

No.: 10/2025/CV-HĐQT.HBC

Ho Chi Minh City, July 30th, 2025

CORPORATE GOVERNANCE REPORT (2025 semi annual report)

To:

- State Securities Commission;
- Hanoi Stock Exchange.

- Company: **HOA BINH CONSTRUCTION GROUP JOINT STOCK COMPANY**
- Head office address: **235 Vo Thi Sau, Ward Xuan Hoa, Ho Chi Minh City**
- Phone: **(84.28) 3932 5030** Fax: **(84.28) 3930 2097** Email: **info@hbcg.vn**
- Charter capital: **3.472.132.700.000 đồng**
- Stock code: **HBC**
- Corporate governance model: **According to Clause a, Article 137 of the Enterprise Law 2020**
- + General Meeting of Shareholders, Board of Directors ("BOD"), **Board of Supervisors** and General Director.
- Regarding the implementation of internal audit function: **Implemented**

I. Activities of the General Meeting of Shareholders:

Information on meetings and resolutions of the General Meeting of Shareholders:

No.	Resolution No.	Date	Content
1	01/2025/NQ-ĐHCT.HBC	25/04/2025	Report of the Board of Directors (BOD) and the Executive Board on the business results for 2024
			Revenue and profit plan for 2025, and the profit distribution plan for 2025
			Changes in the organizational and operational structure of the Company
			Remuneration for members of the BOD and the Supervisory Board in 2025
			Plan for share issuance to increase charter capital in 2025
			Amendments to the Company Charter, Internal Corporate Governance Regulations, BOD Operational Regulations, and issuance of the draft Operational Regulations of the Supervisory Board
			Selection of the audit firm for the 2025 financial statements
			Election of members to the BOD for the 2025–2029 term (using cumulative voting method)
			Election of members to the Supervisory Board (using

			cumulative voting method)
2	02/2025/NQ-ĐHCD.HBC	25/04/2025	Approval of the addition of new business lines to the Company's operations
			Approval of the assignment to implement the addition of new business lines;

II. Board of Directors (2024)

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

No.	BOD Member	Position (independent Board Member, non-executive Board Member)	Date of commencement/no longer being a Board Member/independent Board Member	
			Date of appointment	Date of dismissal
1	Mr. Lê Viết Hải	Chairman of the BOD	25/4/2025	
2	Mr. Lê Viết Hiếu	Vice Chairman of BOD	25/4/2025	
3	Mrs. Nguyễn Thị Lượ	Vice Chairman of BOD (Independent BOD Member)	25/4/2025	
4	Mr. Nguyễn Tường Bảo	Independent BOD Member	25/4/2025	
5	Mr. Lê Văn Nam	BOD Member	25/4/2025	
6	Mrs. Vũ Thị Hòa	Independent BOD Member	27/6/2023	25/4/2025
7	Mr. Nguyễn Kinh Luân	BOD Member	25/4/2025	

2. Board of Directors Meetings:

No.	BOD Member	Number of Board Meetings Attended	Attendance Rate	Reasons for not attending Meetings
1	Mr. Lê Viết Hải	10/10	100%	
2	Mr. Lê Viết Hiếu	10/10	100%	
3	Mr. Nguyễn Tường Bảo	10/10	100%	
4	Mr. Lê Văn Nam	10/10	100%	
5	Mrs. Vũ Thị Hòa	06/06	100%	Term expires on April 25, 2025
6	Mrs. Nguyễn Thị Lượ	10/10	100%	
	Mr. Nguyễn Kinh Luân	04/04	100%	Term begins on April 25, 2025

3. Supervision by the Board of Directors over the Board of Management:

In 2024, the Board of Directors supervised the activities of the Board of Management in implementing the Resolutions of the General Meeting of Shareholders and the Board of Directors as follows:

The Board of Directors has 06 members, in addition to the Chairman, there are 03 members who are the General Director, the Permanent Deputy General Director and Deputy General Director. Therefore, the members of the Board of Directors work very closely with the Board of Management, understand the Group's operations to make practical recommendations to help the BOD fulfill the tasks assigned by the General Meeting of Shareholders and the Board of Directors. Thereby, the Board of Directors evaluates whether the action plan and remedial solutions are suitable to reality or not, and then makes more practical recommendations. The Board of Directors issues resolutions after regular and irregular meetings as required to promptly meet the Group's business requirements and legal regulations. In addition to the regular meetings of both the Board of Directors and the Board of Management, the Board of Directors further supports the BOM by providing market insights. This helps the Board of Management review its business plans and other matters requiring Board of Directors approval, providing a solid foundation for the BOM's implementation. The Board of Directors will also continue to enhance risk management activities by operationalizing the Supervision Committee to offer independent opinions on the Board of Management 's investment proposals.

Based on the Charter, issued regulations and rules, the Board of Directors authorizes the Executive Board to decide on the Company's daily business operations and at the same time organize the implementation of decisions, business plans and operational directions assigned by the Board of Directors and the General Meeting of Shareholders.

Through the inspection and supervision mechanism with periodic quarterly reports on business performance, the Company's operations and ad hoc reports when requested, the Board of Directors assesses that the Board of Directors has exercised its assigned rights and duties in accordance with current laws, the Company's Charter, decisions of the General Meeting of Shareholders and the Board of Directors, and has exercised its assigned rights and duties honestly and carefully, ensuring the maximum legitimate interests of the Company and shareholders. Accordingly, the Board of Directors has made efforts to implement the 2025 business solutions approved by the General Meeting of Shareholders, especially solutions to increase equity as presented at the Annual General Meeting of Shareholders on April 25, 2025, and has also tried to do a good job of building a business environment based on the foundation of sustainable development and improving corporate governance. However, the Board of Directors needs to focus more on solving the issue of risk control to further improve business efficiency.

