



Hanoi, January 24, 2025

REPORT ON CORPORATE GOVERNANCE
(Year 2024)

To: - The State Securities Commission;
 - The Hanoi Stock Exchange.

- Name of company: HTC Holding Joint Stock Company
- Address of headoffice: No. 4 on 4th Floor, No. 360 on Kim Ma Street, Ba Dinh Ward, Ha Noi, Vietnam
- Telephone: 0203 864617 Fax: 0203 864617 Email: info@cetholding.vn
- Charter capital: 60.500.000.000 VND
- Stock sticker: CET
- Governance structure:
 - + General Meeting of Shareholders (AGM)
 - + Board of Directors
 - + Board of Supervisors
 - + Board of Management
- Regarding the implementation of internal audit function: The Company has established an Internal Audit Department, Pursuant to Decision No. 31/2024/QĐ-HDQT-CET dated December 26, 2024 on the establishment of the Internal Audit Department of HTC Holding Joint Stock Company. On December 30, 2024, the Company issued the Internal Audit Regulations according to Decision No. 33/2024/QĐ-HDQT-CET

I. ACTIVITIES OF THE GENERAL MEETING OF SHAREHOLDERS

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

| No. | Resolution/Decision No. | Date | Content |
|-----|-------------------------|------------|--|
| 1 | 04/2024/NQ-ĐHĐCĐ-CET | 11/04/2024 | Resolution of the 2024 Annual General Meeting of Shareholders to approve the following contents: |

| | | | |
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| | | | <ol style="list-style-type: none"> 1. The Report No. 01/2024/BCĐH-HĐQT-CET dated March 21, 2024 of the BOD on business performance results in 2023 and business plan for 2024. 2. The Report No. 02/2024/BCĐH-HĐQT-CET dated March 21, 2024 of the BOD Re. Report on activities of the BOD in 2023 and the plan for 2024. 3. The Report No. 03/2024/BCĐH-BKS-CET dated March 21, 2024 of the Supervisory Board (SB) Re. Report on activities of the SB in 2023 and plan for 2024. 4. The Proposal No. 04/2024/TTĐH-HĐQT-CET dated April 1, 2024 of the BOD Re. Approval of the Audited Financial Statements of the Company in 2023. 5. The Proposal No. 05/2024/TTĐH-HĐQT-CET dated March 21, 2024 of the BOD Re. Profit distribution in 2023. 6. The Proposal No. 06/2024/TTĐH-HĐQT-CET dated March 21, 2024 of the BOD Re. Approval of the business plan in 2024. 7. The Proposal No. 07/2024/TTĐH-HĐQT-CET dated March 21, 2024 of the BOD Re. Report on the remuneration of members of the BOD and the SB and salaries of the Executives in 2023 and the plan on paying remuneration for members of the BOD and the SB in 2024. 8. The Proposal No. 08/2024/TTĐH-BKS-CET dated March 21, 2024 of the SB Re. Selection of the independent auditor to audit and review 2024 Financial statements. 9. The Proposal No. 09/2024/TTĐH-HĐQT-CET dated March 21, 2024 of the BOD Re. the resignation and the election of additional members to the BOD for the term of 2023-2028 Accordingly, the meeting approved the dismissal of Ms. Le Hoang Dai Trang as a member of the Board of Directors and the list of candidates for the Board of Director for the period 2023-2028. 10. The Proposal No. 10/2024/TTĐH-HĐQT-CET dated March 21, 2024 of the BOD Re. the |
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| | | | <p>resignation and the election of additional members to the BOD for the term of 2023-2028. Accordingly, the meeting approved the dismissal of Ms. Nguyen Thi Mai as a member of the Supervisory Board and the list of candidates for the Supervisory Board for the period 2023-2028.</p> <p>11. The Proposal No. 11/2024/TTĐH-HĐQT-CET dated March 21, 2024 of the BOD Re. Approval to change the Company's head office.</p> <p>12. The Proposal No. 12/2024/TTĐH-HĐQT-CET dated March 21, 2024 of the BOD Re. Approval to change the Company's name.</p> <p>13. The Proposal No. 13/2024/TTĐH-HĐQT-CET dated March 21, 2024 of the BOD Re. Issuing the Regulation on operation of the BOD (amended and supplemented for the 1st time).</p> <p>14. The Proposal No. 14/2024/TTĐH-HĐQT-CET dated March 21, 2024 of the BOD Re. Issuing the Regulation on operation of the Supervisory Board (amended and supplemented for the 1st time).</p> <p>15. The Proposal No. 15/2024/TTĐH-HĐQT-CET dated March 21, 2024 of the BOD Re. Issuing the Internal Management Rules (amended and supplemented for the 1st time).</p> <p>16. The Proposal No. 16/2024/TTĐH-HĐQT-BCGL dated March 21, 2024 of the BOD Re. Approval transactions with related parties stated in the 2023 audited financial statements abstract.</p> <p>17. The Proposal No. 17/2024/TTĐH-HĐQT-CET dated March 21, 2024 of the BOD Re. Approval of the policy of participating in transactions with related parties under the approval authority of the BOD expected to arise in 2024 until the nearest GMS in 2025.</p> <p>18. The Proposal No. 18/2024/TTĐH-HĐQT-CET dated March 21, 2024 of the BOD Re. Amending and Supplementing the Company Charter (4th time).</p> <p>19. The Proposal No. 19/2024/TTĐH-HĐQT-CET dated April 9, 2024 of the BOD Re. the election of additional members to the BOD for the term of 2023-2028. Accordingly, the meeting approved the the list of candidates for the Supervisory</p> |
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|---|-------------------------|-------------------------------|---|---|---------------------|---------------------|---|-------------------------|--------------------------|---|-----------------------|--------------------------|---|---------------|-------------------|---|------------------------|-------------------|---|-----------------|-------------------|---|------------------------|-------------------------------|---|--------------------|-------------------------------|---|------------------|-------------------------------|
| | | | Board for the period 2023-2028 updated on April 9,2024. | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | 20. The results of additional election, by that, the Supervisory Board of HTC Holding Joint Stock Company for the term 2023-2028 includes 3 members as follows: | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | <table><tr><td>1</td><td>Ms Ho Thi Minh Hieu</td><td>Head of the SB</td></tr><tr><td>2</td><td>Ms Nguyen Thi Thu Ha</td><td>Member of the SB</td></tr><tr><td>3</td><td>Mr. Trinh Quyet Tien</td><td>Member of the SB</td></tr></table> | 1 | Ms Ho Thi Minh Hieu | Head of the SB | 2 | Ms Nguyen Thi Thu Ha | Member of the SB | 3 | Mr. Trinh Quyet Tien | Member of the SB | | | | | | | | | | | | | | | | | | |
| 1 | Ms Ho Thi Minh Hieu | Head of the SB | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | Ms Nguyen Thi Thu Ha | Member of the SB | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | Mr. Trinh Quyet Tien | Member of the SB | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | 21. The results of additional election, by that, the Board of Directors of HTC Holding Joint Stock Company for the term 2023-2028 includes 9 members as follows: | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | | <table><tr><td>1</td><td>Mr. Nguyen The Tai</td><td>Chairman of the BOD</td></tr><tr><td>2</td><td>Mr. Tran Hoang Anh Tuan</td><td>Vice Chairman of the BOD</td></tr><tr><td>3</td><td>Mr. Nguyen Manh Chien</td><td>Vice Chairman of the BOD</td></tr><tr><td>4</td><td>Mr Do Van Dat</td><td>Member of the BOD</td></tr><tr><td>5</td><td>Mr. Nguyen Quoc Phuong</td><td>Member of the BOD</td></tr><tr><td>6</td><td>Mr. Ly The Vinh</td><td>Member of the BOD</td></tr><tr><td>7</td><td>Ms. Tran Thi Kieu Tien</td><td>Independent Member of the BOD</td></tr><tr><td>8</td><td>Mr. Tran Viet Tuan</td><td>Independent Member of the BOD</td></tr><tr><td>9</td><td>Ms Ha Le Thuy Vy</td><td>Independent Member of the BOD</td></tr></table> | 1 | Mr. Nguyen The Tai | Chairman of the BOD | 2 | Mr. Tran Hoang Anh Tuan | Vice Chairman of the BOD | 3 | Mr. Nguyen Manh Chien | Vice Chairman of the BOD | 4 | Mr Do Van Dat | Member of the BOD | 5 | Mr. Nguyen Quoc Phuong | Member of the BOD | 6 | Mr. Ly The Vinh | Member of the BOD | 7 | Ms. Tran Thi Kieu Tien | Independent Member of the BOD | 8 | Mr. Tran Viet Tuan | Independent Member of the BOD | 9 | Ms Ha Le Thuy Vy | Independent Member of the BOD |
| 1 | Mr. Nguyen The Tai | Chairman of the BOD | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2 | Mr. Tran Hoang Anh Tuan | Vice Chairman of the BOD | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3 | Mr. Nguyen Manh Chien | Vice Chairman of the BOD | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4 | Mr Do Van Dat | Member of the BOD | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 5 | Mr. Nguyen Quoc Phuong | Member of the BOD | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 6 | Mr. Ly The Vinh | Member of the BOD | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 7 | Ms. Tran Thi Kieu Tien | Independent Member of the BOD | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 8 | Mr. Tran Viet Tuan | Independent Member of the BOD | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 9 | Ms Ha Le Thuy Vy | Independent Member of the BOD | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

