinh Vu Minh Viet	10/10	100%	
03	Mr. Pham Van Minh	October 8th	80%	Failure to attend the two sessions as approved by the Annual General Meeting of Shareholders, effective from June 18, 2025
04	Mr. Vu Ha Nam	October 8th	80%	
05	Mr. Phi Trong Thanh	10/10	100%	
06	Mr. Nguyen Van Tuan	October 2nd	20%	Not attending 8 sessions due to appointment at the Annual General Meeting on June 18, 2025
07	Ms. Vu Thi Phuong	October 2nd	20%	

3. The Board of Directors' oversight of the Management Board:

In 2025, the Board of Memberhad:

- Organize meetings to address matters within your scope of authority;
- Successfully organized the 2025 Annual General Meeting of Shareholders on June 18, 2025, in person. The Board of Memberalso closely monitored and directed the implementation of the targets set forth in the Shareholders' Meeting Resolution;
- The Board of Memberhas strengthened governance, closely supervised and promptly directed the company's production and business activities, and has always strived to find effective business and investment methods to improve the company's production and business efficiency;
- The Board of Memberhas collaborated with the SupervisionBoard and other departments to effectively fulfill its assigned duties.

4. Activities of the Board of Directors' subcommittees (if any):

- The company does not establish subcommittees under the Board of Directors. The Board of Memberassigns specific areas of responsibility to its members.
- Person in charge of company administration: Mr. Chu Van Vuong.

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

No.	Number Resolution/Decision	Day	Content	Approval rate
01	01/NQ-TN-HĐQT	March 27, 2025	Through the extension of the time for holding the 2025 Annual General Meeting of Shareholders	100%
02	01A/NQ-TN-HĐQT	March 31, 2025	Approval has been granted for the lease of premises at 10B Trang Thi Street to Tiny Cafe Joint Stock Company	100%
03	010425/NQ-HĐQT/TNBike	April 10, 2025	Through borrowing capital from Vietnam Foreign Trade Commercial Bank - Ha Thanh Branch	100%
04	02/NQ-TN-HĐQT	April 17, 2025	Through the organization of the 2025 Annual General Meeting of Shareholders: Record date for shareholders: May 8th; Meeting date: June 18th, 2025	100%
05	02A/NQ-TN-HĐQT	April 23, 2025	Through the termination of business cooperation with Tiny Cafe Joint Stock Company	100%
06	03/NQ-TN-HĐQT	April 29, 2025	Through the 2025 General Shareholders' Meeting, it is proposed to dismiss Mr.	100%

No.	Number Resolution/Decision	Day	Content	Approval rate
			Pham Van Minh from the Board of Member and elect one additional member to replace him	
07	04/NQ-TN-HĐQT	May 5, 2025	Through the 2025 General Shareholders' Meeting, the following decisions are made: to dismiss Mr. Vu Ha Nam from the Board of Member and elect one new member to replace him; to dismiss Mr. Nguyen Ho Ngoc from the Supervision Board and elect one new member to replace him	100%
08	05/NQ-TN-HĐQT	June 3, 2025	Through loan financing, guarantee issuance, and credit approval at Military Commercial Joint Stock Bank - Trang An Branch	100%
09	06/NQ-TN-HĐQT	September 3, 2025	<ul style="list-style-type: none"> - Approved the policy of investing in infrastructure for the factory at Lot A2CN3, Tu Liem Industrial Cluster, Xuan Phuong, Hanoi - Through the policy of investing in infrastructure and machinery and equipment to support assembly and warehousing for the Southern Office at Lot 31, Street 3, Tan Tao Industrial Park, Tan Tao Ward, Ho Chi Minh City. - Estimated budget for the two aforementioned initiatives 	100%
10	07/NQ-TN-HĐQT	November 30, 2025	<ul style="list-style-type: none"> - Through financial settlement of uncollectible accounts receivable from Thien Lam Production, Service & Trading Joint Stock Company: VND 6,178,649,575 - Through the settlement of uncollectible accounts receivable from other parties: VND 1,956,932,543 	100%

