

**REPORT ON COMPANY GOVERNANCE  
(Year 2024)**

**Respectfully addressed to:** - State Securities Commission of Vietnam  
- Hanoi Stock Exchange

- Company name: Thien Quang Group Joint Stock Company
- Head office address: Trung Trac Commune, Van Lam District, Hung Yen Province
- Tel.: 0321.3997185 Fax: 0321.3980908
- Charter capital: **VND 318,433,050,000** (*In words: Three hundred eighteen billion four hundred thirty-three million zero hundred fifty thousand Vietnamese dongs*).
- Stock code: ITQ
- Exchange: HNX
- Company governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors and General Director
- Regarding the implementation of internal audit function: Not yet implemented.

**I. ACTIVITIES OF THE GENERAL MEETING OF SHAREHOLDERS:**

No.	Resolution No.	Date of Resolution	Content
1	Resolution of the 2024 Annual General Meeting of Shareholders No. 2704/2024/NQ-HDQT	April 27, 2024	<ol style="list-style-type: none"><li>1. Approval of the Board of Management's Report on the results of production and business activities in 2023 and the production and business plan for 2024;</li><li>2. Approval of the Board of Directors' Report on the Board of Directors' management and performance in 2023 and the plan for 2024;</li><li>3. Approval of the Board of Supervisors' Report in 2023 and the plan for 2024;</li><li>4. Approval of the Audited Financial Statements Submission in 2023;</li><li>5. Approval of the Submission on the selection of an auditor for the Financial Statements in 2024;</li><li>6. Approval of the Submission on the</li></ol>

			remuneration of the Board of Directors and the Board of Supervisors; 7. Approval of the Proposal on profit distribution for 2023 and dividend distribution plan for 2024;
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## II. ACTIVITIES OF THE BOARD OF DIRECTORS:

### 1. Information about Board of Directors (BOD) members:

No.	Members of the Board of Directors	Position	Date of commencement / Cessation of membership of the Board of Directors / Independent Board of Directors	
			Date of appointment	Date of dismission
1	Mr. Nguyen Van Quang	Chairman of the Board of Directors	April 25, 2020	-
2	Mr. Pham Bao Duong	Member of the Board of Directors	April 25, 2020	-
3	Mr. Le Quyet Tien	Member of the Board of Directors	April 25, 2020	-

### 2. Board of Directors Meetings

In 2024, the Board of Directors held 5 meetings.

No.	Members of the Board of Directors	Number of Board of Directors meetings attended	Meeting attendance rate	Reason for not attending the meeting
1	Mr. Nguyen Van Quang	05/05	100%	
2	Mr. Pham Bao Duong	05/05	100%	
3	Mr. Le Quyet Tien	05/05	100%	

### 3. Supervisory activities of the Board of Directors towards the Board of Management:

In 2024, the Board of Directors has regularly supervised the activities of the Board of Management and managers in implementing the assigned tasks and objectives through regular meetings held during the year. The members of the Board of Management are all qualified, capable and qualified, fully trained in their expertise, knowledgeable in their assigned fields and have many years of experience in management.

In general, in 2024, the Board of Management of the Company has strived to complete all operational tasks of the Company as well as implement the policies of the Board of Directors according to the issued Resolution, in accordance with the regulations of the Company and the Law.



**4. Activities of the subcommittees under the Board of Directors:**

None.

**5. Resolutions /Decisions of the Board of Directors:**

No.	Resolution/ Decision No.	Date of Resolution/ Decision	Content	Approval rate
1	2704/2024/NQ- HDQT	April 27, 2024	Resolution of the 2024 Annual General Meeting of Shareholders	100%
2	2406/2024/NQ- HDQT	June 24, 2024	Selection of an auditor for the Financial Statements in 2024;	100%
3	2007/2024/NQ- HDQT	July 20, 2024	Report on production and business results for the first 6 months of 2024, plan for the third quarter of 2024	100%
4	25102024/NQ- HDQT	October 25, 2024	Report on business results for the third quarter of 2024 and business plan for the fourth quarter of 2024	100%
5	15012025NQ- HDQT	January 15, 2025	Report on business results in the fourth quarter of 2024, and business plan for 2025	100%

