

No: 43 /BCQT-HAPUMA

Hai Duong, January 23, 2025

REPORT ON CORPORATE GOVERNANCE
Year 2024

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

- Name of company: **HAI DUONG PUMP MANUFACTURING JOINT STOCK COMPANY**

- Address of headoffice: No. 2 Ngo Quyen Road - Cam Thuong Ward - Hai Duong City - Hai Duong Province, Vietnam

- Telephone: 0220 3853496/0220 3844876; Fax: 0220 3859336; Email: info@hapuma.com

- Charter capital: VND 136,800,000,000 (*One hundred thirty-six billion eight hundred million dong*)

- Stock symbol: CTB

- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors, General Director (CEO).

- The implementation of internal audit: implemented.

The Board of Directors has appointed Mrs. Nguyen Hai Yen to the position of Internal Auditor starting from May 1, 2021. Mrs. Nguyen Hai Yen is responsible for inspecting, evaluating, and advising on internal auditing, providing independent and objective assurances, and making recommendations regarding the internal control system of Hai Duong Pump Manufacturing Joint Stock Company. The objective is to ensure the system is established and operated appropriately to prevent, detect, and address risks; ensure the effectiveness and efficiency of management processes and risk management procedures; evaluate the achievement of operational goals, strategic objectives, plans, and tasks of the Company; and other tasks specified in Decree 05/2019/ND-CP.

I. ACTIVITIES OF GENERAL MEETING OF SHAREHOLDERS

No	Resolution/ Decision No.	Date	Content
1	232/NQ- ĐHĐCĐ/HA PUMA	April 25, 2024	The 2024 Annual General Meeting of Shareholders: <ul style="list-style-type: none">Approved the following reports: The CEO's report on the business results of 2023, the expected targets and measures for 2024; The Board of Directors' report on the activities of 2023 and the strategic direction for 2024; The Board of Supervisors's report on its activities in 2023.

No	Resolution/ Decision No.	Date	Content
			<ul style="list-style-type: none"> • Approved the proposal from the Board of Directors regarding the audited financial report for 2023, conducted by TTP Audit Co., Ltd.; • Approved the proposal from the Board of Directors regarding the profit distribution plan for 2023 after tax; the 2024 target plan; and the selection of the auditing firm for the 2024 financial report; • Authorized the Board of Directors of Hai Duong Pump Manufacturing Joint Stock Company to enter into purchase/sale contracts and loans with a maximum value of up to 2,000 billion VND, based on the principles of ensuring efficiency and safeguarding the Company's capital; • Approved the proposal from the Board of Directors regarding the dismissal of Mr. Vu Kim Chung from the Board of Directors for the 2022-2027 term, effective from April 25, 2024; • Acknowledged the election of Mr. Nguyen Trong Tieu as a new member of the Board of Directors for the 2022-2027 term, effective from April 25, 2024; • Approved the proposal from the Board of Directors regarding amendments to the Company's Charter, including two key changes: <ul style="list-style-type: none"> ○ Reducing the number of legal representatives of the Company from 02 (two) to 01 (one). The legal representative will be the CEO; ○ Adding new construction-related industries to the Company's list of business activities and amending Article 4.2.a "Business Activities" in the Company's Charter.

II. BOARD OF DIRECTORS (Year 2024)

1. Information about the members of the Board of Directors: 05 members

No.	Board of Directors' members	Position	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Mr. Pham Manh Ha	Chairman	July 1, 2020	April 26, 2024
		Member	April 26, 2024 (*)	
2	Mr. Nguyen Trong Tieu	Member	April 25, 2024	
		Chairman	April 26, 2024	
3	Mr. Nguyen Trong Nam	Member	January 2010	
4	Mr. Vu Kim Chung	Member	November 23, 2020	April 25, 2024
5	Mrs. Doan Thi Lan Phuong	Member	May 27, 2022	

No.	Board of Directors' members	Position	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
6	Mr. Hoang Phuong	Member	May 27, 2022	

(*) Mr. Pham Manh Ha has been a member of the Board of Directors since March 2012. He served as Chairman of the Board of Directors from July 2020 until April 25, 2024, and will return as a member of the Board of Directors starting April 26, 2024.