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

5. Resolutions of the Board of Directors:

No.	Resolution No.	Date	Content	Rate
1	01.1/2025/NQ-HĐQT.HBC	28/2/2025	Approving the plan for organizing the 2025 Annual General Meeting of Shareholders.	100.00%
2	01.2/2025/NQ-HĐQT.HBC	28/2/2025	Approving the dismissal of Mr. Le Van Vien from the position of Deputy General Director	100.00%
3	01.3/2025/NQ-HĐQT.HBC	28/2/2025	Approving the appointment of Mr. Huynh Tan Quoc as Deputy General Director.	100.00%
4	02/2025/NQ-HĐQT.HBC	27/3/2025	Approving the 2025 business plan.	100.00%

No.	Resolution No.	Date	Content	Rate
5	03/2025/NQ-HĐQT.HBC	03/4/2025	Approving the draft proposal for the 2025 Annual General Meeting of Shareholders.	100.00%
6	04.1/2025/NQ-HĐQT.HBC	21/4/2025	Approving the addition of items to the agenda of the 2025 Annual General Meeting of Shareholders	100.00%
7	04.2/2025/NQ-HĐQT.HBC	21/4/2025	Approving the transfer of real estate	100.00%
8	05/2025/NQ-HĐQT.HBC	24/4/2025	Approving the transfer of 100% of the subsidiary's capital contribution in another company	100.00%
9	06.1/2025/NQ-HĐQT.HBC	25/4/2025	Approving the appointment of Mr. Le Viet Hai – Member of the Board of Directors – as Chairman of the Board of Directors	100.00%
10	06.2/2025/NQ-HĐQT.HBC	25/4/2025	Approving the appointment of Mr. Le Viet Hieu – Member of the Board of Directors – as Vice Chairman of the Board of Directors	100.00%
11	06.3/2025/NQ-HĐQT.HBC	25/4/2025	Approving the appointment of Ms. Nguyen Thi Luot – Member of the Board of Directors – as Vice Chairman of the Board of Directors	100.00%
12	07.1/2025/NQ-HĐQT.HBC	12/5/2025	Approving the selection of AFC Vietnam Auditing Co., Ltd. as the unit to perform the interim financial statement review and the 2025 financial statement audit	100.00%
13	07.2/2025/NQ-HĐQT.HBC	12/5/2025	Approving the issuance of a new organizational chart.	100.00%
14	07.3/2025/NQ-HĐQT.HBC	12/5/2025	Approving the transfer of real estate	100.00%
15	08/2025/NQ-HĐQT.HBC	29/5/2025	Approving the receipt of credit facilities from the Bank	100.00%
16	09.1/2025/NQ-HĐQT.HBC	03/6/2025	Approving the dismissal of Mr. Huynh Tan Quoc from the position of Deputy General Director.	100.00%
17	09.2/2025/NQ-HĐQT.HBC	03/6/2025	Approving the appointment of Mr. Pham Hong Ha as Deputy General Director	100.00%
18	09.3/2025/NQ-HĐQT.HBC	03/6/2025	Approving the receipt of credit facilities from the Bank	100.00%
19	10/2025/NQ-HĐQT.HBC	20/6/2025	Approving the plan for divesting and liquidating certain machinery, equipment, and tools.	100.00%

III. Audit Committee/ Supervisory Board:

1. Information about Audit Committee members:

No.	Audit Committee members	Position	Date of commencement as Audit Committee member	Audit Committee's Term Expiration Date	Qualifications
1	Mr. Nguyễn Tường Bảo	Independent Board Member - Chairman of the Audit Committee	20/7/2021	25/4/2025	- Bachelor of Finance - Concordia University, Canada.
2	Mrs. Vũ Thị Hòa	Independent Board Member - Audit Committee Member	27/6/2023	25/4/2025	- Bachelor of Law – Hanoi Law University; - Bachelor of Administration – National Academy of Public Administration.

From April 25, 2025, the General Meeting of Shareholders approved the change in the Company's organizational and operational model to: General Meeting of Shareholders, Board of Directors, Supervisory Board, and General Director.

2. Information about Supervisory Board members:

No.	Supervisory Board members	Position	Date of commencement as Supervisory Board member	Qualifications
1	Ms. Le Thi Phuong Uyen	Chairwoman of the Supervisory Board	25/4/2025	Bachelor of Economics - Major in Financial Accounting – Ho Chi Minh City University of Economics
2	Ms. Do Thi Thanh Huyen	Supervisory Board Member	25/4/2025	Bachelor of Economics - Major in Accounting – Da Nang University of Economics and Business Administration
3	Mr. Nguyen Gia Bao	Supervisory Board Member	25/4/2025	Bachelor of Economics - Major in Accounting – Da Nang University of Economics and Business Administration

3. Supervisory Board Meeting:

No.	Audit Committee members	Number of meetings attended	Attendance rate	Voting rate	Reasons for not attending meetings
1	Ms. Le Thi Phuong Uyen	02/02	100%	100%	
2	Ms. Do Thi Thanh Huyen	02/02	100%	100%	
3	Mr. Nguyen Gia Bao	02/02	100%	100%	

4. Supervisory Board's supervision activities over the Board of Directors, Executive Board and Shareholders (The first 6 months of 2025 from April 25th, 2025):

- Promulgate the Operating Regulations of the Supervisory Board of Hoa Binh Construction Group Joint Stock Company;
- Discuss and develop a detailed work plan and program for the Supervisory Board in 2025;
- Supervise the Board of Directors' implementation of the General Meeting of Shareholders' resolutions;
- Supervise the promulgation of resolutions by the Board of Directors;
- Supervise the implementation of the Board of Directors' resolutions;
- Supervise the General Director and Board of Management's execution of the Board of Directors' and General Meeting of Shareholders' resolutions;
- Supervise compliance with laws, the company's charter, and internal regulations in operational activities;
- Review compliance with approval authorities for transactions as regulated.