II. BOARD OF DIRECTORS (ANNUAL REPORT):

1. Information about members of the Board of Directors:

| No | Board of Directors' members | Position | The date of becoming/ceasing to be the member of the Board of Directors | |
|-----|-----------------------------|---|--|--|
| | | | Date of appointment | Date of dismissal |
| 1. | Nguyễn Thế Tài | Chairman, Non-executive members of the BOD | April 11, 2024 (approved at the 2024 Annual General Meeting of Shareholders) | |
| 2. | Nguyễn Mạnh Chiến | Vice Chairman, Non-executive members of the BOD | April 11, 2024 (approved at the 2024 Annual General Meeting of Shareholders) | |
| 3. | Trần Hoàng Anh Tuấn | Vice Chairman, Non-executive members of the BOD | July 07, 2023 (approved at the 2023 Annual General Meeting of Shareholders) | |
| 4. | Nguyễn Quốc Phương | Members of the BOD | July 07, 2023 (approved at the 2023 Annual General Meeting of Shareholders) | |
| 5. | Lê Hoàng Đài Trang | Non-executive members of the BOD | June 23, 2022 (approved at the 2022 Annual General Meeting of Shareholders) | April 11, 2024 (approved at the 2024 Annual General Meeting of Shareholders) |
| 6. | Đỗ Văn Đạt | Non-executive members of the BOD | July 07, 2023 (approved at the 2023 Annual General Meeting of Shareholders) | |
| 7. | Lý Thế Vinh | Non-executive members of the BOD | April 11, 2024 (approved at the 2024 Annual General Meeting of Shareholders) | |
| 8. | Hà Lê Thúy Vy | Independent Member of BOD | July 07, 2023 (approved at the 2023 Annual General Meeting of Shareholders) | |
| 9. | Trần Thị Kiều Tiên | Independent Member of BOD | April 11, 2024 (approved at the 2024 Annual General Meeting of Shareholders) | |
| 10. | Trần Việt Tuấn | Independent Member of BOD | April 11, 2024 (approved at the 2024 Annual General Meeting of Shareholders) | |

2. Meetings of the Board of Directors

| No | Board of Director' members | Number of meetings attended by | Attendance rate | Reasons for absence |
|----|----------------------------|--------------------------------|-----------------|---------------------|
|----|----------------------------|--------------------------------|-----------------|---------------------|

| | | Board of Directors | | |
|----|---------------------|---------------------------|------|---------------------------|
| 1 | Nguyễn Thế Tài | 12/12 | 100% | Appointed from 11/04/2024 |
| 2 | Nguyễn Mạnh Chiến | 12/12 | 100% | Appointed from 11/04/2024 |
| 3 | Trần Hoàng Anh Tuấn | 23/23 | 100% | |
| 4 | Nguyễn Quốc Phương | 23/23 | 100% | |
| 5 | Lê Hoàng Đài Trang | 11/11 | 100% | Resigned from 11/04/2024 |
| 6 | Đỗ Văn Đạt | 23/23 | 100% | |
| 7 | Lý Thế Vinh | 12/12 | 100% | Appointed from 11/04/2024 |
| 8 | Hà Lê Thúy Vy | 23/23 | 100% | |
| 9 | Trần Thị Kiều Tiên | 12/12 | 100% | Appointed from 11/04/2024 |
| 10 | Trần Việt Tuấn | 12/12 | 100% | Appointed from 11/04/2024 |

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

The Board of Directors regularly monitors the operating and management activities of the Board of Management, and coordinates with the Board of Supervisors to inspect the following key issues:

- Implementation of the Resolutions and Decisions of the Board of Directors;
- Progress of implementation of the plan approved by the General Meeting of Shareholders;
- Monitor the activities of the Board of Management through regular and sudden reports, ensure timely and appropriate feedback and recommendations to ensure compliance with laws and industry regulations;
- Hold regular meetings between the Board of Directors and the Board of Management to discuss performance, development strategies, and issues to be resolved;
- Monitor the financial and investment decisions of the Board of Management, ensuring that these decisions are consistent with the company's long-term strategy and goals;
- Compliance and risk management in operations.

4. Activities of the Board of Directors' subcommittees (If any): Not available

5. Resolutions/Decisions of the Board of Directors (Annual report)

| No | Resolution/Decision No | Date | Content | Approval rate | Obligation to disclose information |
|----|------------------------|------------|--|---------------|---|
| 1 | 02/2024/NQ-HĐQT-CET | 30/01/2024 | Organizing the implementation of the 2024 Annual General Meeting of Shareholders | 100% | Disclosed on 30/01/2024 |
| 2 | 03/2024/NQ-HĐQT-CET | 02/02/2024 | To form a Organizing Committee for 2024 AGM | 100% | The content does not subject to information disclosure according to Circular 96/2020/TT-BTC |
| 3 | 05/2024/NQ-HĐQT-CET | 20/02/2024 | To form a business location | 100% | Disclosed on 20/02/2024 |
| 4 | 06/2024/NQ-HĐQT-CET | 21/02/2024 | To adjust the schedule of 2024 AGM | 100% | Disclosed on 22/02/2024 |
| 5 | 08/2024/NQ-HĐQT-CET | 05/03/2024 | Approve transactions between HTC Holding JSC and affiliated persons. | 100% | Disclosed on 05/03/2024 |
| 6 | 09/2024/NQ-HĐQT-CET | 14/03/2024 | Approve divestment of HTC Holding JSC from An Phat Holding Trading JSC. | 100% | Disclosed on 14/03/2024 |
| 7 | 10/2024/NQ-HĐQT-CET | 21/03/2024 | Approving the receipt of Resignation Letter of a member of the Board of Directors, List of Shareholders and materials submitted to the 2024 Annual General Meeting of Shareholders | 100% | Disclosed on 21/03/2024 |
| 8 | 11/2024/NQ-HĐQT-CET | 01/04/2024 | approving the list of candidates for members of the Board of Directors, members of the Supervisory Board for the term 2023 - 2028 and adjustment of documents, contents submitted to 2024 AGM. | 100% | Disclosed on 01/04/2024 |
| 9 | 12/2024/NQ-HĐQT-CET | 01/04/2024 | Approving to contribute additional capital to | 100% | Disclosed on 02/04/2024 |

| No | Resolution/Decision No | Date | Content | Approval rate | Obligation to disclose information |
|----|------------------------|------------|--|---------------|---|
| | | | Diamond Park Investment JSC | | |
| 10 | 14/2024/NQ-HĐQT-CET | 03/04/2024 | Approving resignation letter of HTC Holding JSC's Deputy Director of Strategy Development | 100% | Disclosed on 03/04/2024 |
| 11 | 15/2024/NQ-HĐQT-CET | 03/04/2024 | Approving resignation letter of HTC Holding JSC's Deputy Director of Strategy Development | 100% | Disclosed on 03/04/2024 |
| 12 | 16/2024/NQ-HĐQT-CET | 03/04/2024 | Approving transactions with affiliated persons | 100% | Disclosed on 03/04/2024 |
| 13 | 17/2024/NQ-HĐQT-CET | 09/04/2024 | Receiving the Proposal from major Shareholder and approving the update and the supplement of the content, the documents and the list of candidates for submission to the 2024 Annual General Meeting of Shareholders | 100% | Disclosed on 09/04/2024 |
| 14 | 18/2024/NQ-HĐQT-CET | 11/04/2024 | Decision of the BOD to issue the BOD's operation rules (amended and supplemented for the 1st time) | 100% | The content does not subject to information disclosure according to Circular 96/2020/TT-BTC |
| 15 | 20/2024/NQ-HĐQT-CET | 11/04/2024 | Decision of the BOD to issue the internal management rules (amended and supplemented for the 1st time) | 100% | The content does not subject to information disclosure according to Circular 96/2020/TT-BTC |
| 16 | 22/2024/NQ-HĐQT-CET | 12/04/2024 | BOD Resolution on changing the company legal representatives | 100% | Disclosed on 12/04/2024 |
| 17 | 23/2024/NQ-HĐQT-CET | 06/05/2024 | Approving transactions with affiliated persons | 100% | Disclosed on 06/05/2024 |