2. Meetings of the Board of Directors

No.	Board of Directors' members	Position	Number of meetings attended	Attendance rate	Reason for absence
1	Mr. Pham Manh Ha	Chairman Member	11/11	100%	
2	Mr. Nguyen Trong Tieu	Chairman Member	11/11	100%	start as a member of the Board of Directors from April 25, 2024
3	Mr. Nguyen Trong Nam	Member	11/11	100%	
4	Mr. Vu Kim Chung	Member	4/5	80%	personal reasons
5	Ms. Doan Thi Lan Phuong	Member	11/11	100%	
6	Mr. Hoang Phuong	Member	11/11	100%	

6 offline meetings and 5 online meetings

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

In 2024, the Board of Directors monitored the Board of Management and management personnel in implementing the resolutions of the General Meeting of Shareholders; executing the resolutions and decisions of the Board of Directors; overseeing the management of production and business operations by the Board of Management, ensuring that activities of the Board of Management align with the strategic direction, while also complying with legal regulations and the Company's Charter.

4. Activities of the Board of Directors' subcommittees: None.

5. Resolutions/Decisions of the Board of Directors (Year 2024)

No.	Resolution/ Decision No.	Date	Content	Approval rate
I	Resolution			
1	01/2024/NQ-HĐQT/HAPUMA	January 24, 2024	Approved the financial report for Q4/2024, approved the investment plan for the factory, and approved the advance of the 2023 Executive Board's bonus fund	100%
2	02/2024/NQ-HĐQT/HAPUMA	March 1, 2024	Convened the 2024 Annual General Meeting of Shareholders	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
3	03/2024/NQ- HĐQT/HAPUMA	March 6, 2024	Approved the policy for purchasing a car	100%
4	04/2024/NQ- HĐQT/HAPUMA	March 27, 2024	Approved the audited financial report for 2023; Approved the resignation letter of Mr. Vu Kim Chung from the Board of Directors for the 2022-2027 term; Approved the full content of the materials for the 2024 Annual General Meeting of Shareholders	100%
5	05/2024/NQ- HĐQT/HAPUMA	April 22, 2024	Approved the restructuring plan for the production division starting from May 1, 2024; agreed to the policy of appointing the positions of Factory Director and Deputy Factory Director for a fixed term of 3 years	100%
6	06/2024/NQ- HĐQT/HAPUMA	April 22, 2024	Approved the investment plan for constructing a factory and purchasing a car	100%
7	07/2024/NQ- HĐQT/HAPUMA	April 22, 2024	Approved the financial report for Q1 2024; approved the policy and addition of business activities to the materials for the 2024 Annual General Meeting of Shareholders (amendment to the Company's Charter)	100%
8	08/2024/NQ- HĐQT/HAPUMA	April 26, 2024	Dismissed the Chairman of the Board of Directors and elected a new Chairman of the Board of Directors	100%
9	09/2024/NQ- HĐQT/HAPUMA	April 26, 2024	Approved the settlement of the Executive Board's bonus fund for 2023	100%
10	10/2024/NQ- HĐQT/HAPUMA	April 26, 2024	Approved the termination of the contract with the expert and agreed to sign an employment contract with Mr. Nguyen Trong Tieu	100%
11	11/2024/NQ- HĐQT/HAPUMA	May 28, 2024	Approved the policy to establish a credit relationship with Shinhan Bank Vietnam	100%
12	12/2024/NQ- HĐQT/HAPUMA	June 25, 2024	Selected the auditing firm for 2024	100%
13	13/2024/NQ- HĐQT/HAPUMA	July 30, 2024	Approved the policy to merge the Human Resources Department into the Company's Office. Approved the adjustment of the salary plan for the	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
			indirect division V23.09 (4th revision).	
14	14/2024/NQ- HĐQT/HAPUMA	July 30, 2024	Approved the financial report for Q2 2024	100%
15	15/2024/NQ- HĐQT/HAPUMA	August 19, 2024	Approved the dividend payment for 2023	100%
16	16/2024/NQ- HĐQT/HAPUMA	October 22, 2024	Approved the financial report for Q3 2024	100%
17	17/2024/NQ- HĐQT/HAPUMA	December 5, 2024	Signed the credit line agreement with Vietinbank - Hai Duong Branch	100%
II	Decision			
1	01/2024/QĐ- HĐQT/HAPUMA	July 30, 2024	Appointed the Regional Sales Director for the Southern region, also as the Head of the Representative Office in Ho Chi Minh City	100%