5. Coordination of activities between the Supervisory Board and the activities of the Board of Directors, the Executive Board and other management staff:

The Supervisory Board is provided with documents related to the Company's operational status and can communicate with other Board of Directors members, the General Director, and the Chief Accountant to gather information essential for its operations.

6. Other activities of the Audit Committee (if any):

IV. Board of Managers:

STT	Board of Managers Members	Date of Birth	Professional qualifications	Date of Appointment/Removal of Member
1	Mr. Lê Văn Nam – General Director	18/12/1976	Civil Engineer – Ho Chi Minh City University of Technology	Appointed on 01/6/2023
2	Mr. Lê Viết Hiếu – Permanent Deputy General Director	12/12/1992	Bachelor of Business Administration, major in Corporate Finance, California Polytechnic State University, San Luis Obispo (USA)	Appointed on 23/7/2020 Ceased to be General Director from 23/7/2022 and appointed as Permanent Deputy General Director from 23/7/2022
3	Mr. Nguyễn Khánh Hoàng - Deputy General Manager	10/9/1982	Civil Engineer – Ho Chi Minh City University of Technology	Appointed on 01/6/2023
4	Mr. Đinh Văn Thanh – Deputy General Manager	02/1/1975	Bridge and Tunnel Engineer – Hanoi University of Transport	Appointed on 17/8/2020
5	Mr. Lê Văn Viên – Deputy General Manager	22/12/1983	Civil Engineer – Ho Chi Minh City University of Technical Education	Appointed on 01/05/2024 Resigned from 01/3/2025
6	Mr. Nguyễn Kinh Luân (Jerry Nguyen) – Deputy General Manager	02/11/1972	PhD in Civil Engineering – University of Queensland, Australia	Appointed on 01/11/2024

STT	Board of Managers Members	Date of Birth	Professional qualifications	Date of Appointment/Removal of Member
7	Mr. Huynh Tan Quoc -	28/11/1982	Civil Engineer – Van Lang University, Ho Chi Minh City	Appointed on 01/03/2025 Resigned from 04/6/2025
8	Mr. Pham Hong Ha -	28/11/1982	Master of Science in Construction, specializing in Concrete Structures and Prestressed Concrete - Institute for Advanced Studies in Construction, Paris, France	Appointed on 04/6/2025

V. Chief Accountant

Name	Date of birth	Professional qualifications	Date of appointment/dismissal
Lê Thị Thu Trang	22/12/1982	Bachelor of Accounting – Saigon University	Appointed on 01/11/2024

VI. Corporate Governance Training:

To rigorously fulfill its information disclosure obligations as regulated, ensure transparency, and protect the rights of shareholders and investors, members of the Board of Directors' Office have researched and participated in various corporate governance training courses and workshops organized by relevant agencies and departments. This effort aims to enhance and update their knowledge on corporate governance, perform their professional duties optimally, and meet HBC's structured and effective corporate governance requirements. An example is the workshop titled "Compliance with Securities Law and Noteworthy Errors in Financial Statement Preparation."

VII. List of related persons of the public company and transactions between the company and its related persons

1. List of related persons of the Company: Details in attached Appendix 1.
2. Transactions between the Company and related parties of the Company; or between the Company and major shareholders, insiders, and related persons of insiders: None.
3. Transactions between insiders of the Company, related persons of insiders and Subsidiaries, Companies controlled by the Company: None.
4. Transactions between the Company and other entities: Details in attached Appendix 2.

VIII. Share transactions of insiders and related persons of insiders:

1. List of insiders and related persons of insiders: Details in attached Appendix 3.
5. Transactions of insiders and related persons on the Company's shares:

No.	The person who makes the transaction	Insider 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 ...)
			Number of shares	Rate (%)	Number of shares	Rate (%)	
1	Lê Văn Nam	General Director - Board of Directors Member	623.700	0,18%	0	0,000%	Decrease (Sell)
2	Lê Viết Hiếu	Vice Chairman of the Board of Directors - Standing Deputy General Director - Son of Mr. Le Viet Hai, Chairman of the Board of Directors	1.214.264	0,35%	1.714.264	0,49%	Increase (Buy)

IX. Other issues to note:

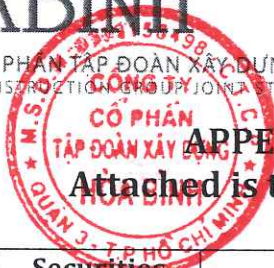
Recipient:

- As above
- Filed: Office of the BOD.

**CHAIRMAN OF
THE BOARD OF DIRECTORS**



LE VIET HAI



APPENDIX 1 - LIST OF RELATED PARTIES OF THE COMPANY
Attached is the Company Governance Report No. 10/2025/CV-HĐQT.HBC

No.	Name of organization/individual	Securities trading account (if any)	Position in company (if any)	Certificate Number, Date of Issue, Place of Issue	Head office address/Contact address	The starting point is the parties concerned	The point is no longer relevant	Reason	Relationship with the company
I. BOARD OF DIRECTORS & SUPERVISORY BOARD									
1	Mr. Lê Viết Hải		Chairman			1987			
2	Mr. Lê Viết Hiếu		Vice Chairman			03/05/2019			
3	Mr. Nguyễn Tường Bảo		Independent BOD Member/Chairman of Audit Committee			21/06/2021			
4	Mr. Lê Văn Nam		BOD Member			27/06/2023			