**III. BOARD OF SUPERVISORS**

**1. Information about Board of Supervisors (BOS) members:**

No.	Members Board of Supervisors	Position	Date of commencement as a member of the Board of Supervisors	Professional qualifications
1	Mr. Dang Ngoc Phan	Head of the Board of Supervisors	April 25, 2020	Bachelor of Economics
2	Mrs. Nguyen Thi Cao Lien	Supervisor	April 25, 2020	Bachelor of Economics
3	Mrs. Cao Thi Huyen	Supervisor	April 25, 2020	Bachelor of Economics

**2. Board of Supervisors Meetings**

No.	Members Board of Supervisors	Number the meetings attended	Meeting attendance rate	Voting ratio	Reason for not attending the meeting
1	Mr. Dang Ngoc Phan	02/02	100%	100%	
2	Mrs. Nguyen Thi Cao Lien	02/02	100%	100%	

3	Mrs. Cao Thi Huyen	02/02	100%	100%	
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**3. Supervisory activities of the Board of Supervisors towards the Board of Directors, Board of Management and shareholders**

❖ ***Supervisory activities towards the Board of Directors***

The Board of Directors has implemented the Resolution of the General Meeting of Shareholders passed at the Annual General Meeting of Shareholders. The Board of Directors holds quarterly meetings to resolve issues under the authority of the Board of Directors in accordance with the provisions of law and the Resolution of the General Meeting of Shareholders.

The Board of Directors' Resolution in 2024 focused on directing the implementation of the Company's production and business plan.

The meeting format, content, meeting minutes, Resolutions, Decisions and documents of the Board of Directors shall comply with the Law on Enterprises and the Company's Charter.

❖ ***Supervisory activities towards the Board of Management***

The Board of Management has complied with the provisions of law in management and operation as well as in transactions according to the provisions of the Company Charter and the Resolutions of the General Meeting of Shareholders to achieve the set goals and strategies, ensuring the interests of shareholders.

❖ ***Supervisory activities towards shareholders***

The company has done a good job of disclosing information in accordance with current regulations, promptly and accurately.

**4. The coordination of activities between the Board of Supervisors and the Board of Directors, Board of Management and other managers**

With a sense of responsibility, constructiveness and cooperation during the operations, the Board of Supervisors always coordinates, exchanges and frankly contributes opinions to the Board of Directors and the Board of Management in meetings, Resolutions and Decisions of the Board of Directors and the Board of Management in accordance with the Board of Directors' goals and policies and regulations.

The Board of Supervisors has been provided with full information on the decisions of the Board of Directors and the Board of Management, and has received favorable conditions from the Company's departments in providing documents and records to serve the inspection and control work.

**5. Other activities of the Board of Supervisors**

None.

**IV. EXECUTIVE BOARD**



No.	Members of the Executive Board	Date of birth	Professional qualifications	Date of appointment of Executive Board members
1	Mr. Pham Quang Trung (General Director)	December 17, 1983		April 28, 2020
2	Mrs. Nguyen Dieu Linh (Deputy General Director )	September 13, 1979	Bachelor of Economics	April 28, 2020
3	Mr. Hoang Anh Son (Deputy General Director )	August 26, 1977	Bachelor of Economics	April 28, 2020

## V. CHIEF ACCOUNTANT

Full name	Date of birth	Professional qualifications	Date of appointment
Mrs. Phan Thi Hoai Thuong (Chief Accountant)	January 01, 1982	Bachelor of Economics	April 28, 2020

## VI. COMPANY MANAGEMENT TRAINING

The company continues to create all conditions for staff to participate in training to improve their knowledge of corporate governance organized by competent authorities.