| No | Resolution/Decision No | Date | Content | Approval rate | Obligation to disclose information |
|----|------------------------|------------|---|---------------|---|
| 18 | 24/2024/NQ-HĐQT-CET | 09/05/2024 | Approving the company's strategy orientation | 100% | The content does not subject to information disclosure according to Circular 96/2020/TT-BTC |
| 19 | 25/2024/NQ-HĐQT-CET | 12/06/2024 | Approving the selection of the auditing firm to audit and review 2024 financial statements | 100% | Disclosed on 12/06/2024 |
| 20 | 26/2024/NQ-HĐQT-CET | 05/07/2024 | Resolution of the Board of Directors on Seeking investment and business cooperation opportunities | | The content does not subject to information disclosure according to Circular 96/2020/TT-BTC |
| 21 | 27/2024/NQ-HĐQT-CET | 08/07/2024 | Resolution of the Board of Directors on Seeking investment and business cooperation opportunities | | The content does not subject to information disclosure according to Circular 96/2020/TT-BTC |
| 22 | 26.1/2024/NQ-HĐQT-CET | 15/08/2024 | Resolution of the Board of Directors on Adjusting the advance payment into a loan | | The content does not subject to information disclosure according to Circular 96/2020/TT-BTC |
| 23 | 27.1/2024/NQ-HĐQT-CET | 16/08/2024 | Resolution of the Board of Directors on Adjusting the advance payment into a loan | | The content does not subject to information disclosure according to Circular 96/2020/TT-BTC |
| 24 | 28/2024/NQ-HĐQT-CET | 11/11/2024 | Resolution of the Board of Directors regarding Change of Chief Accountant position | | Disclosed on 11/11/2024 |

| No | Resolution/Decision No | Date | Content | Approval rate | Obligation to disclose information |
|----|------------------------|------------|---|---------------|---|
| 25 | 29/2024/QĐ-HĐQT-CET | 11/11/2024 | Decision of the Board of Directors regarding Dismiss of Chief Accountant position | | Disclosed on 11/11/2024 |
| 26 | 30/2024/QĐ-HĐQT-CET | 11/11/2024 | Decision of the Board of Directors regarding Appoint of Chief Accountant position | | Disclosed on 11/11/2024 |
| 27 | 31/2024/QĐ-HĐQT-CET | 25/12/2024 | Board of Directors' Decision on Establishing Internal Audit Department | | The content does not subject to information disclosure according to Circular 96/2020/TT-BTC |
| 28 | 32/2024/NQ-HĐQT-CET | 27/12/2024 | Resolution of the Board of Directors on Supplementing capital for business operations | | Disclosed on 27/12/2024 |
| 29 | 33/2024/QĐ-HĐQT-CET | 30/12/2024 | Decision of the Board of Directors on Issuing Internal Audit Regulations | | The content does not subject to information disclosure according to Circular 96/2020/TT-BTC |

III. BOARD OF SUPERVISORS/AUDIT COMMITTEE (ANNUAL REPORT):

1. Information about members of Board of Supervisors:

| No | Members of Board of Supervisors | Position | The date becoming the member of the Board of Supervisors | The ceasing date to be the member of the Board of Supervisors | Qualification |
|----|---------------------------------|--------------------------------|--|---|------------------------|
| 1 | Nguyễn Thị Mai | Head of Board of Supervisors | 07/07/2023 | 11/04/2024 | Bachelor of Accounting |
| 2 | Hồ Thị Minh Hiếu | Head of Board of Supervisors | 11/04/2024 | | Bachelor of Accounting |
| 3 | Nguyễn Thu Hà | Member of Board of Supervisors | 07/07/2023 | | Bachelor of Accounting |

| No | Members of Board of Supervisors | Position | The date becoming the member of the Board of Supervisors | The ceasing date to be the member of the Board of Supervisors | Qualification |
|----|---------------------------------|--------------------------------|--|---|----------------------------------|
| 4 | Trịnh Quyết Tiến | Member of Board of Supervisors | 07/07/2023 | | Bachelor of Finance & Accounting |

2. Meetings of Board of Supervisors

| No | Members of Board of Supervisors | Number of meetings attended | Attendance rate | Voting rate | Reasons for absence |
|----|---------------------------------|-----------------------------|-----------------|-------------|---------------------|
| 1 | Nguyễn Thị Mai | 02/02 | 100% | 100% | |
| 2 | Hồ Thị Minh Hiếu | 02/02 | 100% | 100% | |
| 3 | Nguyễn Thu Hà | 04/04 | 100% | 100% | |
| 4 | Trịnh Quyết Tiến | 04/04 | 100% | 100% | |

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

In 2024, the Board of Supervisors assessed and monitored the Company's operations and financial situation as follows:

- Supervise the implementation of the Resolutions of the General Meeting of Shareholders and the Board of Directors.
- Inspect and monitor the Company's activities in compliance with the law, the Charter and internal regulations on corporate governance.
- Checking and monitoring the effectiveness and efficiency of Board of Management's construction business activities includes many important aspects such as legality, progress, quality, bidding/purchasing, labor safety-environmental hygiene-fire prevention and fighting, etc.
- The Board of Supervisors shall review and appraise the Financial Reports for 2023 and the first 6 months of 2024 according to regulations, ensuring compliance with standards and legal regulations.
- Check and evaluate the level of compliance with tax laws, ensuring to minimize tax liability risks at Companies in the governance system.
- The Supervisory Board coordinates with the Board of Directors and the Board of Management in preparing documents and organizing the Company's 2024 Annual General Meeting of Shareholders.
- Monitor and inspect the Company's transactions with related parties, ensuring that transactions comply with regulations, procedures, and the authority of shareholders, the Board of Directors, or the Board of Management.
- Supervise recruitment, candidacy and appointment, dismissal of personnel, information disclosure activities, loan and loan repayment activities, information disclosure activities in accordance with regulations.

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

- The Board of Directors and the Board of Management always coordinate and facilitate for the Board of Supervisors to perform their duties on the principle of serving the common interests of the Company and Shareholders.
- Departments and management staff comply with the direction of the Board of Directors and the Board of Management in coordinating regular or irregular inspection and supervision work of the Supervisory Board.

5. Other activities of the Board of Supervisors and Audit Committee (if any): Not available

IV. BOARD OF MANAGEMENT

| No. | Members of Board of Management | Position | Date of birth | Qualification | Date of appointment / dismissal of members of the Board of Management |
|-----|--------------------------------|-------------------------|---------------|--|---|
| 1. | Nguyễn Quốc Phương | CEO | 03/02/1972 | Bachelor in International Economics | Appointed on 07/07/2023 |
| 2. | Trần Thị Thảo Trang | Deputy General Director | 26/12/1977 | Bachelor of Food Technology Engineering | Appointed on 07/07/2023 |
| 3. | Trần Thị Thanh Nhân | Chief Financial Officer | 04/04/1989 | Cử nhân Kế toán/ Bachelor of Accounting | Appointed on 07/07/2023 |
| 4. | Lê Hoàng Đài Trang | Deputy General Director | 05/02/1981 | Bachelor of Business Administration | Appointed on 07/07/2022 Dismiss on 10/04/2024 |

V. CHIEF ACCOUNTANT

| Full name | Date of birth | Qualification | Date of appointment / dismissal |
|------------------|---------------|-------------------------------|--|
| Trịnh Phương Anh | 22/04/1998 | Bachelor of Finance - Banking | Appointed on 14/09/2023 Dismiss on 11/11/2024 |

| | | | |
|---------------------|------------|------------------------|-------------------------|
| Trần Thị Thanh Nhân | 05/02/1981 | Bachelor of Accounting | Appointed on 11/11/2024 |
|---------------------|------------|------------------------|-------------------------|

VI. TRAINING COURSES ON CORPORATE GOVERNANCE

Training courses on corporate governance were involved by members of Board of Directors, the Board of Supervisors, Director (Board of Management), other Managers and secretaries in accordance with regulations on corporate governance:

None

VII. THE LIST OF AFFILIATED PERSONS OF THE PUBLIC COMPANY (ANNUAL REPORT) AND TRANSACTIONS OF AFFILIATED PERSONS OF THE COMPANY.