No.	Name of organization/individual	Securities trading account (if any)	Position in company (if any)	Certificate Number, Date of Issue, Place of Issue	Head office address/Contact address	The starting point is the parties concerned	The point is no longer relevant	Reason	Relationship with the company
5	Mrs. Vũ Thị Hòa		Independent BOD Member/ Member of Audit Committee			27/06/2023			
6	Mrs. Nguyễn Thị Lượ		Vice Chairman			27/06/2023			
7	Mr Nguyễn Kinh Luân (Jerry Nguyen)		Deputy General Manager			25/4/2025			
8	Ms Lê Thị Phương Uyên		Chairwoman of the Supervisory Board			25/4/2025			
9	Ms Đỗ Thị Thanh Huyền		Supervisory Board Member			25/4/2025			
10	Mr Nguyễn Gia Bảo		Supervisory Board Member			25/4/2025			

II. BOARD OF DIRECTORS AND OTHER MANAGERS APPOINTED BY THE BOARD OF DIRECTORS

1	Mr. Lê Văn Nam		General Director			01/06/2023			
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No.	Name of organization/individual	Securities trading account (if any)	Position in company (if any)	Certificate Number, Date of Issue, Place of Issue	Head office address/Contact address	The starting point is the parties concerned	The point is no longer relevant	Reason	Relationship with the company
2	Mr. Lê Viết Hiếu		Permanent Deputy General Director			03/05/2019			
3	Mr. Đinh Văn Thanh		Deputy General Manager			17/08/2020			
4	Mr. Nguyễn Khánh Hoàng		Deputy General Manager			01/06/2023			
5	Mr. Lê Văn Viên		Deputy General Manager			01/05/2024	01/03/2025		
6	Mr. Nguyễn Kinh Luân (Jerry Nguyen)		Deputy General Manager			01/11/2024			
7	Ông Huỳnh Tấn Quốc		Deputy General Manager			01/03/2025	04/06/2025		
8	Ông Phạm Hồng Hà		Deputy General Manager			04/06/2025			



No.	Name of organization/individual	Securities trading account (if any)	Position in company (if any)	Certificate Number, Date of Issue, Place of Issue	Head office address/Contact address	The starting point is the parties concerned	The point is no longer relevant	Reason	Relationship with the company
9	Mr. Lê Trung Kiên		Authorized person to disclose information/ Company management officer			15/06/2024			
10	Mrs. Nguyễn Kim Loan		Chief Financial Officer			15/06/2024			
11	Mrs. Lê Thị Thu Trang		Chief Accountant			01/11/2024			

I. Organization related to the company

III.1 Direct subsidiary

1	Hoa Binh House Joint Stock Company								HBC holds 99.96% of charter capital
2	Hoa Binh Myanmar Co., Ltd.								HBC holds 100% of charter capital
3	Hoa Binh Paint Co., Ltd								HBC holds 100% of charter capital

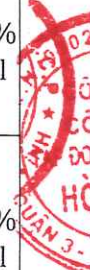
No.	Name of organization/individual	Securities trading account (if any)	Position in company (if any)	Certificate Number, Date of Issue, Place of Issue	Head office address/Contact address	The starting point is the parties concerned	The point is no longer relevant	Reason	Relationship with the company
4	Hoa Binh Design Consulting Co., Ltd								HBC holds 75% of charter capital
5	Hoa Binh Infrastructure Investment and Construction Joint Stock Company								HBC holds 97.97% of charter capital
6	Hoa Binh Planning and Architecture Co., Ltd.								HBC holds 51% of charter capital

III.2 Indirect subsidiary

1	Hoa Yen Investment and Development Joint Stock Company								HBC holds 97.53% of charter capital
2	Hoa Binh Wood Production and Decoration Joint Stock Company								HBC holds 97.30% of charter capital
3	Hoa Binh Investment and Renewable Energy Joint Stock Company								HBC holds 66.89% of charter capital
4	Tien Phat Tan Thuan Joint Stock Company								HBC holds 99.24% of charter capital

No.	Name of organization/individual	Securities trading account (if any)	Position in company (if any)	Certificate Number, Date of Issue, Place of Issue	Head office address/Contact address	The starting point is the parties concerned	The point is no longer relevant	Reason	Relationship with the company
5	Tien Phat Real Estate Investment Joint Stock Company								HBC holds 99.78% of charter capital
6	Okamura Sanyo Real Estate Investment Joint Stock Company								HBC holds 50.55% of charter capital
7	Saigon Ngay Moi Co., Ltd								HBC holds 99.74% of charter capital
8	Tien Phat Sanyo Homes Joint Stock Company								HBC holds 99.36% of charter capital
9	Interhouse Long An Joint Stock Company								HBC holds 97.59% of charter capital
10	Hoa Binh Hue Investment and Development Joint Stock Company								HBC holds 93.90% of charter capital
11	Hoa Binh Quang Nam Infrastructure Investment and								HBC holds 95.97% of charter capital

No.	Name of organization/individual	Securities trading account (if any)	Position in company (if any)	Certificate Number, Date of Issue, Place of Issue	Head office address/Contact address	The starting point is the parties concerned	The point is no longer relevant	Reason	Relationship with the company
	Construction Joint Stock Company								
12	Hoa Binh Oseven Engineering Joint Stock Company								HBC holds 99.96% of charter capital
13	Tien Phat Dong Bac Co., Ltd								HBC holds 99.74% of charter capital
14	Pax Sky Saigon Co., Ltd.								HBC holds 99.96% of charter capital
15	HBIS Single-Member Co., Ltd								HBC holds 97.97% of charter capital
16	Peace Solar Single-Member Co., Ltd.								HBC holds 64.94% of charter capital
17	Hoa Binh Ha Noi Construction and Real Estate Single-Member Co., Ltd								HBC holds 97.97% of charter capital