III. BOARD OF SUPERVISORS (Year 2024)

1. Information about members of Board of supervisors

No.	Members of Board of supervisors	Position	The date becoming/ceasing to be the member of the Board of supervisors	Qualification
1	Mrs. Tran Thu Ha	Head	Starting from May 27, 2022	Bachelor's degree in Industrial Accounting
2	Mr. Nguyen Ngoc Bao	Member	Starting from February 13, 2017	Metallurgical Engineer
3	Mr. Le Thanh Ha	Member	Starting from May 27, 2022	Materials and Metal Rolling Engineering

2. Meetings of the Board of supervisors

No.	Members of Board of supervisors	Number of meetings attended	Attenda nce rate	Voting rate	Reason for absence
1	Mrs. Tran Thu Ha	03/03	100%	100%	
2	Mr. Nguyen Ngoc Bao	03/03	100%	100%	
3	Mr. Le Thanh Ha	03/03	100%	100%	

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

- Review the appropriateness of the resolutions and decisions made by the Board of Directors and the Executive Board in management and operation activities;
- Control the procedures and processes for issuing documents by the Company, ensuring compliance with legal regulations and the Company's Charter;
- Supervise the Company's compliance with legal regulations

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

The Board of Supervisors has received good cooperation and positive support from the Board of Directors, the Board of Management and various departments within the Company, as demonstrated by the following:

- The Board of Supervisors received documents and information in accordance with the provisions of the Enterprise Law regarding the right to access information.
- The Board of Supervisors was provided with information related to the Company's operations during the period by the Board of Management upon request.
- The Head of the Board of Supervisors attended the Board of Directors' meetings.

In 2024, the Board of Supervisors did not receive any suggestions or complaints from shareholders regarding the Company's business operations or the management activities of the Board of Directors and the Board of Management.

5. Other activities of the Board of Supervisors: No activities.

IV. BOARD OF MANAGEMENT

No.	Members of Board of Management	Date of birth	Qualification	The date becoming/ceasing to be the member of Board of Management
1	Mr. Nguyen Trong Nam	November 10, 1959	Mechanical Engineer	start as a member from September 01, 2010
2	Mr. Dao Dinh Toan	December 29, 1965	Mechanical Manufacturing Engineer	start as a member from June 01, 2011
3	Mr. Nghiem Trong Van	January 01, 1972	Bachelor's degree in Economics	start as a member from March 18, 2018
4	Mr. Vu Kim Chung	October 16, 1968	Civil Engineer	start as a member from September 03, 2019
5	Mrs. Doan Thi Lan Phuong	November 28, 1981	Bachelor's degree in Economics	start as a member from January 01, 2020
6	Mr. Tran Manh Ha	June 3, 1977	Mechanical Engineer	start as a member from November 01, 2020
7	Mr. Truong Quang Hieu	October 12, 1985	Electrical and Electronics Engineer	start as a member from August 01, 2024

V. CHIEF ACCOUNTANT

Name	Date of birth	Qualification	Date of appointment/ dismissal
Mrs. Doan Thi Lan Phuong	November 28, 1981	Bachelor's degree in Economics, majoring in Corporate Accounting	01/01/2020

VI. TRAINING COURSES ON CORPORATE GOVERNANCE

The members of the Board of Directors, the Board of Supervisors, the CEO, other managers and the individuals responsible for corporate governance have participated in training courses and workshops as required by corporate governance regulations.