1. The list of affiliated persons of the Company

Appendix 1

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

Appendix 2

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.

Appendix 3

4. Transactions between the Company and other objects.

4.1. Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, Director (Board of Management) have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting).

Appendix 4

4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director (Board of Management) and other Directors as a member of Board of Directors, Director (Board of Management or CEO).

Not Available

4.3. Other transactions of the Company (if any) may bring material or non- material benefits for members of Board of Directors, members of the Board of Supervisors, Director (Board of Management) and other Managers.

Not Available

VIII. Share transactions of internal persons and their affiliated persons (2024 report)

1. The list of internal persons and their affiliated persons / Transactions of internal persons and affiliated persons with shares of the Company

Appendix 5

2. Transactions of internal persons and affiliated persons with shares of the company

Appendix 6

IX. OTHER SIGNIFICANT ISSUES: Not Available

Recipients:

- *Archived*
- *Save: BS, IR*

CHAIRMAN OF THE BOARD OF DIRECTORS



APPENDIX 1: VII. The list of affiliated persons of the Company

| No. | Name of organization/individual | Securities trading account (if any) | Position at the Company (if any) | NSH No. *, date of issue, place of issue (if any) | Address | Time of starting to be affiliated person | Time of ending to be affiliated person | Reasons | Relationship with the Company |
|--|---------------------------------|-------------------------------------|---|---|---------|--|--|---|-------------------------------|
| I. The parent company managers: There is no parent company | | | | | | | | | |
| II. Members of BODs | | | | | | | | | |
| 1. | Nguyễn Thế Tài | | Chairman | | | 11/04/2024 | | | Insider |
| 2. | Nguyễn Mạnh Chiến | | Vice Chairman | | | 11/04/2024 | | | Insider |
| 3. | Trần Hoàng Anh Tuấn | | Vice Chairman | | | 07/07/2023 | | | Insider |
| 4. | Lê Hoàng Đài Trang | | Vice Chairman cum Deputy General Director | | | 23/06/2022 | 11/04/2024 | Resignation approved by the 2024 Annual General Meeting of Shareholders | |
| 5. | Đỗ Văn Đạt | | BOD member | | | 07/07/2023 | | | Insider |
| 6. | Lý Thế Vinh | | BOD member | | | 11/04/2024 | | | Insider |
| 7. | Nguyễn Quốc Phương | | BOD member cum CEO | | | 07/07/2023 | | | Insider |

| No. | Name of organization/individual | Securities trading account (if any) | Position at the Company (if any) | NSH No. *, date of issue, place of issue | Address | Time of starting to be affiliated person | Time of ending to be affiliated person | Reasons | Relationship with the Company |
|--|---------------------------------|-------------------------------------|---|--|---------|--|--|---|-------------------------------|
| 8. | Hà Lê Thúy Vy | | Independent member of the BOD | | | 07/07/2023 | | | Insider |
| 9. | Trần Thị Kiều Tiên | | Independent member of the BOD | | | 11/04/2024 | | | Insider |
| 10. | Trần Việt Tuấn | | Independent member of the BOD | | | 11/04/2024 | | | Insider |
| III. Board of Management | | | | | | | | | |
| 1. | Nguyễn Quốc Phương | | BOD member cum CEO | | | 07/07/2023 | | | Insider |
| 2. | Lê Hoàng Đài Trang | | Vice Chairman cum Deputy General Director | | | 23/06/2022 | 11/04/2024 | Resignation approved by the 2024 Annual General Meeting of Shareholders | |
| 3. | Trần Thị Thảo Trang | | Deputy General Director | | | 07/07/2023 | | | Insider |
| III. Board of Supervisors Members | | | | | | | | | |
| 1. | Nguyễn Thị Mai | | Head of Supervisory Board | | | 07/07/2023 | 11/04/2024 | Resignation approved by the 2024 Annual General Meeting of Shareholders | |

| No. | Name of organization/individual | Securities trading account (if any) | Position at the Company (if any) | NSH No. *, date of issue, place of issue | Address | Time of starting to be affiliated person | Time of ending to be affiliated person | Reasons | Relationship with the Company |
|-----|---------------------------------|-------------------------------------|----------------------------------|--|---------|--|--|---------|-------------------------------|
| 2. | Hồ Thị Minh Hiểu | | Head of Supervisory Board | | | 11/04/2024 | | | Insider |
| 3. | Nguyễn Thu Hà | | Member of Supervisory Board | | | 07/07/2023 | | | Insider |
| 4. | Trịnh Quyết Tiến | | Member of Supervisory Board | | | 07/07/2023 | | | Insider |

IV. Financial Director, Chief Accountant/Accounting Director, person with title equivalent to these titles

| | | | | | | | | | |
|---|---------------------|--|--|--|--|------------|------------|---|---------|
| 1 | Trần Thị Thanh Nhân | | Chief Financial Officer cum Chief Accountant | | | 07/07/2023 | | | Insider |
| 2 | Trịnh Phương Anh | | Chief Financial Officer cum Chief Accountant | | | 14/09/2023 | 11/04/2024 | Dismissal by BOD Decision to approve the resignation letter | |

V. Corporate administrator, corporate secretary: None

| | | | | | | | | | |
|---|-----------------|--|---------------------------------------|--|--|------------|--|--|---------|
| 1 | Dương Thánh Tín | | Người được ủy quyền công bố thông tin | | | 07/07/2023 | | | Insider |
|---|-----------------|--|---------------------------------------|--|--|------------|--|--|---------|

VI. Organizations related to the company (parent company, subsidiaries, affiliates): None

VII. Major shareholders:

| | | | | | | | | | |
|---|------------------|--|--|--|--|------------|--|--|-------------------|
| 1 | Bùi Thị Hải Yến | | | | | 28/06/2023 | | | Major shareholder |
| 2 | Trần Hoàng Cường | | | | | 19/11/2021 | | | Major shareholder |

| No. | Name of organization/individual | Securities trading account (if any) | Position at the Company (if any) | NSH No. *, date of issue, place of issue (if any) | Address | Time of starting to be affiliated person | Time of ending to be affiliated person | Reasons | Relationship with the Company |
|-----|---------------------------------|-------------------------------------|----------------------------------|---|---------|--|--|---------|-------------------------------|
| | | | | | | | | | |
| 3 | Nguyễn Thế Tài | | Chairman | | | 11/04/2024 | | | Insider |
| 4 | Trần Hoàng Anh Tuấn | | Vice Chairman | | | 07/07/2023 | | | Insider |

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

| No | Name of organization/individual | Relationship with the company | NSH Certificate Number*, date of issue, place of issue | Head office address/Contact address | Time of transaction with the company | Resolution/Decision No. approved by the General Meeting of Shareholders/Board of Directors... (if any, specify the date of issue) | Content, quantity, total transaction value (VND) | Note |
|----|--|---------------------------------------|---|---|--------------------------------------|---|--|---|
| 1. | Minh Phuong Nam Ha Noi Investment and Commercial Company Limited | Related parties with company insiders | + Business Registration: 0105665227 + Date of issue: 23/11/2011 + Place of issue: DPI Hanoi | No 33, alley 195, Group 20, Vu Xuan Thieu Street, Phuc Loi Ward, Long Bien District, Hanoi City | In 2024 with many occurrences | Approving by Resolution no. 08/2024/NQ-HDQT-CET on 05/03/2024 | 19.802.382.950 | Goods trading |
| 2. | Ha Noi Vian Investment Joint Stock Company | Related parties with company insiders | + Business Registration: 0109734778 + Date of issue: 18/08/2021 + Place of issue: Sở KH & Đầu tư Hà Nội/ DPI Hanoi | No 33, alley 195, Group 20, Vu Xuan Thieu Street, Phuc Loi Ward, Long Bien District, Hanoi City | In 2024 with many occurrences | Approving by Resolution no. 16/2024/NQ-HDQT-CET on 03/04/2024 | 90.000.000 | Office retinal |
| 3. | Vinh Khang Trading Investment Co., Ltd | Related parties with company insiders | + Số ĐKKD Business Registration: 0302531991 + Date of issue: 01/02/2002 + Place of issue: Sở KH & Đầu tư Tp Hồ Chí Minh/ DPI HCMC | No. 8-10, 25A Street, Ward 10, District 6, Ho Chi Minh City | In 2024 with many occurrences | Approving by Resolution no. 23/2024/NQ-HDQT-CET on 06/05/2024 | 170.229.168 | Buying and selling rice packaging according to export standards |
| 4. | Trần Hoàng Anh Tuấn | Insider | | | 14/07/2024 | Approving by Resolution no. 32/2024/NQ-HDQT-CET on 27/12/2024 | 3.500.000.000 | Loan for business operating |