No.	Name of organization/individual	Securities trading account (if any)	Position in company (if any)	Certificate Number, Date of Issue, Place of Issue	Head office address/Contact address	The starting point is the parties concerned	The point is no longer relevant	Reason	Relationship with the company
III.3 Associate company									
1	Onwa Tech Interior Decoration Joint Stock Company								Associate company holding 25.53% of charter capital
2	479 Hoa Binh Joint Stock Company								Associate company holding 49.25% of charter capital





APPENDIX 2 – TRANSACTIONS BETWEEN THE COMPANY AND OTHER ENTITIES


2.1. Transactions between the company and companies in which members of the Board of Directors, members of the Board of Supervisors, Directors (General Directors) and other managers have been and are founding members or members of the Board of Directors, Directors (General Directors) operating within the past three (03) years (calculated at the time of reporting):

No.	Name of organization/individual	Relationship with the company	Certificate No., date of issue, place of issue	Head office address/contact address	Time of transaction with the company	Transaction content	Note
1	Hoa Binh Paint and Coatings Joint Stock Company (HBP)	Subsidiary, holding 79.54% of charter capital	Business Registration Certificate No.: 0302492460 issued by the Department of Planning and Investment of Ho Chi Minh City on December 24, 2001, 7th amendment, on January 17, 2025	37/5A Quarter 5, Phan Van Hon Street, Tan Thoi Nhat Ward, District 12, Ho Chi Minh City	01/01/2025 to 30/06/2025	Capital contribution increase from dividend earnings in accordance with HBP's General Shareholders' Meeting Resolution 01/2025/NQ/ĐHĐCĐ-HB dated January 2, 2025: VND 27,018,057,336 Increase in capital contribution through offsetting receivables of VND 200,000,000 (in accordance with General Shareholders' Meeting Resolution 01/2025) Interest expenses: VND 303,732,876	
2	Hoa Binh Infrastructure Investment and Construction Joint Stock Company	Directly held subsidiary, holding 97.97% of charter capital	Business Registration Certificate No. 1100796764 issued by the Department of Planning and Investment of Long An	Hamlet 7, Nhi Thanh Commune, Thu Thua District, Long An Province.	01/01/2025 to 30/06/2025	Interest expenses: VND 2,930,514,571 Loan payment: VND 9,842,040,000 Offsetting intercompany loan between HBC and HBI-ILA: VND 65,000,000,000	

No.	Name of organization/individual	Relationship with the company	Certificate No., date of issue, place of issue	Head office address/Contact address	Time of transaction with the company	Transaction content	Note
			Province, first issued on March 19, 2008, 12th amendment, on May 17, 2024			Dividend payment: 111,128,543,457 VND Offsetting debt with HBC-HBI-ILA): 111,128,543,457 VND	
3	Hoa Binh Investment and Renewable Energy Joint Stock Company	Indirect subsidiary, holding 86.73% of charter capital	Business Registration Certificate No. 0303159335 issued by the Department of Planning and Investment of Ho Chi Minh City, first issued on December 24, 2004, 22nd amendment, on January 8, 2019	235 Vo Thi Sau Street, Vo Thi Sau Ward, District 3, Ho Chi Minh City	01/01/2025 to 30/06/2025	Interest expenses (HRE borrowing from HBC): VND 515,951,538	

2.2. Transactions between a company and a company in which a related person of a member of the Board of Directors, member of the Board of Supervisors, Director (General Director) and other managers is a member of the Board of Directors, Executive Director (General Director):

STT	Name of organization/individual	Relationship with the company	Certificate No., date of issue, place of issue	Head office address/Contact address	Time of transaction with the company	Transaction content	Note
1	Interhouse Long An Joint Stock Company	Indirect subsidiary, holding 97.59% of charter capital	Business Registration Certificate No. 1101847940 issued by the Department	Lot D3, Road 8, Hoa Binh Industrial Park, Hamlet 7, Nhi Thanh Commune, Thu Thua	01/01/2025 to 30/06/2025	Interest expense (HBC borrowing from HBI): VND 2,508,277,776 Offsetting intercompany loan between HBC, HBI, and ILA: VND 65,000,000,000	

			of Planning and Investment of Long An Province, first issued on April 12, 2017, 12th amendment, on July 18, 2024	District, Long An Province		Subcontractor costs: VND 10,268,286,670	
2	Onwatech Interior Decoration Joint Stock Company	Associate company, holding 25.53% of charter capital	Business Registration Certificate No. 0315435290 issued by the Department of Planning and Investment of Ho Chi Minh City on December 13, 2018, 4th amendment on August 5, 2022	235 Vo Thi Sau Street, Vo Thi Sau Ward, District 3, Ho Chi Minh City	01/01/2025 to 30/06/2025	Subcontractor costs recorded by HBC during the period: VND 702,513,474	
3	Tien Phat Real Estate Investment Joint Stock Company	Indirect subsidiary, holding 99.74% of charter capital	Business Registration Certificate No. 0310521080 issued by the Department of Planning and Investment of Ho Chi Minh City on	235 Vo Thi Sau Street, Ward 7, District 3, Ho Chi Minh City	01/01/2025 to 30/06/2025	HBC financial revenue and Tien Phat interest expenses: VND 35,637,292,805	