VII. THE LIST OF AFFILIATED PERSONS OF THE PUBLIC COMPANY (YEAR 2024) AND TRANSACTIONS OF AFFILIATED PERSONS OF THE COMPANY

- The list of affiliated persons of the Company: List No.01 attached.*
- Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons: None.*
- Transactions between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power: None.*
- 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, General Director have been founding members or members of Board of Directors, or CEOs in three (03 latest years (calculated at the time of reporting): *None*
 - 4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, General Director and other managers as a member of Board of Directors, General Director or CEO: *None*.
 - 4.3. Other Transactions of the Company (if any) may bring mterial or non-material benefits for members of Board of Directors, members of Board of Supervisors, General Director and other managers: *None*.

VIII. SHARE TRANSACTIONS OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS (YEAR 2024)

- The list of internal persons and their affiliated persons (Year 2024): List No.2 attached.*
- Transactions of internal persons and affiliated persons with shares of the Company: List No.3 attached.*

IX. Other significant issues: None.

CHAIRMAN OF THE BOARD OF DIRECTORS


Nguyễn Trọng Tiêu

LIST NO.1: LIST OF AFFILIATED PERSONS OF THE COMPANY

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	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
1	Nguyen Trong Tieu		Member of the Board of Directors (from April 25, 2024) Chairman of the Board of Directors (from April 26, 2024)			April 25, 2024		Elected as a member of the Board of Directors	Internal person of the Company
2	Pham Manh Ha		Chairman of the Board of Directors (until April 26, 2024) Member of the Board of Directors (from April 26, 2024)			March 29, 2012			Internal person of the Company
3	Nguyen Trong Nam		Member of the Board of Directors, CEO			January 15, 2010			Internal person of the Company
4	Vu Kim Chung		Member of the Board of Directors (until April 25, 2024), Deputy CEO (until November 2024)			September 3, 2019	November 1, 2024	Retire	Internal person of the Company
5	Doan Thi Lan Phuong		Member of the Board of Directors, Chief Accountant			January 01, 2020			Internal person of the Company
6	Hoang Phuong		Member of the Board of Directors			May 27, 2022			Internal person of the Company

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	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
7	Tran Thu Ha		Head of the Board of Supervisors			May 27, 2022			Internal person of the Company
8	Le Thanh Ha		Member of the Board of Supervisors			May 27, 2022			Internal person of the Company
9	Nguyen Ngoc Bao		Member of the Board of Supervisors			March 16, 2017			Internal person of the Company
10	Dao Dinh Toan		Deputy CEO			June 1, 2011			Internal person of the Company
11	Nghiem Trong Van		Deputy CEO			March 15, 2018			Internal person of the Company
12	Tran Manh Ha		Sales Director			November 01, 2020			Internal person of the Company
13	Truong Quang Hieu		Southern Regional Sales Director			August 01, 2024		Appointed	Internal person of the Company
14	Nguyen Thi Thu Thuy		Person in charge of corporate governance, Company Secretary, person authorized to disclose information			May 27, 2022			Internal person of the Company