APPENDIX 3- VII. 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

Appendix 4– VII 4.1: Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, Director (Board of Management) have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting).

| No | Name of organization/individual | Relationship with the company | NSH Certificate Number*, date of issue, place of issue | Head office address/Contact address | Time of transaction with the company | Resolution/Decision No. approved by the General Meeting of Shareholders/Board of Directors... (if any, specify the date of issue) | Content, quantity, total transaction value (VND) | Note |
|----|--|---------------------------------------|---|---|--------------------------------------|---|--|---|
| 1. | Minh Phuong Nam Ha Noi Investment and Commercial Company Limited | Related parties with company insiders | + Business Registration: 0105665227 + Date of issue: 23/11/2011 + Place of issue: DPI Hanoi | No 33, alley 195, Group 20, Vu Xuan Thieu Street, Phuc Loi Ward, Long Bien District, Hanoi City | In 2024 with many occurrences | Approving by Resolution no. 08/2024/NQ-HDQT-CET on 05/03/2024 | 19.802.382.950 | Goods trading |
| 2. | Ha Noi Vian Investment Joint Stock Company | Related parties with company insiders | + Business Registration: 0109734778 + Date of issue: 18/08/2021 + Place of issue: Sở KH & Đầu tư Hà Nội/ DPI Hanoi | No 33, alley 195, Group 20, Vu Xuan Thieu Street, Phuc Loi Ward, Long Bien District, Hanoi City | In 2024 with many occurrences | Approving by Resolution no. 16/2024/NQ-HDQT-CET on 03/04/2024 | 90.000.000 | Office retinal |
| 3. | Vinh Khang Trading Investment Co., Ltd | Related parties with company insiders | + Số ĐKKD Business Registration: 0302531991 + Date of issue: 01/02/2002 + Place of issue: Sở KH & Đầu tư Tp Hồ Chí Minh/ DPI HCMC | No. 8-10, 25A Street, Ward 10, District 6, Ho Chi Minh City | In 2024 with many occurrences | Approving by Resolution no. 23/2024/NQ-HDQT-CET on 06/05/2024 | 170.229.168 | Buying and selling rice packaging according to export standards |

APPENDIX 5 -The list of internal persons and their affiliated persons / Transactions of internal persons and affiliated persons with shares of the Company

| No | Full name | Securities trading account (if any) | Position in the company (if any) | ID card number/CCCD/Passport/Business registration number, 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 |
|------|--|-------------------------------------|----------------------------------|--|-----------------|---|-------------------------------------|------------------|
| I | Thành viên HĐQT, Ban Tổng giám đốc, Kế toán trưởng và người có liên quan của người nội bộ/ Board of Directors, Board of Management, Chief Accountant and related persons of insiders | | | | | | | |
| 1. | Nguyễn Thế Tài | | Chủ tịch HĐQT/ Chairman | | | 605,000 | 10% | Insider |
| 1.1. | Nguyễn Thanh Tông | | | | | | | Father |
| 1.2. | Nguyễn Thị Hải | | | | | | | Mother |
| 1.3. | Phạm Hồng Nam | | | | | | | Wife |
| 1.4. | Nguyễn Thế Mỹ | | | | | | | Child |
| 1.5. | Nguyễn Thế Vy | | | | | | | Child (Underage) |
| 1.6. | Nguyễn Thị Thu | | | | | | | Siblings |

| No | Full name | Securities trading account (if any) | Position in the company (if any) | ID card number/CCCD/Passport/Business registration number, 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 |
|-------|---|-------------------------------------|---|--|--|---|-------------------------------------|------------------------------|
| 1.7. | Đoàn Thanh Giang | | | | | | | Brother-in-law |
| 1.8. | Đoàn Thị Các | | | | | | | Mother-in-law |
| 1.9. | Nguyễn Hoàng Development Joint Stock Company | | | + Business Registration: 4100377261 + Date of issue: 09/08/2000 + Place of issue: Số KHDĐT tỉnh Bình Định / DPI Bình Định Province | Khu TTCN Nhơn Hòa, Phường Nhơn Hòa, Thị xã An Nhơn, Tỉnh Bình Định/ Nhơn Hòa Technology Center, Nhơn Hòa Ward, An Nhơn Town, Bình Định Province | | | Chairman |
| 1.10. | Thanh Phúc Joint Stock Company | | | + Business Registration: 4400348180 + Date of issue: 21/10/2009 + Place of issue: Số KHDĐT tỉnh Phú Yên/ DPI Phú Yên Province | Lô D4, D5, D9, D10 – KCN Đông Bắc Sông Cầu, Thị xã Sông Cầu, Tỉnh Phú Yên/ Slot No. D4, D5, D9, D10 – Dong Bac Song Cau Industrial Park, Song Cau Town, Phu Yen Province | | | Chairman |
| 1.11. | Tapiotek Joint Stock Company | | | + Business Registration: 3901277274 + Date of issue: 30/01/2019 + Place of issue: Số KHDĐT tỉnh Tây Ninh/ DPI Tây Ninh Province | Tổ 7, Khu phố 4, Thị trấn Châu Thành, Huyện Châu Thành, Tỉnh Tây Ninh/ Group 7, Quarter 4, Chau Thanh Town, Chau Thanh District, Tay Ninh Province | | | Chairman cum CEO |
| 1.12. | Truong Thanh Dai Nam Security Service Company Limited | | | + Business Registration: 0312727337 + Date of issue: 07/04/2014 + Place of issue: Số KHDĐT TP HCM/ DPI HCMC | 89 Cách mạng tháng 8, Phường Bến Thành, Quận 1, Thành phố Hồ Chí Minh/ 89, Cach Mang Thang 8 Street, Ben Thanh Ward, District 1, Ho Chi Minh City | | | Chairman of Board of members |
| 2 | Nguyễn Mạnh Chiến | | Vice Chairman of the Board of Directors | | | | | Insider |

| No | Full name | Securities trading account (if any) | Position in the company (if any) | ID card number/CCCD/Passport/Business registration number, 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 |
|------|---|-------------------------------------|----------------------------------|--|---|---|-------------------------------------|--|
| 2.1 | Nguyễn Văn Viên | | | | | | | Father |
| 2.2 | Nguyễn Thị Hoàng Yến | | | | | | | mother |
| 2.3 | Nguyễn Thu Vân | | | | | | | Wife |
| 2.4 | Nguyễn Quang Minh | | | | | | | Child (Underage) |
| 2.5 | Nguyễn Mạnh Dũng | | | | | | | Child (Underage) |
| 2.6 | Nguyễn Thu Trang | | | | | | | Siblings |
| 2.7 | BCG Energy Joint Stock Company | | | + Business Registration: 0314445458 + Date of issue: 08/06/2017 + Place of issue: DPI Ho Chi Minh City | 27C Quoc Huong, Thao Dien Ward, Thu Duc City, Ho Chi Minh City | | | Vice Chairman |
| 2.8 | 3K Plus Viet Nam Joint Stock Company | | | + Business Registration: 0401981631 + Date of issue: 10/06/2019 + Place of issue: DPI Da Nang City | 43 Phan Boi Chau, Thach Thang Ward, Hai Chau District, Da Nang City | | | Member of the Board of Directors |
| 2.9 | AAA Insurance Corporation | | | + Business Registration: 30GP/KDBH + Date of issue: 28/02/2005 + Place of issue: Ministry of Finance | 10-12 Street No. 52, Thanh My Loi Ward, Thu Duc City, Ho Chi Minh City | | | Vice Chairman |
| 2.10 | Tam Sinh Nghia Investment Development Joint Stock Company | | | + Business Registration: 0304374871 + Date of issue: 22/05/2006 + Place of issue: DPI Ho Chi Minh City | No. 2 Lien Khu 1-6 Street, Quarter 6, Binh Tri Dong Ward, Binh Tan District, Ho Chi Minh City | | | Vice Chairman |
| 2.11 | Tam Sinh Nghia Hon Dat Joint Stock Company | | | + Business Registration: 1702292468 + Date of issue: 10/04/2024 + Place of issue: Sở KHĐT tỉnh Kiên Giang/ DPI Kiên Giang Province | 1/74 My Hung Hamlet, My Lam Commune, Hon Dat District, Kiên Giang | | | No-longer related party since 12/07/2024 |