## 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: *attached Appendix 01*.
2. Transactions between the company and related persons of the company; or between the company and major shareholders, insiders, related persons of insiders: None
3. Transactions between company insiders, related parties of insiders and subsidiary company, companies under the management of the company: None.
4. Transactions between the company and other parties: None.
- 4.1. Transactions between the company and companies in which members of the Board of Directors, members of the Board of Supervisors, Directors and other managers have been and are founding members or members of the Board of Directors, Chief Executive Officer within the past three (03) years (as of the time of reporting): None.
- 4.2. Transactions between the company and companies in which related persons of members of the Board of Directors, members of the Board of Supervisors, Directors and other managers are members of the Board of Directors or Chief Executive Officer: None.
- 4.3. Other transactions of the company (if any) that may bring material or immaterial benefits to members of the Board of Directors, members of the Board of Supervisors, Directors and other managers: None.

**VIII. TRADING IN SHARES OF INSIDERS AND RELATED PERSONS OF INSIDERS:**

1. List of insiders and related persons of insiders: *attached Appendix 03.*
2. Transactions of insiders and related persons on shares of the Company: *attached Appendix 04.*

**IX. OTHER CONSIDERATIONS:** None.

**CHAIRMAN OF THE BOARD OF  
DIRECTORS**



**Nguyen Van Quang**

**APPENDIX 01: LIST OF RELATED PERSONS OF THE COMPANY**

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	Owner's Certificate Number *, Date of issue, Place of issue	Head office address/ Contact address	Date of commencement as a related person	Date of ceasing to be a related person	Reason	Relationship with the Company
<b>I</b>	<b>BOARD OF DIRECTORS</b>								
<b>1</b>	<b>Mr. Nguyen Van Quang</b>		<b>Chairman of the Board of Directors</b>	<b>No. 001071005237</b> <b>Date of issue:</b> <b>August 21, 2021</b> <b>Place of issue: Director General of the Police Department</b>	<b>Anh Dao Villa 9-16 Vinhomes Riverside, Viet Hung Ward, Long Bien District, Hanoi</b>	<b>April 25, 2020</b>	<b>-</b>		<b>Insider</b>
<b>-</b>	<i>Related persons (Presented in Appendix 03)</i>								Related peson
<b>2</b>	<b>Mr. Pham Bao Duong</b>		<b>Member of the Board of Directors</b>	<b>No. 001083019890</b> <b>Date of issue:</b> <b>June 14, 2022</b> <b>Place of issue: Director General of the Police Department</b>	<b>AD 8-20, Vinhomes Riverside Urban Area, Viet Hung, Long Bien, Hanoi</b>	<b>April 25, 2020</b>	<b>-</b>		<b>Insider, Company Manager</b>
<b>-</b>	<i>Related persons (Presented in Appendix 03)</i>								Related peson
<b>3</b>	<b>Mr. Le Quyet Tien</b>		<b>Member of the Board of Directors</b>	<b>No. 017078000065</b> <b>Date of issue:</b> <b>April 27, 2021</b> <b>Place of issue: Director General of the Police</b>	<b>241 Nguyen Van Cu, Long Bien, Hanoi</b>	<b>April 25, 2020</b>	<b>-</b>		<b>Insider, Company Manager</b>



No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	Owner's Certificate Number *, Date of issue, Place of issue	Head office address/ Contact address	Date of commencement as a related person	Date of ceasing to be a related person	Reason	Relationship with the Company
-	<i>Related persons (Presented in Appendix 03)</i>			Department					Related person
<b>II BOARD OF SUPERVISORS</b>									
<b>1</b>	<b>Mr. Dang Ngoc Phan</b>		Head of the Board of Supervisors	No. 034078000744 Date of issue: December 03, 2014 Place of issue: Director General of the Police Department	P206-N9-Dong Tau, Thinh Liet, Hoang Mai, Hanoi	April 25, 2020	-		Insider
-	<i>Related persons (Presented in Appendix 03)</i>								Related person
<b>2</b>	<b>Mrs. Cao Thi Huyen</b>		Supervisor	No. 033191005940 Date of issue: April 25, 2021 Place of issue: Director General of the Police Department	Tuan Di, Trung Trac, Van Lam, Hung Yen	April 25, 2020	-		Insider
-	<i>Related persons (Presented in Appendix 03)</i>								Related person
<b>3</b>	<b>Mrs. Nguyen Thi Cao Lien</b>		Supervisor	No. 027180000040 Date of issue: April 11, 2014	P1280, 130 Apartment Building, Nguyen	April 25, 2020	-		Insider