			December 16, 2010				
4	Sai Gon Ngay Moi Limited Company	Indirect subsidiary, holding 99.74% of charter capital	Business Registration Certificate No. 0309478465 issued by the Department of Planning and Investment of Ho Chi Minh City on October 5, 2009	235 Vo Thi Sau Street, Vo Thi Sau Ward, District 3, Ho Chi Minh City.	01/01/2025 to 30/06/2025	HBC financial revenue and Sai Gon Ngay Moi interest expenses: VND 1,879,784,429	
5	Tien Phat Dong Bac Limited Company	Indirect subsidiary, holding 99.74% of charter capital	Business Registration Certificate No. 0313635632 issued by the Department of Planning and Investment of Ho Chi Minh City on January 25, 2016	235 Vo Thi Sau Street, Vo Thi Sau Ward, District 3, Ho Chi Minh City	01/01/2025 to 30/06/2025	HBC financial revenue and Tien Phat Dong Bac interest expenses: VND 16,242,821,147	
6	Hoa Binh House Joint Stock Company (HBH)	Subsidiary, holding 99.96% of charter capital	Business Registration Certificate No.: 0305084406 issued by the Department of Planning and Investment	235 Vo Thi Sau Street, Vo Thi Sau Ward, District 3, Ho Chi Minh City.	01/01/2025 to 30/06/2025	- Interest HBC lent to HBH: VND 38,132,580,431 - HBC transferred loan funds: VND 10,760,000,000	

			of Ho Chi Minh City, 13th amendment on March 5, 2021.				
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2.3. 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, Director (General Director) and other managers: None



APPENDIX 3: LIST OF INSIDERS AND RELATED PARTIES OF HOA BINH CONSTRUCTION GROUP JOINT STOCK COMPANY

Date: July 30th, 2025

Stt No.	Stock code	Name	Position in the company (if any)	Relationship with company/insider	Type of Certificate (*) (ID card/Passport/Business registration certificate)	NSH Certificate Number (*)	Date of issue	Number of shares owned at the end of the period	End of period share ownership ratio	Starting point is company related person/insider	Time of no longer being a related person of the company/insider
1	2	3	5	6	7	8	9	12	13	14	
1	HBC	Lê Viết Hải	Chủ tịch HĐQT		CCCD	046058000275	27/11/2021	46,987,699	13.53%	1987	
1.01		Bùi Ngọc Mai		Wife				4,756,612	1.37		
1.02		Lê Viết Hiếu	Vice Chairman of the Board of Directors, Permanent Deputy General Director	Son				1,714,264	0.49	1/5/2019	
1.03		Lê Viết Hòa	General Director of Subsidiary	Son				-	-		
1.04		Lê Thị Kim Thoa		Sister				323,006	0.09		
1.05		Lê Thị Bích Chi		Sister				318,512	0.09		
1.06		Lê Thị Cát Tường		Sister				45,818	0.01		
1.07		Nguyễn Hoàng Thái		brother in law					-		
1.08		Lê Viết Hưng	Senior Advisor	Brother				1,357,680	0.39		
1.09		Đoàn Thị Kim Nhung		Sister in law				-			
1.10		Lê Viết Hào (LE HAO VIET)		Brother				318,512	0.09		
1.11		Lê Hòa Mỹ		Sister in law				-			
1.12		LE THI TINH THUY		Sister				318,512	0.09		
1.13		Nguyễn Khoa Khanh		brother in law					-		
1.14		Lê Thị Diệu Tinh (BRANDER THI DIEU TINH)		Sister				318,512	0.09		
1.15		Lê Viết Hà		Brother				1,201,351	0.35		
1.16		Nguyễn Mộng Thu		Sister in law				-			
1.17		Lê Thị Anh Thư		Sister				2,005,784	0.58		
1.18		Lê Quang Thanh		brother in law				-			
1.19		Lê Thị Cẩm Tú		Sister				324,129	0.09		
1.20		Lâm Vĩnh Phát		brother in law				-			
1.21		Hoa Binh Hanoi Construction and Real Estate Company Limited		Related Organizations							
1.22		Hoa Binh Myanmar Company Limited		Related Organizations							
1.23		Hoa Binh Renewable Energy and Investment Joint Stock Company		Related Organizations							

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1.24		Hoa Binh Hue Investment and Development Joint Stock Company		Related Organizations							
2	HBC	Lê Viết Hiếu	Vice Chairman of the Board of Directors, Permanent Deputy General Director	Child				1,714,264	0.49%	1/5/2019	
2.01		Lê Viết Hải	Chairman	Father				46,987,699	13.53	1987	
2.02		Bùi Ngọc Mai		Mother				4,756,612	1.37		
2.03		Lê Viết Hòa	General Director of Subsidiary	Brother				-	-		
2.04		Lê Ngọc An Di		Child							
2.05		Công ty Cổ phần 479 Hòa Bình		Related Organizations							
3	HBC	Nguyễn Tường Bảo	Independent Board Member/Chairman of Audit Committee					0	0	21/6/2021	
3.01		Võ Thị Tâm		Mother							
3.02		Trương Thị Ngọc Bích		Wife							
3.03		Nguyễn Tường Bảo Vy		Child							
3.04		Nguyễn Tường Phong		Child							
4	HBC	Đình Văn Thanh	Deputy General Manager					87,850	0.03%	17/8/2020	
4.01		Đình Văn Bình		Mother				-	-		
4.02		Nguyễn Thị Chiên		Father				-	-		
4.03		Đình Văn Thủy		Brother				-	-		
4.04		Đình Văn Thành		Brother				-	-		
4.05		Trần Anh Đức		Sister in law				-	-		
4.06		Vũ Thị Mai		Sister in law				1,985	0.001		
4.07		Công ty Cổ phần 479 Hòa Bình		Related Organizations							
5	HBC	Lê Văn Nam	General Director					0	0	1/6/2023	
5.01		Lê Hải		Father				-	-		
5.02		Đào Thị Gái		Mother				-	-		
5.03		Nguyễn Văn Thí		Father-in-law				-	-		
5.04		Đặng Thị Yến		Mother-in-law				-	-		
5.05		Nguyễn Thị Vân		Wife				-	-		
5.06		Lê Khánh An		child				-	-		
5.07		Lê Văn Khánh Hưng		child				-	-		
5.08		Lê Thị Hoa		Sister				-	-		
5.09		Lê văn Khiển (Lê khiển Kenny)		Brother in law				-	-		
5.10		Lê Thị Mâu		Sister				-	-		
5.11		Trần Văn Sơn		Brother in law				-	-		
5.12		Lê Văn Doãn		Brother				-	-		
5.13		Lê Thị Huệ		Sister				-	-		
5.14		Lê Thị Huệ (Lê Huệ Mandy)		Sister				-	-		
6	HBC	Nguyễn Khánh Hoàng	Deputy General Manager					13,829	0.00%	1/6/2023	