LIST NO.2 - LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1	Nguyen Trong Tieu		Chairman of the Board of Directors			462.000	3,38%	
1.1	Tran Kim Chau					655.168	4,79%	Wife
1.2	Nguyen Thanh Tung					620.083	4,53%	Son
1.3	Nguyen Hong Ngoc					0	0,00%	Daughter-in-law
1.4	Nguyen Tung Lam					633.600	4,63%	Son
1.5	Nguyen Quynh Nhu					0	0,00%	Daughter-in-law
1.6	Tran Thi Dieu Cong					0	0,00%	Mother-in-law
1.7	Nguyen Trong Su					0	0,00%	Older Brother
1.8	Nguyen Trong Oanh					0	0,00%	Older Brother
1.9	Tran Thi Tham					0	0,00%	Sister-in-law
1.10	Nguyen Thi Uyen					0	0,00%	Older sister
1.11	Nguyen Trong Dung					0	0,00%	Older Brother

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1.12	Dinh Thi Thanh					0	0,00%	Sister-in-law
1.13	Nguyen Thuy Bich					0	0,00%	Older sister
1.14	Nguyen Thuy Lieu					0	0,00%	Older sister
1.15	Nguyen Trong Tuyen					0	0,00%	Younger Brother
1.16	Tran Thi Sinh					0	0,00%	Sister-in-law
1.17	Dong Anh Electrical Equipment Corporation Joint Stock Company					0	0,00%	The company where Mr. Tieu serves as Vice Chairman of the Board of Directors
2	Pham Manh Ha		Chairman of the Board of Directors (until April 26, 2024) Member of the Board of Directors (from April 26, 2024)			674.000	4,93%	
2.1	Phung Nha Hanh					0	0,00%	Wife

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
2.2	Pham Ha Trang					0	0,00%	Daughter
2.3	Le Thanh Trung					0	0,00%	Son-in-law
2.4	Pham Ha Thanh					0	0,00%	Daughter
2.5	Pham Thi Lien					0	0,00%	Older sister
2.6	Do Xuan Tuyen					0	0,00%	Brother-in-law
2.7	Pham Manh Hai					0	0,00%	Younger Brother
2.8	Bui Thuy Nga					0	0,00%	Sister-in-law
3	Nguyen Trong Nam		Member of the Board of Directors, CEO			373.898	2,73%	
3.1	Nguyen Trong Lau					0	0,00%	Father
3.2	Nguyen Thi Tam					0	0,00%	Mother
3.1	Vu Van Quy					0	0,00%	Father-in-law
3.4	Vu Hong Loan					0	0,00%	Wife
3.5	Nguyen Hong Phuong					0	0,00%	Daughter

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
3.6	Nguyen Hoang Viet					250.000	1,83%	Son
4	Vu Kim Chung		Member of the Board of Directors (until April 25, 2024), Deputy CEO (until November 1, 2024)			0	0,00%	
4.1	Vu Kieu Banh					0	0,00%	Father
4.2	Le Thi Yen					0	0,00%	Mother
4.3	Nguyen Thi Uyen					0	0,00%	Mother-in-law
4.4	Nguyen Thuy Uyen					0	0,00%	Wife
4.5	Vu Ha Vy					0	0,00%	Daughter
4.6	Vu Minh Tuong					0	0,00%	Son
4.7	Vu Huu Nghi					0	0,00%	Older Brother
4.8	Vu Thi Tuyet Mai					383.000	2,8%	Sister-in-law
4.9	Vu Huu Ai					0	0,00%	Older Brother
4.10	Ninh Thi Hanh					0	0,00%	Sister-in-law
4.11	Vu Duc Hien					0	0,00%	Older Brother

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
4.12	Pham Thi Tam					0	0,00%	Sister-in-law
4.13	Vu Thi Ngai					0	0,00%	Younger Sister
4.14	Ta Viet Phai					0	0,00%	Brother-in-law
5	Doan Thi Lan Phuong		Member of the Board of Directors, Chief Accountant			160.000	1,17%	
5.1	Doan Nhat Tien					0	0,00%	Father
5.2	Truong Thi Hoa Binh					123.940	0,90%	Mother
5.3	Doan Nhat Minh					0	0,00%	Younger Brother
6	Hoang Phuong		Member of the Board of Directors			100.000	0,73%	
6.1	Vuong Thu Ninh					200.000	1,46%	Wife
6.2	Hoang Phuong Nhi					0	0,00%	Daughter
6.3	Hoang Phuong Linh					0	0,00%	Daughter
7	Tran Thu Ha		Head of Board of Supervisors			0	0,00%	
7.1	Tran Van Tu					0	0,00%	Father