No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	Owner's Certificate Number *, Date of issue, Place of issue	Head office address/ Contact address	Date of commencement as a related person	Date of ceasing to be a related person	Reason	Relationship with the Company
-	<i>Related persons (Presented in Appendix 03)</i>			Place of issue: Director General of the Police Department	Duc Canh Street, Tuong Mai Ward, Hoang Mai District, Hanoi				
-	<i>Related persons (Presented in Appendix 03)</i>								Related person
<b>III EXECUTIVE BOARD</b>									
1	Mr. Pham Quang Trung		General Director	No. 064083000001 Date of issue: April 24, 2021 Place of issue: Director General of the Police Department	P1101 GH14 CT17 Viet Hung Urban Area, Long Bien, Hanoi	April 28, 2020			Insider
-	<i>Related persons (Presented in Appendix 03)</i>								Related person
2	Mrs. Nguyen Dieu Linh		Deputy General Director	No. 001179006756 Date of issue: April 8, 2021 Place of issue: Director General of the Police Department	Anh Dao Villa 9-16 Vinhomes Riverside, Viet Hung Ward, Long Bien District, Hanoi	April 28, 2020			Insider
-	<i>Related persons (Presented in Appendix 03)</i>								Related person

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	Owner's Certificate Number *, Date of issue, Place of issue	Head office address/ Contact address	Date of commencement as a related person	Date of ceasing to be a related person	Reason	Relationship with the Company
3	Mr. Hoang Anh Son		Deputy General Director	No. 001077005680 Date of issue: April 25, 2021 Place of issue: Director General of the Police Department	P302 K14 Viet Hung Urban Area, Giang Bien, Long Bien, Hanoi	April 28, 2020			Insider
-	Related persons (Presented in Appendix 03)								Related person
4	Mrs. Phan Thi Hoai Thuong		Chief Accountant	No. 04182000835 Date of issue: November 22, 2021 Place of issue: Director General of the Police Department	P1116 CT3BX2, Bac Linh Dam, Hoang Liet, Hoang Mai, Hanoi	April 28, 2020	-		Insider
-	Related persons (Presented in Appendix 03)								Related person
IV	PARENT COMPANY, SUBSIDIARY COMPANY								
V	INDIVIDUALS/ORGANIZATIONS HOLDING MORE THAN 10% OF THE COMPANY'S CHARTER CAPITAL								



**APPENDIX 02: TRANSACTIONS BETWEEN THE COMPANY AND RELATED PERSONS OF THE COMPANY OR BETWEEN THE COMPANY AND MAJOR SHAREHOLDERS, INSIDERS, AND RELATED PERSONS OF INSIDERS**

No.	Name of organization/ individual	Relationship with the Company	Owner's Certificate Number *, Date of issue, Place of issue	Head office address/Contact address	Time of transaction with the Company	Resolution/Decision number approved by the General Meeting of Shareholders/Board of Directors (if any), date of issue	Content, quantity, total transaction value	Note
	0							

**APPENDIX 03: LIST OF INSIDERS AND RELATED PERSONS OF INSIDERS**

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No. Date of issue, Place of issue			Contact address	Number of shares owned at the end of the period	End of period share ownership ratio (%)	Note
				Number	Date of issue	Place of issue				
I	BOARD OF DIRECTORS									
1	Mr. Nguyen Van Quang		Chairman of the Board of Directors	001071005237	August 21, 2021	Director General of the Police Department	Anh Dao Villa 9-16 Vinhomes Riverside, Viet Hung Ward, Long Bien District, Hanoi	2,787,865	8.75%	
1.1	Related organizations: (None)									
1.2	Related persons:									