III. Supervision Board/Audit Committee (2025 Report):

1. Information about members of the Supervision Board/Audit Committee:

No .	Members of the Supervision Board/Audit Committee	Position	Date of commencement/cessation of membership in the Supervision Board/Audit Committee	Professional qualifications
01	Mr. Nguyen Ho Ngoc	Prefect	<i>Start date: September 15, 2022</i> <i>No longer a TV with license plate number: 18/06/2025</i>	Bachelor of Economics - National Economics University
02	Ms. Nguyen Hong Thuy	Member Prefect	September 15, 2022 <i>June 18, 2025 (Board of Supervisors meets, elects the Head of the Supervision Board)</i>	Bachelor of Law - Hanoi Law University
03	Mr. Chu Van Vuong	Member	December 18, 2021	Bachelor of Business Administration - National Economics University
04	Mr. Bui Ngoc Son	Member	Approved and appointed by the 2025 Annual General Meeting of Shareholders: June 18, 2025	Bachelor of International Economics - Foreign Trade University, Hanoi

2. Meeting of the Supervision Board/Audit Committee:

No .	Members of the Supervision Board/Audit Committee	Number of meetings attended	Meeting attendance rate	Voting ratio	Reasons for not attending the meeting
01	Mr. Nguyen Ho Ngoc	03/04	75%	75%	Failure to attend one session as approved by the 2025 Annual General Meeting of Shareholders, effective from June 18, 2025
02	Ms. Nguyen Hong Thuy	04/04	100%	100%	
03	Mr. Chu Van Vuong	04/04	100%	100%	
04	Mr. Bui Ngoc Son	April 1st	25%	25%	Not attending 3 sessions due to appointment at the Annual General Meeting on June 18, 2025

3. Supervision activities of the Supervision Board/Audit Committee over the Board of Directors, the Executive Management Board, and shareholders:

- In 2025, the Supervision Board coordinated with various departments to review and examine the Board of Directors' submissions, resolutions, and decisions to implement the resolutions set forth at the annual General Meeting of Shareholders, assessing the targets achieved and those not yet met.

- The Supervision Board has inspected and monitored the implementation of the contents of the Annual General Meeting of Shareholders' Resolution, monitored the business operations and investment activities in the first six months of 2025, monitored the company's accounting documents and records; the management of accounts receivable and payment capacity; and the management and exploitation of assets, revenue, and expenses to analyze factors affecting business operations and investment, thereby making timely recommendations to the company.

Through its oversight activities, the Supervision Board has observed that the members of the Board of Directors, the General Director, the Deputy General Director, and the Executive Board have made great efforts to fulfill their responsibilities in managing and operating the company's production and business activities.

4. Coordination of activities between the Supervision Board/Audit Committee and the activities of the Board of Directors, the Executive Management Board, and other management personnel:

- The Supervision Board, along with the Board of Directors, the General Director, and other management personnel, has maintained a close working relationship and coordination based on the principle of serving the company's common interests, always respecting the rights and responsibilities of the Board of Directors, the General Director, and other management departments. The Supervision Board does not participate in voting or making decisions on matters outside its authority and complies with legal regulations when carrying out activities within its scope of authority.

- To effectively carry out its duties, the Supervision Board has communicated with various departments, units, and specialized divisions to promptly obtain information on the management and operation of the Board of Member and the General Director.

- The Supervision Board participated in meetings organized by the Board of Directors. At these meetings, the Supervision Board provided input on the content and performance of the Board of Member and the General Management Board, as well as on issues raised for discussion.

- The Supervision Board complies with current legal regulations and adheres to the decisions and directives of the General Meeting of Shareholders.

5. Other activities of the Supervision Board/Audit Committee (if any):

- The Supervision Board participated in the successful organization of the 2025 Annual General Meeting of Shareholders.

- Participate in the company's governance report for the first six months of 2025 and the 2025 governance report.