| No | Full name | Securities trading account (if any) | Position in the company (if any) | ID card number/CCCD/Passport/Business registration number, 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 |
|------|--|-------------------------------------|----------------------------------|---|---|---|-------------------------------------|--|
| 2.12 | Tam Sinh Nghĩa Long An Joint Stock Company | | | + Business Registration: 1102055063 + Date of issue: 10/04/2024 + Place of issue: Sở KHDĐT tỉnh Long An/ DPI Long An Province | Land plot number 33, map sheet number 5, Hamlet 3, Tan Dong commune, Thanh Hoa district, Long An province | | | No-longer related party since 15/07/2024 |
| 3 | Trần Hoàng Anh Tuấn | | Vice Chairman | | | 1.044.052 | 17,26% | Insider |
| 3.1 | Trần Văn Máy | | | | | | | Father |
| 3.2 | Nguyễn Thị Ý | | | | | | | mother |
| 3.3 | Trần Văn Hoàng | | | | | | | Brother |
| 3.4 | Trần Thị Thảo Trang | | Deputy Director | | | | | Sister |
| 3.5 | Trần Hoàng Cường | | | | | 907.865 | 15,01% | Brother |
| 3.6 | Trần Huy Cường | | | | | | | Brother |
| 3.7 | Lý Thế Vinh | | BOD member | | | | | Brother |

| No | Full name | Securities trading account (if any) | Position in the company (if any) | ID card number/CCCD/Passport/Business registration number, 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 |
|-----|---|-------------------------------------|--|---|---|---|-------------------------------------|---|
| 3.8 | AllFarm Joint Stock Company | | | + Business Registration: 0316477769 + Date of issue: 11/09/2020 + Place of issue: Số KH và ĐT TP Hồ Chí Minh / DPI Ho Chi Minh City | Số 68 Nguyễn Huệ, Phường Bến Nghé, Quận 1, Thành phố Hồ Chí Minh / No. 68 Nguyen Hue, Ben Nghé Ward, District 1, Ho Chi Minh City | | | Chairman |
| 3.9 | DeliFarm Trading Company Limited | | | + Business Registration: 0316525557 + Date of issue: 20/10/2020 + Place of issue: Số KH và ĐT TP.HCM / DPI HCMC | 19 Bạch Đằng, Phường 15, Quận Bình Thạnh, Thành phố Hồ Chí Minh / 19 Bạch Đằng, Ward 15, Binh Thanh District, Ho Chi Minh City | | | Chairman of Board of members |
| 4 | Lê Hoàng Đài Trang | | Member of Board of Directors cum Deputy Director | | | | | Resignation from April 11, 2024 approved by the 2024 Annual General Meeting of Shareholders |
| 4.1 | Hồ Hải Trung | | | | | | | Husband |
| 4.2 | Lê Hoàng Bửu Lộc | | | | | | | Siblings |
| 4.3 | Lê Hoàng Dung | | | | | | | Siblings |
| 4.4 | DeliFarm Investment Trading Company Limited | | | + Business Registration: 0317608686 + Date of issue: 15/12/2022 + Place of issue: DPI Ho Chi Minh City | 9 Street No. 4, Phong Phu Commune, Binh Chanh District, Ho Chi Minh City | | | Business Director |
| 5 | Lý Thế Vinh | | / Member of Board of Directors | | | | | Insider |
| 5.1 | Lý Tử Tuấn | | | | | | | Father (USA Citizen) |

| No | Full name | Securities trading account (if any) | Position in the company (if any) | ID card number/CCCD/Passport/Business registration number, 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 |
|------|--|-------------------------------------|----------------------------------|--|--|---|-------------------------------------|------------------------------|
| 5.2 | Trần Thị Thuý Liễu | | | | | | | Mother (USA Citizen) |
| 5.3 | Trần Văn Máy | | | | | | | Father-in-law |
| 5.4 | Nguyễn Thị Ý | | | | | | | Mother-in-law |
| 5.5 | Trần Thị Thảo Trang | | Deputy Director | | | | | Wife |
| 5.6 | Lý Hạo Minh | | | | | | | Child (Underage) |
| 5.7 | Lý Khả Văn | | | | | | | Child (Underage) |
| 5.8 | Lý Khải Vinh | | | | | | | Siblings (USA Citizen) |
| 5.9 | Vinh Khang Trading Investment Co., Ltd | | | +Business Registration: 0302531991 + Date of issue: 01/02/2002 + Place of issue: Sở KH&ĐT TPHCM/ DPI Ho Chi Minh City | 8-10 Street 25A, Ward 10, District 6, Ho Chi Minh City | | | Chairman of Board of members |
| 5.10 | Vinh Khang Long An Real Estate Co. Ltd | | | +Business Registration: 0316062411 + Date of issue: 10/12/2019 + Place of issue: Sở KH&ĐT TPHCM/ DPI Ho Chi Minh City | 8-10 Street 25A, Ward 10, District 6, Ho Chi Minh City | | | Chairman of Board of members |

| No | Full name | Securities trading account (if any) | Position in the company (if any) | ID card number/CCCD/Passport/Business registration number, 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 |
|-----|----------------------------------|-------------------------------------|--|--|--|---|-------------------------------------|------------------------------|
| 6 | Đỗ Văn Đạt | | Member of Board of Directors | | | 0 | | Insider |
| 6.1 | Đỗ Văn Đức | | | | | | | Father |
| 6.2 | Hoàng Hương Giang | | | | | | | mother |
| 6.3 | Đỗ Văn Đăng | | | | | | | Brother |
| 6.4 | Phạm Thị Thảo | | | | | | | Sister-in-law |
| 6.5 | Tesla Pharma Joint Stock Company | | | + Business Registration: 0302531991 + Date of issue: 01/02/2002 + Place of issue: DPI Ho Chi Minh City | Vian Tower, 26 Street 40, Thao Dien Ward, Thu Duc City, Ho Chi Minh City | | | Member of Board of Directors |
| 7 | Nguyễn Quốc Phương | | Member of Board of Directors cum Chief Executive Officer | | | 0 | | Insider |
| 7.1 | Vũ Thị Thúy Yên | | | | | | | Vợ/ Wife |
| 7.2 | Nguyễn Phương Nam | | | | | | | Con trai/ Child |

| No | Full name | Securities trading account (if any) | Position in the company (if any) | ID card number/CCCD/Passport/Business registration number, 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 |
|------|-----------------------|-------------------------------------|----------------------------------|--|-----------------|---|-------------------------------------|-----------------------------------|
| 7.3 | Nguyễn Minh Quân | | | | | | | Con trai/ Child |
| 7.4 | Nguyễn Kim Long | | | | | | | Bố ruột (Đã mất)/ Father (Died) |
| 7.5 | Đinh Thị Mai | | | | | | | Mẹ ruột (Đã mất)/ Mother (Died) |
| 7.6 | Nguyễn Kim Hoàng | | | | | | | Anh trai (Đã mất)/ Brother (Died) |
| 7.7 | Nguyễn Kim Hùng | | | | | | | Anh trai/ Siblings |
| 7.8 | Nguyễn Thị Mai Anh | | | | | | | Chị gái/ Siblings |
| 7.9 | Nguyễn Thị Thu Hằng | | | | | | | Chị gái/ Siblings |
| 7.10 | Nguyễn Thị Xuân Hương | | | | | | | Chị gái/ Siblings |
| 7.11 | Nguyễn Kim Cường | | | | | | | Anh trai/ Siblings |
| 7.12 | Nguyễn Thị Thủy | | | | | | | Chị dâu/ Siblings |