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No. Date of issue, Place of issue			Contact address	Number of shares owned at the end of the period	End of period share ownership ratio (%)	Note
				Number	Date of issue	Place of issue				
-	Nguyen Van Kha		None	001043001494	April 25, 2021	Director General of the Police Department	149 Vinh Hung, Hoang Mai District, Hanoi	0	0	Elder brother
-	Nguyen Thi Hang		None	001168016099	May 30, 2019	Director General of the Police Department	149 Vinh Hung, Hoang Mai District, Hanoi	80	0	Elder sister
-	Nguyen Thi Thu Ha		None	001172009017	April 25, 2021	Director General of the Police Department		0	0	Younger sister
-	Nguyen Thi Nguyen		None	001176046951	Jan 07, 2021	Director General of the Police Department	Updating	0	0	Younger sister
-	Nguyen Van Dung		None	001057003125	April 25, 2021	Director General of the Police Department	18A Le Thanh Tong, Hoan Kiem District, Hanoi			Father-in-law
-	Nguyen Thi Thoa		None	001157012375	April 24, 2021	Director General of the Police Department	18A Le Thanh Tong, Hoan Kiem District, Hanoi			Mother-in-law
2	Mr. Pham Bao Duong		Member of the Board of Directors	001083019890	June 14, 2022	Director General of the Police Department	AD 8-20, Vinhomes Riverside Urban Area, Viet Hung, Long Bien, Hanoi	0	0	



No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No. Date of issue, Place of issue			Contact address	Number of shares owned at the end of the period	End of period share ownership ratio (%)	Note
				Number	Date of issue	Place of issue				
-	Nguyen Van Kha		None				149 Vinh Hung, Hoang Mai District, Hanoi	0	0	Father
-	Nguyen Dieu Linh		Deputy General Manager	001179006756	April 8, 2021	Director General of the Police Department	Anh Dao Villa 9-16 Vinhomes Riverside, Viet Hung Ward, Long Bien District, Hanoi	29,580	0.09%	Wife
-	Nguyen Linh Nhi		None	001302007759	February 27, 2022	Director General of the Police Department	Anh Dao Villa 9-16 Vinhomes Riverside, Viet Hung Ward, Long Bien District, Hanoi	0	0	Daughter
-	Nguyen Nhat Quang Minh		None	001204007954	April 10, 2021	Director General of the Police Department	Anh Dao Villa 9-16 Vinhomes Riverside, Viet Hung Ward, Long Bien District, Hanoi	0	0	Son
-	Nguyen Nhat Binh Minh		None				Anh Dao Villa 9-16 Vinhomes Riverside, Viet Hung Ward, Long Bien District, Hanoi	0	0	Underage

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No. Date of issue, Place of issue			Contact address	Number of shares owned at the end of the period	End of period share ownership ratio (%)	Note
				Number	Date of issue	Place of issue				
2.1	<i>Related organizations: (None)</i>									
2.2	<i>Related persons:</i>									
-	Pham Thi Hoai Giang		None	001183019427	January 20, 2023	Director General of the Police Department	AD 8-20, Vinhomes Riverside Urban Area, Viet Hung, Long Bien, Hanoi	0	0	Wife
-	Pham Bao Minh		None				AD 8-20, Vinhomes Riverside Urban Area, Viet Hung, Long Bien, Hanoi	0	0	Son
-	Pham Bao Vy		None				AD 8-20, Vinhomes Riverside Urban Area, Viet Hung, Long Bien, Hanoi	0	0	Daughter
-	Pham Bao Minh Khoi		None				AD 8-20, Vinhomes Riverside Urban Area, Viet Hung, Long Bien, Hanoi	0	0	Son