IV. Board of Directors

No.	Member Board of Directors	Date of birth	Professional qualifications	Date of appointment/dismissal of Executive Board members
01	Mr. Dinh Vu Minh Viet	February 23, 1989	Applied Computer Engineering - Hanoi Open University	March 26, 2020
02	Mr. Phi Trong Thanh	September 24, 1976	Computer Engineer - Phuong Dong Private University	02/05/2024

V. Chief Accountant

Full name	Date year of birth	Professional qualifications	Date of appointment dismissal
Tran Thanh Trung	November 29, 1988	Bachelor of Accounting - National Economics University	April 13, 2017

VI. Training in corporate governance

The corporate governance training courses attended by members of the Board of Directors, members of the Supervision Board, the CEO, other management officers, and the Company Secretary are in accordance with corporate governance regulations:

According to Official Letter No. 1281/SGDHN-QLNY dated June 12, 2025, from the Hanoi Stock Exchange regarding participation in corporate governance training and information disclosure to be held on June 27, 2025, in Da Nang, the Company has sent two staff members to participate (Mr. Dinh Vu Minh Viet - Member of the Board of Directors, General Director and Mr. Tran Thanh Trung - Chief Accountant).

The company will continue to send its staff to participate in corporate governance courses to enhance their business management capabilities in the future (if any).

VII. List of related parties of a public company (2025 Report) and transactions of related parties with the Company itself:

1. List of company associates:

No.	Name of organization/in dividual	Securities trading account (if any)	Job title at the company (if any)	NSH Certificate Number*, NC, issuing authority	Head office address Contact address	The starting point is when the person is involved	The point at which one is no longer involved.	Reas on	Relation ship with the compan y
1	Vu Ngoc Tu		Chairman of the Board			December 28, 2021			Insider

No.	Name of organization/in dividual	Securities trading account (if any)	Job title at the company (if any)	NSH Certificate Number*, NC, issuing authority	Head office address Contact address	The starting point is when the person is involved	The point at which one is no longer involved.	Reas on	Relation ship with the compan y
1.01	Vu Van Dac		Do not have			December 28, 2021			Father
1.02	Nguyen Thi Thoa		Do not have			December 28, 2021			Mother
1.03	Luong Ngoc Tuyen		Do not have			December 28, 2021			Father in law
1.04	Nguyen Thi Tuyet Trinh		Do not have			December 28, 2021			Mother in law
1.05	Vu Minh Hieu		Do not have			December 28, 2021			Younger brother
1.06	Luong Minh Thuy		Do not have			December 28, 2021			Wife
1.07	Vu My An		Do not have			December 28, 2021			My daughter is still young
1.08	Vu Vinh Khang		Do not have			December 28, 2021			Boy Still young
1.09	VCP Construction and Energy Joint Stock Company		Do not have			December 28, 2021			
1.10	VSD Investment Joint Stock Company		Do not have			December 28, 2021			
1.11	Nam La Hydropower Joint Stock Company		Do not have			December 28, 2021			
1.12	CRE Vietnam Technology Co., Ltd.		Do not have			December 28, 2021			
1.13	Green Marble Joint Stock Company		Do not have			December 28, 2021			
1.14	Dak Robaye Hydropower Company Limited		Do not have			December 28, 2021			

No.	Name of organization/in dividual	Securities trading account (if any)	Job title at the company (if any)	NSH Certificate Number*, NC, issuing authority	Head office address Contact address	The starting point is when the person is involved	The point at which one is no longer involved.	Reason	Relationship with the company
2	Dinh Vu Minh Viet		Board Member, General Director			December 28, 2021			Insider
2.01	Dinh Vu Uong		Do not have			December 28, 2021			Father Lost
2.02	Tran Thi Sen		Do not have			December 28, 2021			Mother
2.03	Tran Kim Dinh		Do not have			December 28, 2021			Father in law
2.04	Le Thi Thanh Huyen					December 28, 2021			Mother in law Lost
2.05	Tran Hang My		Do not have			December 28, 2021			Wife
2.06	Dinh Vu Minh Quang		Do not have			December 28, 2021			Boy Still young
2.07	Dinh Vu Minh Anh		Do not have			December 28, 2021			Daughter Still young
2.08	Dinh Vu Minh Phu		Do not have			December 28, 2021			Older brother
2.09	Nguyen Thi Thu Nguyen		Do not have			December 28, 2021			Sister-in-law
3	Phi Trong Thanh		Board Member. Deputy General Director			June 26, 2024			Insider
3.01	Phi Danh Thom		Do not have			June 26, 2024			Father
3.02	Nguyen Thi Dinh		Do not have			June 26, 2024			Mother
3.03	Le Dinh Phong		Do not have			June 26, 2024			Father in law
3.04	Bui Thi Hue		Do not have			June 26, 2024			Mother in law Lost
3.05	Le Thi Wishing Quynh well		Do not have			June 26, 2024			Wife