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
7.2	Do Thi Kim Dung					0	0,00%	Mother
7.3	Tran Duc Suu					0	0,00%	Father-in-law
7.4	Tran Quang Huy					0	0,00%	Husband
7.5	Tran Khoi Nguyen					0	0,00%	Son
7..7.	Tran Minh Khanh					0	0,00%	Son
7..7	Tran Huong Giang					0	0,00%	Younger Sister
7..8	Pham Canh Huy					0	0,00%	Brother-in-law
7..9	Tran Hoai Nam					0	0,00%	Younger Brother
8	Le Thanh Ha		Member of Board of Supervisors			0	0,00%	
8..1	Le Van Huong					0	0,00%	Father
8..2	Pham Thi Van					0	0,00%	Mother
8..3	Tran Van Hau					0	0,00%	Father-in-law
8..4	Tran Thi Min					0	0,00%	Mother-in-law
8..5	Tran Thi Hoan					0	0,00%	Wife

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
8..6	Le Tran Phong					0	0,00%	Son
8..8.	Le Thi To Phuong					0	0,00%	Daughter
8..8	Le Van Tinh					0	0,00%	Younger Brother
8..9	Tran Thi Thanh					0	0,00%	Sister-in-law
9	Nguyen Ngoc Bao		Member of Board of Supervisors			2.905	0,02%	
9.1	Nguyen Ngoc Ban					0	0,00%	Father
9.2	Nguyen Thi Minh Ha					0	0,00%	Mother
9.3	Doan Chi Lan					0	0,00%	Father-in-law
9.4	Hoang Thi Bau					0	0,00%	Mother-in-law
9.5	Doan Thi Mai Khang					0	0,00%	Wife
9.6	Nguyen Thi Minh Ngoc					0	0,00%	Daughter
9.7	Nguyen Minh Chien					0	0,00%	Son
9.8	Nguyen Thi Thu Hang					0	0,00%	Older sister
9.9	Nguyen The Lich					0	0,00%	Brother-in-law



No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
9.10	Nguyen Thi Thu Huong					0	0,00%	Younger sister
9.11	Vu Chi Phuong					0	0,00%	Brother-in-law
10	Dao Dinh Toan		Deputy CEO			38.226	0,28%	
10.1	Vu Thi Bau					0	0,00%	Mother
10.2	Do Van Anh					0	0,00%	Father-in-law
10.3	Quan Thi Kim					0	0,00%	Mother-in-law
10.4	Do Thi Thuy Lam					0	0,00%	Wife
10.5	Dao Thu Giang					0	0,00%	Daughter
10.6	Nguyen Nhat Minh					0	0,00%	Son-in-law
10.7	Dao Mai Anh					0	0,00%	Daughter
10.8	Dao Dinh An					0	0,00%	Older Brother
10.9	Vu Thi Hang					0	0,00%	Sister-in-law
10.10	Dao Truc Thanh					0	0,00%	Older sister
10.11	Nguyen Van Khang					0	0,00%	Brother - in-law



No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
10.11	Dao Thanh Lich					0	0,00%	Younger Sister
10.12	Tran Quang Thanh					0	0,00%	Brother-in-law
10.13	Dao Truc Quynh					0	0,00%	Younger sister
11	Nghiem Trong Van		Deputy CEO			5.073	0,04%	
11.1	Nghiem Trong Trung					5.160	0,04%	Father
11.2	Dinh Thi Chung					0	0,00%	Mother
11.3	Bui Huu Son					0	0,00%	Father-in-law
11.4	Nguyen Thi Tuyen					0	0,00%	Mother-in-law
11.5	Bui Thi Van Anh					123	0,001%	Wife
11.6	Nghiem Ngoc Mai					0	0,00%	Daughter
11.7	Nghiem Ngoc Diep					0	0,00%	Daughter
11.8	Nghiem Minh Triet					0	0,00%	Son
11.9	Nghiem Trong Tiep					0	0,00%	Younger brother
11.10	Le Thu Ha					0	0,00%	Sister-in-law