Stt No.	Stock code	Name	Position in the company (if any)	Relationship with company/insider	Type of Certificate (*) (ID card/Passport/Business registration certificate)	NSH Certificate Number (*)	Date of issue	Number of shares owned at the end of the period	End of period share ownership ratio	Starting point is company related person/insider	Time of no longer being a related person of the company/insider
6.01		Lê Thị Bích Hiền		Wife							
6.02		Mai Thị Hồng		Mother							
6.03		Nguyễn Hoàng Lê Khánh		Daughter							
6.04		Nguyễn Lê Nguyên Đức		Son							
6.05		Lê Văn Yên		Father-in-law							
6.06		Nguyễn Thị Lan		Mother-in-law							
6.07		Nguyễn Thị Xuân Hương		Sister							
6.08		Văn Hồng Phước		Brother in law							
6.09		Nguyễn Quang Hùng		Brother							
6.10		Đỗ Thị Hoa		Sister in law							
6.11		Nguyễn Thị Sen		Sister							
6.12		Nguyễn Viết Cường		Brother							
6.13		Nguyễn Thị Hồng Hạnh		Sister in law							
6.14		Nguyễn Quang Minh		Brother							
6.15		Huỳnh Thị Ngọc Lan		Sister in law							
6.16		Nguyễn Thị Hiền		Sister							
6.17		Nguyễn Khắc Huy		Brother in law							
6.18		Nguyễn Hữu Phước		Brother							
6.19		Trương Hàng Nghi		Sister in law							
6.2		Nguyễn Thị Thùy Trang		Sister							
6.21		Ngô Đức Hùng		Brother in law							
7	HBC	Nguyễn Thị Lượ	Vice Chairman of Board of Directors							27/6/2023	
7.01	HBC	Mai Hữu Thung		Husband							
7.02	HBC	Mai Nguyễn Châu Ngân		Daughter							
7.03	HBC	Mai Nguyễn Hoàng Ngân		Daughter							
7.04	HBC	Mai Nhật Hoàng		Daughter							
7.05	HBC	(Đã mất)		Father							
7.06	HBC	Lê Thị Lậu		Mother							
7.07	HBC	Nguyễn Văn Lực		Brother							
7.08	HBC	Nguyễn Văn Nho		Brother							
7.09	HBC	Trương Thị Lâm		Sister in law							
8	HBC	Nguyễn Kim Loan	Chief Financial Officer					-	-	15/06/2024	
8.01	HBC	Nguyễn Danh Hại		Husband							
8.02	HBC	Nguyễn Danh Gia Hưng		Child							
8.03	HBC	Nguyễn Quỳnh Anh		Child							
8.04	HBC	Nguyễn Phúc Long		Father							
8.05	HBC	Vũ Thị Hồng Vân		Mother							
8.06	HBC	Nguyễn Hồng Xuân		Sister							
8.07	HBC	Trần Trung Kiên		Brother in law							
8.08	HBC	Nguyễn Hùng Sơn		Brother							
cam	HBC	Vũ Thị Tuyết		Sister in law							

Stt No.	Stock code	Name	Position in the company (if any)	Relationship with company/insider	Type of Certificate (*) (ID card/Passport/Business registration certificate)	NSH Certificate Number (*)	Date of issue	Number of shares owned at the end of the period	End of period share ownership ratio	Starting point is company related person/insider	Time of no longer being a related person of the company/insider
8.10	HBC	Nguyễn Danh Hiệp		Father-in-law							
8.11	HBC	Nguyễn Thị Vóc		Mother-in-law							
9	HBC	Lê Trung Kiên	Authorized person to disclose information /					-	-	15/6/2024	
9.01	HBC	Lê Đình Ngoạn		Father							
9.02	HBC	Trần Thị Bé Tư		Mother							
9.03	HBC	Phạm Thành Nhâm		Father-in-law							
9.04	HBC	Nguyễn Thị Liên		Mother-in-law							
9.05	HBC	Phạm Thị Yên		Wife							
9.06	HBC	Lê Phạm Yên Khánh		Child							
9.07	HBC	Lê Yên Mỹ Khanh		Child							
9.08	HBC	Lê Thị Hương Giang		Sister							
9.09	HBC	Ngọc Thạch PHAM		Brother in law							
10	HBC	Lê Thị Thu Trang	Chief Accountant					-	-	1/11/2024	
10.01	HBC	Trần Văn Thu		Husband							
10.02	HBC	Trần Việt Anh		Child							
10.03	HBC	Trần Phương Anh		Child							
10.04	HBC	Lê Văn Tý		Father							
10.05	HBC	Nguyễn Thị Thu Vân		Mother							
10.06	HBC	Trần Văn Đảo		Father-in-law							
10.07	HBC	Vũ Thị Đàm		Mother-in-law							
10.08	HBC	Lê Thanh Bảo		Brother							
10.09	HBC	Lê Thị Ngọc		Sister in law							
10.10	HBC	Công ty Cổ Phần Xây Dựng - Thương Mại - Nội Thất HH		shareholder							
10.11	HBC	Công ty TNHH Kỹ Thuật IC		shareholder							
11	HBC	Nguyễn Kinh Luân	Deputy General Manager					-	-	1/11/2024	
11.01	HBC	Summer Nguyen		Child							