No.	Name of organization/in dividual	Securities trading account (if any)	Job title at the company (if any)	NSH Certificate Number*, NC, issuing authority	Head office address Contact address	The starting point is when the person is involved	The point at which one is no longer involved.	Reason	Relationship with the company
3.06	Phi Gia Minh		Do not have			June 26, 2024			Boy
3.07	Phi Gia Huy		Do not have			June 26, 2024			Boy
3.08	Phi Thi Thu Ha		Do not have			June 26, 2024			Older sister
3.09	Nguyen Hoang Tung		Do not have			June 26, 2024			Brother in law
4.	Nguyen Van Tuan		Board Member, Factory Director			June 18, 2025		Appoint	Insider
4.01	Nguyen Van Dung		Do not have			June 18, 2025			Father
4.02	Duong Thi Hao		Do not have			June 18, 2025			Mother
4.03	Le Van Ha		Do not have			June 18, 2025			Father in law Lost
4.04	Tran Thi Lan		Do not have			June 18, 2025			Mother in law
4.05	Le Thi Hue		Do not have			June 18, 2025			Wife
4.06	Nguyen Dang Viet Cuong		Do not have			June 18, 2025			Boy Still young
4.07	Nguyen Dang Cong Minh		Do not have			June 18, 2025			Boy Still young
4.08	Nguyen Van Ninh		Do not have			June 18, 2025			Younger brother
4.09	Dao Thuy Duong		Do not have			June 18, 2025			Sister in law
5	Vu Thi Phuong		Board Member, Deputy Head of Purchasing Department			June 18, 2025		Appoint	Insider
5.01	Pham Quang Chuc		Do not have						Father in law Lost

No.	Name of organization/in individual	Securities trading account (if any)	Job title at the company (if any)	NSH Certificate Number*, NC, issuing authority	Head office address Contact address	The starting point is when the person is involved	The point at which one is no longer involved.	Reason	Relationship with the company
5.02	Nguyen Thi Phe		Do not have			June 18, 2025			Mother in law
5.03	Vu Duy Hao		Do not have			June 18, 2025			Father
5.04	Tran Thi Mo		Do not have			June 18, 2025			Mother
5.05	Pham Quang Trung		Do not have			June 18, 2025			Husband
5.06	Vu Thi Yen		Do not have			June 18, 2025			Younger sister
5.07	Bui Huu Lam		Do not have			June 18, 2025			Brother-in-law
5.08	Pham Quang Anh		Do not have			June 18, 2025			Boy Still young
5.09	Pham Quang Minh Anh		Do not have			June 18, 2025			Boy Still young
5.10	Pham Vu Phuong Thao		Do not have			June 18, 2025			Daughter Still young
6	Tran Thanh Trung		Chief Accountant			April 13, 2017			Insider
6.01	Tran Doan Dung		Do not have			April 13, 2017			Father
6.02	Le Thi Hang		Do not have			April 13, 2017			Mother
6.03	Tran Van Bong		Do not have			April 13, 2017			Father-in-law
6.04	Tran Thi Dinh		Do not have			April 13, 2017			Mother-in-law
6.05	Tran Thi Mai Thoa		Do not have			April 13, 2017			Wife
6.06	Tran Le Viet Linh		Do not have			April 13, 2017			Boy Still young
6.07	Tran Le Hai Dang		Do not have			April 13, 2017			Boy Still young
6.08	Tran Trung Duc		Do not have			April 13, 2017			Younger brother
6.09	Tran Thi Thu Hang		Do not have			April 13, 2017			Sister-in-law