No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No. Date of issue, Place of issue			Contact address	Number of shares owned at the end of the period	End of period share ownership ratio (%)	Note
				Number	Date of issue	Place of issue				
-	Pham Van Loi		None				Updating	0	0	Father
-	Bui Thi Bao Quyen		None				Updating	0	0	Mother
-	Pham Bao Son		None				Updating	0	0	Elder brother
3	Mr. Le Quyet Tien		Member of the Board of Directors	017078000065	April 27, 2021	Director General of the Police Department	241 Nguyen Van Cu, Long Bien, Hanoi	24,038	0.075%	
3.1	Related organizations: (None)									
3.2	Related persons:									
-	Le Thi Lan Phuong		None	001180003607	July 10, 2021	Director General of the Police Department	241 Nguyen Van Cu, Long Bien, Hanoi	0	0	Wife
-	Le Phuong Chi		None				241 Nguyen Van Cu, Long Bien, Hanoi	0	0	Daughter
-	Le Phuong Anh		None				241 Nguyen Van Cu, Long Bien, Hanoi	0	0	Daughter

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No. Date of issue, Place of issue			Contact address	Number of shares owned at the end of the period	End of period share ownership ratio (%)	Note
				Number	Date of issue	Place of issue				
-	Le Hong Minh		None				241 Nguyen Van Cu, Long Bien, Hanoi	0	0	Daughter
-	Le Van Tuat		None				Updating	0	0	Father
-	Nguyen Thi My		None				Updating	0	0	Mother
-	Le Thi Lanh		None				Updating	0	0	Elder sister
-	Le Thi Anh Dao		None				Updating	0	0	Elder sister
-	Le Thi Bich Lieu		None				Updating	0	0	Elder sister
<b>II BOARD OF SUPERVISORS</b>										
<b>1</b>	<b>Mr. Dang Ngoc Phan</b>		<b>Head of the Board of Supervisors</b>	<b>034078000744</b>	<b>December 3, 2014</b>	<b>Director General of the Police Department</b>	<b>P206-N9-Dong Tau, Thinh Liet, Hoang Mai, Hanoi</b>	<b>102</b>	<b>-</b>	
<b>1.1</b>	<b>Related organizations: (None)</b>									
<b>1.2</b>	<b>Related persons:</b>									
-	Dang Ngoc Phuong		None				Updating	0	0	Father
-	Nguyen Thi Nhan		None				Updating	0	0	Mother
-	Dang Thi Cuc		None				Updating	0	0	Younger sister



No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No. Date of issue, Place of issue			Contact address	Number of shares owned at the end of the period	End of period share ownership ratio (%)	Note
				Number	Date of issue	Place of issue				
-	Tran Thi Anh Tuyet		None				P206-N9-Dong Tau, Thinh Liet, Hoang Mai, Hanoi	0	0	Wife
-	Dang Tran Hoang Son		None				P206-N9-Dong Tau, Thinh Liet, Hoang Mai, Hanoi	0	0	Son
2	Mrs. Cao Thi Huyen		Member of the Board of Supervisors	033191005940	April 25, 2021	Director General of the Police Department	Tuan Di, Trung Trac, Van Lam, Hung Yen	0	0	
2.1	Related organizations: (None)									
2.2	Related persons:									
-	Cao Van Luan		None				Updating	0	0	Father
-	Nguyen Thi Chuyen		None	033157002847	Aug 19, 2022		Dai Hung, Khoai Chau, Hung Yen	0	0	Mother
-	Cao Manh Thuong		None	033079002721	Feb 01, 2023		Chi Tan Khoai Chau, Hung Yen	0	0	Elder brother
-	Cao Thi Huong		None	033184007017	Sep 26, 2022		Chi Tan Khoai Chau, Hung Yen	0	0	Elder sister

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No. Date of issue, Place of issue			Contact address	Number of shares owned at the end of the period	End of period share ownership ratio (%)	Note
				Number	Date of issue	Place of issue				
-	Chu Van Phuong		None	033088006188	April 25, 2021		Tuan Di, Trung Trac, Van Lam, Hung Yen	0	0	Husband
-	Chu Chi Dung		None				Tuan Di, Trung Trac, Van Lam, Hung Yen	0	0	Son
3	Mrs. Nguyen Thi Cao Lien		Member of the Board of Supervisors	027180000040	April 11, 2014	Director General of the Police Department	P1280, 130 Apartment Building, Nguyen Duc Canh Street, Tuong Mai Ward, Hoang Mai District, Hanoi	0	0	
3.1	Related organizations: (None)									
3.2	Related persons:									
-	Pham Truong Son		None			Director General of the Police Department	P1280, 130 Apartment Building, Nguyen Duc Canh Street, Tuong Mai Ward, Hoang Mai District, Hanoi	0	0	Husband