Stt No.	Stock code	Name	Position in the company (if any)	Relationship with company/insider	Type of Certificate (*) (ID card/Passport/Business registration certificate)	NSH Certificate Number (*)	Date of issue	Number of shares owned at the end of the period	End of period share ownership ratio	Starting point is company related person/insider	Time of no longer being a related person of the company/insider
11.02	HBC	Daniel Nguyen		Child							
11.03	HBC	River Nguyen		Child							
11.04	HBC	London Nguyen		Child							
11.05	HBC	Nguyễn Thị Xuân Oanh		Sister							
12	HBC	Phạm Hồng Hà	Deputy General Manager					-	-	4/6/2025	
12.01	HBC	Phạm Hồng Thanh		Father							
12.02	HBC	Đặng Thị Sáu		Mother							
12.03	HBC	Trần Thị Vân Anh		Wife							
12.04	HBC	Phạm Linh Đan		Child							
12.05	HBC	Phạm Nhật Minh		Child							
12.06	HBC	Phạm Hồng Quân		Brother							
12.07	HBC	Đỗ Thị Bích Ngọc		Sister in law							
13	HBC	Lê Thị Phương Uyên	Chairwoman of the Supervisory Board					-	-	25/4/2025	
13.01	HBC	Nguyễn Duy Phước Nhật		Husband				-	-		
13.02	HBC	Nguyễn Lê Gia Hân		Daughter							
13.03	HBC	Nguyễn Duy Nhật Minh		Son							
13.04	HBC	Nguyễn Duy Nhật Huy		Son							
13.05	HBC	Lê Ngọc Vân		Father							
13.06	HBC	Nguyễn Thị Thanh		Mother							
13.07	HBC	Lê Ngọc Hưng		Brother							
13.08	HBC	Lê Viết Ngọc Bảo		Brother							
13.09	HBC	Lê Viết Ngọc Phương		Brother							
14	HBC	Đỗ Thị Thanh Huyền	Supervisory Board Member					-	-	25/4/2025	
14.01	HBC	Nguyễn Văn An		Husband							
14.02	HBC	Nguyễn Đỗ Uyên Nhi		Child							

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Stt No.	Stock code	Name	Position in the company (if any)	Relationship with company/insider	Type of Certificate (*) (ID card/Passport/Business registration certificate)	NSH Certificate Number (*)	Date of issue	Number of shares owned at the end of the period	End of period share ownership ratio	Starting point is company related person/insider	Time of no longer being a related person of the company/insider
14.03	HBC	Nguyễn Đỗ Bảo Khanh		Child							
14.04	HBC	Đỗ Mạnh Báu		Father							
14.05	HBC	Nguyễn Thị Ngộ		Mother							
14.06	HBC	Đỗ Thanh Tùng		Brother							
14.07	HBC	Đỗ Thị Nga		sister							
14.08	HBC	Trần Lợi		Brother in law							
14.09	HBC	Mai Thị Thu Thảo		Sister in law							
14.1	HBC	Phan Thị Cẩm Châu		Sister in law							
14.11	HBC	Đô Lễ		Brother							
14.12	HBC	Nguyễn Thị Thùy Linh		Sister in law							
14.13	HBC	Đỗ Thị Định		Sister							
14.14	HBC	Đỗ Thị Lệ		Sister							
14.15	HBC	Hồ Ngọc Ấn		Brother in law							
14.16	HBC	Đỗ Huy Cường		Brother in law							
14.17	HBC	Quang Anh Hải		Brother in law							
14.18	HBC	Nguyễn Thị Bạch Lan		Sister in law							
14.19	HBC	Nguyễn Văn bình		Sister in law							
15	HBC	Nguyễn Gia Bảo	Supervisory Board Member					-	-	25/4/2025	
15.01	HBC	Nguyễn Thành Trí		Father							
15.02	HBC	Huỳnh Thị Xuân Trang		Mother							
15.03	HBC	Nguyễn Thiên Bảo		Brother							
16	HBC	Vũ Thị Hòa	Independent Board Member/Audit Committee Member					-	-	27/6/2023	25/4/2025
16.01		(Đã mất)		Husband							
16.02		Hoàng Thị Thanh Thủy		Child							
16.03		Hoàng Thiên Thanh		Child							
16.04		Nguyễn Thị Thảo Quyên		Child							
16.05		Hoàng Thị Thanh Thủy		Child							

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17	HBC	Lê Văn Viên	Deputy General Manager					-	-	1/5/2024	1/3/2025
17.01		Hoàng Thị Lê		Wife							
17.02		Lê Hoàng Tina		Child							
17.03		Lê Hoàng Lân		Child							
17.04		Lê A		father							
17.05		Hoàng Anh Lụa		father in law							
17.06		Lê Văn Nghĩa		brother							
17.07		Lý Tiểu Phụng		Sister in law							
17.08		Lê Văn Trung		brother							
17.09		Nguyễn Thị Thu Hồng		Sister in law							
17.1		Lê Thị Nha		sister							
17.11		Trần Thới		Brother in law							
17.12		Lê Thị Tâm		sister							
17.13		Nguyễn Khắc Nước		Brother in law							
17.14		Lê Thị Kim Trâm		sister							
17.15		Khâu Thành Khánh		Brother in law							
18	HBC	Huỳnh Tấn Quốc	Deputy General Manager					-	-	1/3/2025	4/6/2025
18.01		Nguyễn Thị Hoa		mother							
18.02		Phạm Thị Vân Kiều		Wife							
18.03		Huỳnh Bảo Ngọc		Child							
18.04		Huỳnh Gia Hân		Child							
18.05		Huỳnh Thanh Tân		brother							
18.06		Võ Thị Thu Thủy		Sister in law							
18.07		Huỳnh Công Đoàn		brother							
18.08		Ngô Lê Thanh Thủy		Sister in law							
18.09		Huỳnh Thị Kim Mai		sister							
18.1		Đặng Văn Thuật		Brother in law							