No.	Name of organization/in individual	Securities trading account (if any)	Job title at the company (if any)	NSH Certificate Number*, NC, issuing authority	Head office address Contact address	The starting point is when the person is involved	The point at which one is no longer involved.	Reason	Relationship with the company
7	Nguyen Hong Thuy		Head of Supervision Board, Deputy Head of Human Resources Department			September 15, 2022			Insider Patient's Date of Birth: June 18, 2025
7.01	Nguyen Phuc Anh		Do not have			September 15, 2022			Father
7.02	Nguyen Thi Thanh		Do not have			September 15, 2022			Mother
7.03	Nguyen Minh Tan		Do not have			September 15, 2022			Older brother
7.04	Pham Thi Thuy		Do not have			September 15, 2022			Sister-in-law
7.05	Nguyen Thi Ha		Do not have			September 15, 2022			Younger sister
7.06	Tran Van Duc		Do not have			September 15, 2022			Brother-in-law
7.07	Nguyen Thi Thu Huong		Do not have			September 15, 2022			Younger sister
7.08	Vu Ngoc Thuan		Do not have			September 15, 2022			Brother-in-law
8	Chu Van Vuong		Member of the Supervision Board, Head of Corporate Governance, Head of Human Resources and Head of Quality Control			December 18, 2021			Insider
8.01	Chu Van Kinh		Do not have			December 18, 2021			Father
8.02	Dang Thi Tan		Do not have			December 18, 2021			Mother
8.03	Lai Hong Lam		Do not have			December 18, 2021			Father-in-law Lost

No.	Name of organization/in dividual	Securities trading account (if any)	Job title at the company (if any)	NSH Certificate Number*, NC, issuing authority	Head office address Contact address	The starting point is when the person is involved	The point at which one is no longer involved.	Reason	Relation ship with the company
8.04	Tran Thi Thai		Do not have			December 18, 2021			Mother-in-law
8.05	Lai Thi Thin		Do not have			December 18, 2021			Wife
8.06	Chu Quynh Anh		Do not have			December 18, 2021			Daughter
8.07	Chu Thao Vy		Do not have			December 18, 2021			Daughter
8.08	Chu Binh An		Do not have			December 18, 2021			Boy Still young (ID card)
8.09	Chu Van Thinh		Do not have			December 18, 2021			Older brother
8.10	Nguyen Thi Dien		Do not have			December 18, 2021			Sister-in-law
8.11	Chu Thi Tinh		Do not have			December 18, 2021			Younger sister
8.12	Nguyen Van Loc		Do not have			December 18, 2021			Brother-in-law
8.13	Chu Van Bang		Do not have			December 18, 2021			Younger brother
8.14	Phan Thi Duyen		Do not have			December 18, 2021			Sister-in-law
9	Bui Ngoc Son		Supervision Board Member			June 18, 2025		Appoint	Insider
9.01	Bui Dinh Nhu		Do not have			June 18, 2025			Father
9.02	Vu Thi Loan		Do not have			June 18, 2025			Mother
9.03	Bui Ngoc Diep		Do not have			June 18, 2025			Older sister
9.04	Bui Thi Cam My		Do not have			June 18, 2025			Older sister
9.05	VSD Investment Joint Stock Company		Do not have			June 18, 2025			

2. Transactions between the company and its related parties; or between the company and major shareholders, insiders, or related parties of insiders: None.

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

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

4.1. Transactions between the company and companies where members of the Board of Directors, members of the SupervisionBoard, Directors (General Directors) and other managers have been founding members or members of the Board of Directors, Directors (General Directors) in charge during the past three (03) years (calculated at the time of report preparation): None.