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No. Date of issue, Place of issue			Contact address	Number of shares owned at the end of the period	End of period share ownership ratio (%)	Note
				Number	Date of issue	Place of issue				
-	Pham Quoc Tuan		None				P1280, 130 Apartment Building, Nguyen Duc Canh Street, Tuong Mai Ward, Hoang Mai District, Hanoi	0	0	Son
-	Pham Tuan Hung		None				P1280, 130 Apartment Building, Nguyen Duc Canh Street, Tuong Mai Ward, Hoang Mai District, Hanoi	0	0	Son
-	Cao Thi Tin		None				Updating	0	0	Father
-	Nguyen Khac Niem		None				Updating	0	0	Mother
<b>III BOARD OF MANAGEMENT AND CHIEF ACCOUNTANT</b>										
<b>1</b>	<b>Mr. Pham Quang Trung</b>		<b>General Director</b>	<b>064083000001</b>	<b>April 24, 2021</b>	<b>Director General of the Police Department</b>	<b>P1101 GH14 CT17 Viet Hung Urban Area, Long Bien, Hanoi</b>	<b>131,000</b>	<b>0.4%</b>	
<b>1.1</b>	<b>Related organizations: (None)</b>									



No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No. Date of issue, Place of issue			Contact address	Number of shares owned at the end of the period	End of period share ownership ratio (%)	Note
				Number	Date of issue	Place of issue				
<b>1.2 Related persons:</b>										
-	Nguyen Thi Bich Hanh		None	001185037664	April 25, 2021	Director General of the Police Departments	P1101 GH14 CT17 Viet Hung Urban Area, Long Bien, Hanoi	453,700	1.4%	Wife
-	Pham Quang Minh		None				P1101 GH14 CT17 Viet Hung Urban Area, Long Bien, Hanoi	0	0	Son
-	Pham Quang Anh		None				P1101 GH14 CT17 Viet Hung Urban Area, Long Bien, Hanoi	0	0	Son
-	Pham Quan Phuc		None				P1101 GH14 CT17 Viet Hung Urban Area, Long Bien, Hanoi	0	0	Son
-	Pham Quoc Dan		None				Updating	0	0	Father
-	Tran Thi Tuyen		None				Updating	0	0	Mother
-	Pham Dang Tuan		None				Updating	0	0	Younger

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No. Date of issue, Place of issue			Contact address	Number of shares owned at the end of the period	End of period share ownership ratio (%)	Note
				Number	Date of issue	Place of issue				
-	Pham Chung Thuy		None				Updating	0	0	brother Elder sister
2	Mrs. Nguyen Dieu Linh		Deputy General Director	001179006756	April 8, 2021	Director General of the Police Department	Anh Dao Villa 9-16 Vinhomes Riverside, Viet Long Bien District, Hanoi	29,580	0.09%	
2.1	<i>Related Organization: (None)</i>									
2.2	<i>Related persons:</i>									
-	Nguyen Van Dung		None	001057003125	April 25, 2021	Director General of the Police Department	18A Le Thanh Tong, Hoan Kiem District, Hanoi	0	0	Father
	Nguyen Thi Thoa		None	001157012375	April 14, 2021	Director General of the Police Department	18A Le Thanh Tong, Hoan Kiem District, Hanoi	0	0	Mother
	Nguyen Van Quang		Chairman of the Board of Directors	001071005237	April 10, 2021	Director General of the Police Department	Anh Dao Villa 9-16 Vinhomes Riverside, Viet	2,787,865	8.75%	Husband