| No | Full name | Securities trading account (if any) | Position in the company (if any) | ID card number/CCCD/Passport/Business registration number, 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 |
|------|--|-------------------------------------|----------------------------------|--|---|---|-------------------------------------|-------------------------|
| 7.13 | Đinh Ngọc Chung | | | | | | | Brother-in-law |
| 7.14 | Vũ Tuấn Xương | | | | | | | Brother-in-law |
| 7.15 | Nguyễn Thị Thu Nga | | | | | | | Sister-in-law |
| 7.16 | Vũ Kim Đồng | | | | | | | Father-in-law |
| 7.17 | Đào Thị Gái | | | | | | | Mother-in-law |
| 7.18 | Vũ Thị Thu Hiền | | | | | | | Sister-in-law |
| 7.19 | Vũ Thanh Hòa | | | | | | | Sister-in-law |
| 7.20 | Công ty TNHH ĐT và TM Minh Phương Nam Hà Nội | | | + Business Registration: 0105665227 + Date of issue: 23/11/2011 + Place of issue: Sở KHĐT Hà Nội/ DPI Hà Nội | No. 33, Lane 195, Group 20, Vũ Xuân Thieu Street, Phúc Loi Ward, Long Bien District, Hanoi City | | | Chief Executive Officer |
| 7.21 | Công ty Cổ Phần Đầu Tư Vian Hà Nội | | | + Business Registration: 0109734778 + Date of issue: 18/08/2021 + Place of issue: Sở KHĐT Hà Nội/ DPI Hà Nội | No. 33, Lane 195, Group 20, Vũ Xuân Thieu Street, Phúc Loi Ward, Long Bien District, Hanoi City | | | Chief Executive Officer |

| No | Full name | Securities trading account (if any) | Position in the company (if any) | ID card number/CCCD/Passport/Business registration number, 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 |
|------|--|-------------------------------------|----------------------------------|--|--|---|-------------------------------------|-------------------------|
| 7.22 | Công ty TNHH Lương thực Hòa Khánh | | | + Business Registration: 0401529009 + Date of issue: 28/07/2023 + Place of issue: Số KHĐT TP Đà Nẵng/ DPI Đà Nẵng City | 186 Phạm Nhu Xương, Hòa Khánh Nam Ward, Liên Chiểu District, Đà Nẵng City | | | Director |
| 8 | Hà Lê Thủy Vy | | Independent Member of BOD | | | | | Insider |
| 8.1 | Hà Phước Lộc | | | | | | | Father |
| 8.2 | Hà Lê Kim Thúy | | | | | | | Mother |
| 8.3 | Hà Lê Trí Vỹ | | | | | | | Siblings |
| 8.4 | Công ty cổ phần Regeneration Investment/ Regeneration Investment Joint Stock Company | | | + Business Registration: 0317687102 + Date of issue: 17/02/2023 + Place of issue: DPI HCMC | No. 25/10, Street No. 3, Quarter 2, An Khanh Ward, Thu Duc City, Ho Chi Minh City | | | Chief Executive Officer |
| 9 | Trần Thị Kiều Tiên | | Independent Member of BOD | | | | | Insider |
| 9.1 | Trần Phương Hùng | | | | | | | Father (Lost contact) |
| 9.2 | Nguyễn Thị Thanh Phương | | | | | | | Mother |
| 9.3 | Thái Tường Linh | | | | | | | Husband |

| No | Full name | Securities trading account (if any) | Position in the company (if any) | ID card number/CCCD/Passport/Business registration number, 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 |
|------|---|-------------------------------------|--|--|---|---|-------------------------------------|--|
| 9.4 | Thái Trần Tường Lam | | | | | | | Con gái (Con nhỏ)/ Child (Underage) |
| 9.5 | Thái Trần Tuấn Minh | | | | | | | Con trai (Con nhỏ)/ Child (Underage) |
| 9.6 | Công ty cổ phần Dược phẩm Tipharco/ Tipharco Pharmaceutical Joint Stock Company | | | + Business Registration: 1200100557 + Date of issue: 28/02/2006 + Place of issue: DPI Tien Giang Province | Lot 08, 09 Tan My Chanh Industrial and Handicraft Cluster, Ward 9, Mỹ Tho City, Tien Giang Province | | | Member of Board of Directors |
| 9.7 | Công ty cổ phần Du lịch Sinh thái Phương Nam/ Phương Nam Ecotourism Joint - Stock Company | | | + Business Registration: 5800081007 + Date of issue: 09/08/2007 + Nơi cấp: place of issue: DPI Lam Dong Province | No. 45 Mac Dinh Chi, Ward 4, Da Lat City, Lam Dong Province | | | Chief Executive Officer |
| 9.8 | Công ty cổ phần Magnolia Investment/ Magnolia Investment Joint Stock Company | | | + Business Registration: 0316713198 + Date of issue: 08/02/2021 + Nơi cấp: place of issue: DPI Ho Chi Minh City | 25/10 Street No. 3, Ward 2, An Khanh Ward, Thu Duc City, Ho Chi Minh City | | | Member of Board of Directors cum Chief Executive Officer |
| 9.9 | Công ty cổ phần Dược Tesla/ Tesla Pharma Joint Stock Company | | | + Business Registration: 0302531991 + Date of issue: 01/02/2002 + Nơi cấp: place of issue: DPI Ho Chi Minh City | Vian Tower, 26 Street 40, Thao Dien Ward, Thu Duc City, Ho Chi Minh City | | | Chairwoman |
| 9.10 | Công ty TNHH Liên doanh Khai thác và Chế biến Vật liệu Xây dựng An Giang/ ANTRACO Joint Venture Company Ltd | | | + Business Registration: 1600175162 + Date of issue: 20/09/1994 + Nơi cấp: place of issue: Sở KHĐT tỉnh An Giang / DPI An Giang Province | Ấp Rò Leng, Xã Châu Lăng, Huyện Tri Tôn, Tỉnh An Giang / Rô Leng Hamlet, Chau Lang Commune, Tri Ton District, An Giang Province | | | Member of Board of Members |
| 9.11 | BCG Eco Joint Stock Company | | | + Business Registration: 0318671899 + Date of issue: 16/09/2024 + Nơi cấp: place of issue: DPI Ho Chi Minh City | 27C Quốc Hương, Phường Thảo Điền, Thành phố Thủ Đức, Thành phố Hồ Chí Minh, Việt Nam | | | Member of Board of Members |
| 10 | Trần Việt Tuấn | | Independent Member of Board of Directors | | | 0 | | Insider |

| No | Full name | Securities trading account (if any) | Position in the company (if any) | ID card number/CCCD/Passport/Business registration number, 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 |
|------|------------------------------|-------------------------------------|----------------------------------|--|---|---|-------------------------------------|---------------------------------------|
| 10.1 | Trần Việt Hùng | | | | | | | Cha/ Father |
| 10.2 | Phan Thị Ý | | | | | | | Mẹ/ Mother |
| 10.3 | Trần Việt Thanh | | | | | | | Anh ruột/ Siblings |
| 10.4 | Trần Thanh Thúy | | | | | | | Chi ruột/ Siblings |
| 10.5 | Alpha Dhabi Holdings Sdn Bhd | | | + Business Registration: 201201031919 (1016406-T) + Date of issue: 10/09/2012 + Place of issue: Malaysia | A16-18 Scott Garden Soho, 289 Jalan Klang Lama, Kuala Lumpur, Wilayah Persekutuan, Malaysia, 58000 | | | Vice Chairman cum Investment Director |
| 11 | Trần Thị Thảo Trang | | Deputy Director | | | | | Insider |
| 11.1 | Lý Thế Vĩnh | | BOD member | | | | | Husband |
| 11.2 | Trần Văn Mây | | | | | | | Father |
| 11.3 | Nguyễn Thị Ý | | | | | | | Mother |

| No | Full name | Securities trading account (if any) | Position in the company (if any) | ID card number/CCCD/Passport/Business registration number, 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 |
|------|---------------------|-------------------------------------|---|--|-----------------|---|-------------------------------------|--------------|
| 11.4 | Trần Minh Hoàng | | | | | | | Siblings |
| 11.5 | Trần Hoàng Anh Tuấn | | Phó Chủ tịch HĐQT/ Vice Chairman | | | 1.044.052 | 17,26% | Siblings |
| 11.6 | Trần Hoàng Cường | | | | | 907.865 | 15,01% | Siblings |
| 11.7 | Trần Huy Cường | | | | | | | Siblings |
| 12 | Trần Thị Thanh Nhân | | Chief Finance Officer cum Chief Accountant | | | | | Người nội bộ |
| 12.1 | Trần Văn Kham | | | | | | | Father |
| 12.2 | Trần Thị Bê | | | | | | | Mother |
| 12.3 | Hồ Quyết Thắng | | | | | | | Husband |
| 12.4 | Trần Thị Dung Tiểu | | | | | | | Siblings |