4.2. Transactions between the company and companies where related parties of Board of Membermembers, SupervisionBoard members, Directors (General Directors) and other managers are members of the Board of Directors, Directors (General Directors): None.

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

VIII. Insider trading and trading of shares by insiders and related parties of insiders (2025):

1. List of insiders and related parties of insiders:

No.	Full name	Securities trading account (if any)	Job title at the company (if any)	ID/Passport number, NC, place of issue	Contact address	Number of shares held at the end of the period	Ending stock ownership ratio	Note
1	Vu Ngoc Tu		Chairman of the Board			0	0	Insider
1.01	Vu Van Dac		Do not have			0	0	Father
1.02	Nguyen Thi Thoa		Do not have			0	0	Mother
1.03	Luong Ngoc Tuyen		Do not have			0	0	Father in law
1.04	Nguyen Thi Tuyet Trinh		Do not have			0	0	Mother in law
1.05	Vu Minh Hieu		Do not have			0	0	Younger brother
1.06	Luong Minh Thuy		Do not have			0	0	Wife
1.07	Vu My An		Do not have			0	0	My daughter is still young
1.08	Vu Vinh Khang		Do not have			0	0	Boy Still young
1.09	VCP Construction and Energy Joint Stock Company		Do not have			0	0	
1.10	VSD Investment Joint Stock Company		Do not have			9,879,225	41,684	
1.11	Nam La Hydropower		Do not have			0	0	

No.	Full name	Securities trading account (if any)	Job title at the company (if any)	ID/Passport number, NC, place of issue	Contact address	Number of shares held at the end of the period	Ending stock ownership ratio	Note
	Joint Stock Company							
1.12	CRE Vietnam Technology Co., Ltd.		Do not have			0	0	
1.13	Green Marble Joint Stock Company		Do not have			0	0	
1.14	Dak Robaye Hydropower Company Limited		Do not have			0	0	
2	Dinh Vu Minh Viet		Board Member, General Director			79,502	0.335	Insider
2.01	Dinh Vu Uong		Do not have			0	0	Father Lost
2.02	Tran Thi Sen		Do not have			0	0	Mother
2.03	Tran Kim Dinh		Do not have			0	0	Father in law
2.04	Le Thi Thanh Huyen		Do not have			0	0	Mother in law Lost
2.05	Tran Hang My		Do not have			0	0	Wife
2.06	Dinh Vu Minh Quang		Do not have			0	0	Boy Still young
2.07	Dinh Vu Minh Anh		Do not have			0	0	Daughter Still young
2.08	Dinh Vu Minh Phu		Do not have			0	0	Older brother
2.09	Nguyen Thi Thu Nguyen		Do not have			0	0	Sister in law
3	Phi Trong Thanh		Board Member, Deputy General Director			0	0	Insider
3.01	Phi Danh Thom		Do not have			0	0	Father
3.02	Nguyen Thi Dinh		Do not have			0	0	Mother
3.03	Le Dinh Phong		Do not have			0	0	Father in law

No.	Full name	Securities trading account (if any)	Job title at the company (if any)	ID/Passport number, NC, place of issue	Contact address	Number of shares held at the end of the period	Ending stock ownership ratio	Note
3.04	Bui Thi Hue		Do not have			0	0	Mother in law Lost
3.05	Le Thi Chuc Quynh		Do not have			0	0	Wife
3.06	Phi Gia Minh		Do not have			0	0	Boy
3.07	Phi Gia Huy		Do not have			0	0	Boy
3.08	Phi Thi Thu Ha		Do not have			0	0	Older sister
3.09	Nguyen Hoang Tung		Do not have			0	0	Brother in law
4	Nguyen Van Tuan		Board Member, Factory Director			500	0.002	Insider 2025 Annual General Meeting of Shareholders, Board of Member Meeting, June 18, 2025
4.01	Nguyen Van Dung		Do not have			0	0	Father
4.02	Duong Thi Hao		Do not have			0	0	Mother
4.03	Le Van Ha		Do not have			0	0	Father-in-law Lost
4.04	Tran Thi Lan		Do not have			0	0	Mother-in-law
4.05	Le Thi Hue		Do not have			0	0	Wife
4.06	Nguyen Dang Viet Cuong		Do not have			0	0	Boy Still young
4.07	Nguyen Dang Cong Minh		Do not have			0	0	Boy Still young
4.08	Nguyen Van Ninh		Do not have			0	0	Younger brother
4.09	Dao Thuy Duong		Do not have			0	0	sister-in-law
5	Vu Thi Phuong		Board Member, Deputy Head of Purchasing Department			0	0	Insider General Meeting of Shareholders and Board of Directors, June 18, 2025