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No. Date of issue, Place of issue			Contact address	Number of shares owned at the end of the period	End of period share ownership ratio (%)	Note
				Number	Date of issue	Place of issue				
							Hung Ward, Long Bien District, Hanoi			
	Nguyen Linh Nhi		None	001302007759	February 27, 2022	Director General of the Police Department	Anh Dao Villa 9-16 Vinhomes Riverside, Viet Hung Ward, Long Bien District, Hanoi	0	0	Daughter
	Nguyen Nhat Quang Minh		None	001204007954	April 10, 2021	Director General of the Police Department	Anh Dao Villa 9-16 Vinhomes Riverside, Viet Hung Ward, Long Bien District, Hanoi	0	0	Son
	Nguyen Nhat Binh Minh		None			Director General of the Police Department	Anh Dao Villa 9-16 Vinhomes Riverside, Viet Hung Ward, Long Bien District, Hanoi	0	0	Son
	Nguyen Minh Duong		None	001085030094	April 25, 2021	Director General of the Police Department	P304 GH14 CT17 Viet Hung Urban Area, Long Bien, Hanoi	0	0	Younger brother



No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No. Date of issue, Place of issue			Contact address	Number of shares owned at the end of the period	End of period share ownership ratio (%)	Note
				Number	Date of issue	Place of issue				
3	Mr. Hoang Anh Son		Deputy General Director	001077005680	April 25, 2021	Director General of the Police Department	P302 K14 Viet Hung Urban Area, Giang Bien, Long Bien, Hanoi	0	0	
3.1	<i>Related Organization: (None)</i>									
3.2	<i>Related persons:</i>									
-	Do Thi Thanh Hang		None	001183008073	April 25, 2021	Director General of the Police Department	P302 K14 Viet Hung Urban Area, Giang Bien, Long Bien, Hanoi	0	0	Wife
-	Hoang Do Quynh Anh		None				P302 K14 Viet Hung Urban Area, Giang Bien, Long Bien, Hanoi	0	0	Daughter
-	Hoang Do Quyen		None				P302 K14 Viet Hung Urban Area, Giang Bien, Long Bien, Hanoi	0	0	Daughter
-	Hoang Thi Thanh Ha		None				Updating	0	0	Elder sister

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No. Date of issue, Place of issue			Contact address	Number of shares owned at the end of the period	End of period share ownership ratio (%)	Note
				Number	Date of issue	Place of issue				
-	Hoang Anh Tuan		None				Updating	0	0	Elder brother
4	Mrs. Phan Thi Hoai Thuong		Chief Accountant	04182000835	November 22, 2021	Director General of the Police Department	P1116 CT3BX2, Bac Linh Dam, Hoang Liet, Hoang Mai, Hanoi	0	0	
4.1	Related Organization: (None)									
4.2	Related persons:									
-	Phan Van Hoan		None					0	0	Father
-	Hoang Thi Thanh		None					0	0	Mother
-	Nguyen Dinh Hai		None	040082000580	April 28, 2021	Director General of the Police Department	P1116 CT3BX2, Bac Linh Dam, Hoang Liet, Hoang Mai, Hanoi	0	0	Husband
-	Nguyen Dinh Huy		None				P1116 CT3BX2, Bac Linh Dam, Hoang Liet, Hoang Mai, Hanoi	0	0	Son
-	Nguyen Phan Ha Linh		None				P1116 CT3BX2, Bac Linh Dam,			Daughter

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	ID Card/Passport No. Date of issue, Place of issue			Contact address	Number of shares owned at the end of the period	End of period share ownership ratio (%)	Note
				Number	Date of issue	Place of issue				
							Hoang Liet, Hoang Mai, Hanoi			
-	Phan Trung Nam		None					0	0	Younger brother



**APPENDIX 04: TRANSACTIONS OF INSIDERS AND RELATED PERSONS ON COMPANY SHARES**

No.	Representative carrying out transaction	Relation with the insider	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reason for increase or decrease
			Number of shares	Ratio	Number of shares	Ratio	
1							
2							