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
12	Tran Manh Ha		Sales Director			2.754	0,02%	
12.1	Pham Thi Nhe					0	0,00%	Mother
12.2	Nguyen Viet Chinh					0	0,00%	Father-in-law
12.3	Nguyen Thi Quy					0	0,00%	Mother-in-law
12.4	Nguyen Thi Quynh Chi					2.700	0,02%	Wife
12.5	Tran Minh Quang					0	0,00%	Son
12.6	Tran Minh Son					0	0,00%	Son
12.7	Tran Minh Thuong					0	0,00%	Younger brother
12.8	Doan Thi Ha					0	0,00%	Sister-in-law
12.9	Tran Thi Nham					0	0,00%	Younger sister
12.10	Bui Quy Canh					0	0,00%	Brother-in-law
13	Truong Quang Hieu		Southern Regional Sales Director			0	0,00%	
13.1	Luong Thi Thom					0	0,00%	Wife
13.2	Truong Truc Quynh Huong					0	0,00%	Daughter

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
13.3	Truong Quang Hoang Long					0	0,00%	Son
13.4	Truong Quang Dang Long					0	0,00%	Son
13.5	Truong Quang Phung					0	0,00%	Father
13.6	Nguyen Thi Lien					0	0,00%	Mother
13.7	Luong Cao Dung					0	0,00%	Father-in-law
13.8	Bui Thi Thin					0	0,00%	Mother-in-law
13.9	Truong Thi Thu Hien					0	0,00%	Older sister
13.10	Truong Thi Kim Thu					0	0,00%	Older sister
13.11	Phan Dinh Phu					0	0,00%	Brother-in-law
13.12	Truong Thi Thu Trang					0	0,00%	Younger sister
13.13	Phung Gia Trung					0	0,00%	Brother-in-law
13.14	Truong Thi Kim Hoa					0	0,00%	Younger sister

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
13.15	Tran Quang Dat					0	0,00%	Brother-in-law
14	Nguyen Thi Thu Thuy		Person in charge of corporate governance, Company Secretary, person authorized to disclose information			144	0,001%	
14.1	Nguyen Van Tuyen					0	0,00%	Father
14.2	Nguyen Thi Lien					0	0,00%	Mother
14.3	Nguyen Van Minh					0	0,00%	Father-in-law
14.4	Pham Thi Duong					0	0,00%	Mother-in-law
14.5	Nguyen The Cuong					0	0,00%	Husband
14.6	Nguyen The Hung					0	0,00%	Son
14.7	Nguyen Quoc Quan					0	0,00%	Son
14.8	Nguyen Trung Kien					0	0,00%	Younger brother
14.9	Vu Anh Quynh					0	0,00%	Sister-in-law



LIST NO.3: TRANSACTIONS OF INTERNAL PERSONS AND AFFILIATED PERSONS WITH SHARES OF THE COMPANY

No.	Transaction executor	Relationship with internal persons	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increasing, decreasing (buying...)
			<i>Number of shares</i>	<i>Percentage</i>	<i>Number of shares</i>	<i>Percentage</i>	
1	Hoang Phuong	Internal person (member of Board of Directors)	300.000	2,19%	100.000	0,73%	Change of personal investment portfolio
2	Vuong Thu Ninh	Affiliated person (Wife of Mr. Hoang Phuong - member of Board of Directors)	-	-	200.000	1,46%	Change of personal investment portfolio