No.	Full name	Securities trading account (if any)	Job title at the company (if any)	ID/Passport number, NC, place of issue	Contact address	Number of shares held at the end of the period	Ending stock ownership ratio	Note
5.01	Pham Quang Chuc		Do not have			0	0	Father-in-law Lost
5.02	Nguyen Thi Phe		Do not have			0	0	Mother-in-law
5.03	Vu Duy Hao		Do not have			0	0	Father
5.04	Tran Thi Mo		Do not have			0	0	Mother
5.05	Pham Quang Trung		Do not have			0	0	Husband
5.06	Vu Thi Yen		Do not have			0	0	Younger sister
5.07	Bui Huu Lam		Do not have			0	0	Brother-in-law
5.08	Pham Quang Anh		Do not have			0	0	Boy Still young
5.09	Pham Quang Minh Anh		Do not have			0	0	Boy Still young
5.10	Pham Vu Phuong Thao		Do not have			0	0	Daughter Still young
6	Tran Thanh Trung		Chief Accountant			0	0	Insider
6.01	Tran Doan Dung		Do not have			0	0	Father
6.02	Le Thi Hang		Do not have			0	0	Mother
6.03	Tran Van Bong		Do not have			0	0	Father-in-law
6.04	Tran Thi Dinh		Do not have			0	0	Mother-in-law
6.05	Tran Thi Mai Thoa		Do not have			1,700	0.007	Wife
6.06	Tran Le Viet Linh		Do not have			0	0	Boy Still young
6.07	Tran Le Hai Dang		Do not have			0	0	Boy Still young
6.08	Tran Trung Duc		Do not have			0	0	Younger brother

No.	Full name	Securities trading account (if any)	Job title at the company (if any)	ID/Passport number, NC, place of issue	Contact address	Number of shares held at the end of the period	Ending stock ownership ratio	Note
6.09	Tran Thi Thu Hang		Do not have			0	0	Sister-in-law
7	Nguyen Hong Thuy		Head of the Supervision Board, Deputy Head of Human Resources Department			1,000	0.004	Insider Appointment of Supervision Board on June 18, 2025
7.01	Nguyen Phuc Anh		Do not have			0	0	Father
7.02	Nguyen Thi Thanh		Do not have			0	0	Mother
7.03	Nguyen Minh Tan		Do not have			0	0	Older brother
7.04	Pham Thi Thuy		Do not have			0	0	Sister-in-law
7.05	Nguyen Thi Ha		Do not have			0	0	Younger sister
7.06	Tran Van Duc		Do not have			0	0	Brother-in-law
7.07	Nguyen Thi Thu Huong		Do not have			0	0	Younger sister
7.08	Vu Ngoc Thuan		Do not have			0	0	Brother-in-law
8	Chu Van Vuong		Member of the Supervision Board, Head of Corporate Administration, Head of Human Resources and Head of Quality Control			300	0.001	Insider
8.01	Chu Van Kinh		Do not have			0	0	Father
8.02	Dang Thi Tan		Do not have			0	0	Mother
8.03	Lai Hong Lam		Do not have			0	0	Father-in-law Lost
8.04	Tran Thi Thai		Do not have			0	0	Mother-in-law
8.05	Lai Thi Thin		Do not have			0	0	Wife