| No | Full name | Securities trading account (if any) | Position in the company (if any) | ID card number/CCCD/Passport/Business registration number, 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 |
|-------|----------------------------------|-------------------------------------|----------------------------------|--|--|---|-------------------------------------|--|
| 12.5 | Trần Khắc Khuynh | | | | | | | Siblings |
| 12.6 | Trần Minh Tân | | | | | | | Siblings |
| 12.7 | Hồ Văn Cường | | | | | | | Father in law |
| 12.8 | Lê Thị Minh Tuyết | | | | | | | Mother in law |
| 12.9 | Hồ Thăng Đạt | | | | | | | Siblings in law |
| 12.10 | Hồ Đạt Phát | | | | | | | Siblings in law |
| 12.11 | Tesla Pharma Joint Stock Company | | | + Business Registration: 0317308153 + Date of issue: 24/05/2022 + Place of issue: Sở KHĐT TP HCM/ DPI HCMC | Vian Tower, 26 Street 40, Thao Dien Ward, Thu Duc City, Ho Chi Minh City | | | Chief Accountant |
| 13 | Trịnh Phương Anh | | Chief Accountant | | | | | Resignation from Nov 11, 2024 approved by the BOD through resolution no. 28/2024/NQ-HĐQT-CET |
| 13.1 | Trịnh Ngọc Hùng | | | | | | | Father (Died) |

| No | Full name | Securities trading account (if any) | Position in the company (if any) | ID card number/CCCD/Passport/Business registration number, 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 |
|-----------|---|-------------------------------------|----------------------------------|--|-----------------|---|-------------------------------------|---|
| 13.2 | Nguyễn Thị Tươi | | | | | | | Mother |
| 13.3 | Trịnh Ngọc Nam | | | | | | | Siblings |
| II | Board of Supervisors and related persons of insiders | | | | | | | |
| 1 | Nguyễn Thị Mai | | Head of Supervisory Board | | | | | Resignation from April 11, 2024 approved by the 2024 Annual General Meeting of Shareholders |
| 1.1 | Nguyễn Thị Hai | | | | | | | Mother |
| 1.2 | Nguyễn Minh Trường | | | | | | | Husband |
| 1.3 | Nguyễn Minh Tuấn | | | | | | | Siblings |
| 1.4 | Nguyễn Thị Hồng Mai | | | | | | | Siblings |
| 1.5 | Nguyễn Thị Hồng Huệ | | | | | | | Siblings |
| 1.6 | Nguyễn Thị Hồng Phụng | | | | | | | Chi gái/ Siblings |

| No | Full name | Securities trading account (if any) | Position in the company (if any) | ID card number/CCCD/Passport/Business registration number, 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 |
|-----|-------------------|-------------------------------------|----------------------------------|--|-----------------|---|-------------------------------------|----------------------|
| 1.7 | Nguyễn Minh Thành | | | | | | | Anh trai/ Siblings |
| 1.8 | Nguyễn Thị Loan | | | | | | | Em gái/ Siblings |
| 1.9 | Nguyễn Thị Phụng | | | | | | | Em gái/ Siblings |
| 2 | Hồ Thị Minh Hiếu | | Head of Supervisory Board | | | | | Insider |
| 2.1 | Hồ Văn Nhĩ | | | | | | | Father |
| 2.2 | Phan Thị Nga | | | | | | | Mother |
| 2.3 | Huỳnh Thị Mười | | | | | | | Father-in-law (Died) |
| 2.4 | Lê Hoàng Sang | | | | | | | Mother-in-law (Died) |

| No | Full name | Securities trading account (if any) | Position in the company (if any) | ID card number/CCCD/Passport/Business registration number, 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 |
|------|-------------------------------|-------------------------------------|----------------------------------|--|---|---|-------------------------------------|----------------------|
| 2.5 | Lê Hoàng Bửu Lộc | | | | | | | Husband |
| 2.6 | Hồ Thị Kim Phụng | | | | | | | Siblings |
| 2.7 | Hồ Thị Lệ Hằng | | | | | | | Siblings |
| 2.8 | Hồ Thị Phương Thảo | | | | | | | Siblings |
| 2.9 | Hồ Thị Hồng Hạnh | | | | | | | Siblings |
| 2.10 | Hồ Hữu Trọng | | | | | | | Siblings |
| 2.11 | MCV Group Joint Stock Company | | | + Business Registration: 0313384481 + Date of issue: + Place of issue: DPI HCMC | 18Bis/22/11 Nguyen Thi Minh Khai, Ward Da Kao, District 1, Ho Chi Minh City | | | Chief Accountant |
| 3 | Nguyễn Thu Hà | | Member of Board of Supervisors | | | 0 | | Người nội bộ Insider |
| 3.1 | Nguyễn Văn Hải | | | | | | | Father |

| No | Full name | Securities trading account (if any) | Position in the company (if any) | ID card number/CCCD/Passport/Business registration number, 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 |
|-----|--|-------------------------------------|--|---|--|---|-------------------------------------|---------------|
| 3.2 | Đỗ Thị Chấn | | | | | | | Mother |
| 3.3 | Nguyễn Thanh Nhu | | | | | | | Husband |
| 4 | Trịnh Quyết Tiến | | Thành viên Ban Kiểm soát/ Member of Board of Supervisors | | | 0 | | Insider |
| 4.1 | Trịnh Ngọc Giới | | | | | | | Father (Died) |
| 4.2 | Phạm Thị Chuyển | | | | | | | Mother |
| 4.3 | Trịnh Tiến Anh | | | | | | | Siblings |
| 4.4 | BCG Joint Stock Company Cat Trinh Industrial Park | | | + Business Registration: 4101566790 + Date of issue: 01/07/2020 + Place of issue: Sở KHĐT Tỉnh Bình Định / DPI Bình Định Province | Thôn Phong An, Xã Cát Trinh, Huyện Phù Cát, Tỉnh Bình Định, Việt Nam/ Phong An Village, Cat Trinh Commune, Phu Cat District, Binh Dinh Province, Vietnam | | | SB member |
| 4.5 | Gia Khang Investment Trading Service Joint Stock Company | | | + Business Registration: 0313758024 + Date of issue: 14/04/2016 + Place of issue: Sở KHĐT TP. HCM / DPI HCMC | 218 Vo Van Ngan Street, Binh Tho Ward, Thu Duc City, Ho Chi Minh City, Viet Nam | | | SB member |
| 4.6 | Mỹ Khê Villas Resort Joint Stock Company | | | + Business Registration: 4300815113 + Date of issue: 30/03/2018 + Place of issue: DPI Quang Ngai Province | / 458 Phan Dinh Phung Street, Chanh Lo Ward, Quang Ngai City, Quang Ngai Province, Viet Nam | | | Head of SB |

| No | Full name | Securities trading account (if any) | Position in the company (if any) | ID card number/CCCD/Passport/Business registration number, 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 |
|-----|--|-------------------------------------|----------------------------------|--|--|---|-------------------------------------|------------------------------------|
| 4.7 | BCG ECO Joint Stock Company | | | + Business Registration: 0318671899 + Date of issue: 16/09/2024 + Place of issue: DPI HCMC | 27C Quốc Hương, Phường Thảo Điền, Thành phố Thủ Đức, Thành phố Hồ Chí Minh, Việt Nam | | | SB member |
| III | Corporate administrator, corporate secretary and related person of insider | | | | | | | |
| 1 | Dương Thành Tín | | | | | | | Authorized to disclose information |
| 1.1 | Dương Thành Được | | | | | | | Father |
| 1.2 | Nguyễn Thị Hồng | | | | | | | Mother |

APPENDIX 6: VIII.2 Transactions of insiders and related persons on company shares

| No | The person who makes the transaction | Relations | Number of shares owned at the beginning of the period | | Number of shares owned at the end of the period | | Reason for increase, decrease (buy, sell, convert, reward...) |
|----|--|--|---|--------|---|--------|---|
| | | | (Shares) | Rate | (Shares) | Rate | |
| 1 | Bùi Thị Hải Yến | Major Shareholder | 1.300.000 | 21,49% | 1.346.948 | 22,26% | Buyshares |
| 2 | Ha Noi Vian Investment Joint Stock Company | Major Shareholder/ Affiliate Person of Insider (Mr Nguyen Quoc Phuong) | 1.000.000 | 16,53% | 0 | 0% | Sell shares |
| 3 | Nguyễn Thế Tài | Insider (Chairman) | 0 | 0% | 605.000 | 10% | Buyshares |
| 4 | Trần Hoàng Anh Tuấn | Insider (Vice Chairman) | 696.000 | 11,50% | 1.044.052 | 17,26% | Buyshares |