No.	Full name	Securities trading account (if any)	Job title at the company (if any)	ID/Passport number, NC, place of issue	Contact address	Number of shares held at the end of the period	Ending stock ownership ratio	Note
8.06	Chu Quynh Anh		Do not have			0	0	Daughter
8.07	Chu Thao Vy		Do not have			0	0	Daughter
8.08	Chu Binh An		Do not have			0	0	Boy Still young
8.09	Chu Van Thinh		Do not have			0	0	Older brother
8.10	Nguyen Thi Dien		Do not have			0	0	Sister-in-law
8.11	Chu Thi Tinh		Do not have			0	0	Younger sister
8.12	Nguyen Van Loc		Do not have			0	0	Brother-in-law
8.13	Chu Van Bang		Do not have			0	0	Younger brother
8.14	Phan Thi Duyen		Do not have			0	0	Sister-in-law
9	Bui Ngoc Son		Supervision Board Member			0	0	Insider The 2025 Annual General Meeting will elect members of the Supervision Board on June 18, 2025
9.01	Bui Dinh Nhu		Do not have			0	0	Father
9.02	Vu Thi Loan		Do not have			0	0	Mother
9.03	Bui Ngoc Diep		Do not have			0	0	Older sister
9.04	Bui Thi Cam My		Do not have			0	0	Older sister
9.05	VSD Investment Joint Stock Company		Do not have			0	0	Head of Internal Control

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

No.	The person executing the transaction	Relationships with insiders	Number of shares owned at the beginning of the period		Number of shares held at the end of the period		Reasons for increase or decrease (buying, selling, converting, rewarding, etc.)
			<i>Number of shares</i>	<i>Proportion</i>	Number of shares	Proportion	

IX. Other points to note:

1. Authority to sign the 2025 governance report:

Mr. Dinh Vu Minh Viet - General Director, is authorized to sign and publish information on behalf of Thong Nhat Hanoi Joint Stock Company according to Authorization Letter No. 52/GUQ-TNHN dated May 9, 2025 (information has been published in accordance with regulations).

2. Report by Trinh Nguyen Khanh (major shareholder):

2.1 On March 10, 2025, the Company received a report from shareholder Trinh Nguyen Khanh (major shareholder) regarding changes in ownership by major shareholders, investors holding 5% or more of the shares/closed-end fund certificates, as follows:

- Trading account with securities TNV: 064C678678 at DNSE Securities Joint Stock Company.
- Number and percentage of shares before the transaction: 2,884,772 shares, equivalent to an ownership stake of 12.17%.
- Number of shares bought/sold/transferred/received/exchanged that caused the ownership percentage to change above the threshold (1%): 44,101 shares.
- Number and percentage of shares held after the transaction: 2,840,671 shares, equivalent to an ownership stake of 11.99%.
- Reason for change of ownership: realizing profits due to the stock price increasing to meet expectations.
- Date of transaction that changes ownership ratio: March 10, 2025.

2.2 On November 19, 2025, the Company received a report from shareholder Trinh Nguyen Khanh (major shareholder) reporting on changes in ownership of major shareholders, investors holding 5% or more of the reported shares/closed-end fund certificates, and reporting on the date he ceased to be the largest shareholder, investor holding 5% or more of the reported shares/closed-end fund certificates, as follows:

- Trading account with securities TNV: 064C678678 at DNSE Securities Joint Stock Company.
- Number and percentage of shares before the transaction: 2,722,471 shares, equivalent to an ownership stake of 11.49%.
- The number of shares bought/sold/transferred/received/exchanged that caused the ownership percentage to change above the threshold (1%): 2,722,471 shares, equivalent to an ownership percentage of 11.49%.
- Number and percentage of shares held after the transaction: 0 shares, equivalent to an ownership percentage of 0.00%.
- Reason for change of ownership: portfolio restructuring.
- Date of transaction that changes ownership ratio: November 19, 2025.

Recipient:

- As above;
- Saved: HR.

**THONG NHAT HA NOI
JOINT STOCK COMPANY**

(Signature, full name, and seal)



TỔNG GIÁM ĐỐC

Dinh Vũ Minh Việt