

**-THANH HOA WATER SUPPLY
JOINT STOCK COMPANY**

Số: /BCQT-THN

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom - Happiness

Thanh Hóa, January ,2026

**REPORT ON CORPORATE GOVERNANCE
(Year 2025)**

Respectfully submitted to: - State Securities Commission;
- Hanoi Stock Exchange.

- Name of the public company : THANH HOA WATER SUPPLY JOINT STOCK COMPANY
- Head office : No. 99 Mat Son Street, Dong Ve Ward, Thanh Hoa City (now Hac Thanh Ward), Thanh Hoa Province.
- Phone : 02373 852 966 Fax: 02373 856 648 Email: cnth@capnuocth.vn
- Charter capital : VNĐ 329.954.110.000
- Stock code : THN
- Corporate governance model:
 - + The General Meeting of Shareholders, the Board of Directors, the Supervisory Board and the Board of Management.
- Regarding the performance of the internal audit function: Not implemented.

I. Activities of the General Meeting of Shareholders

Information on meetings and Resolutions/Decisions of the General Meeting of Shareholders (including Resolutions of the General Meeting of Shareholders adopted in the form of written consultation:

No.	Resolutions/ Decisions no.	Date	Content
1	38/NQ-DHĐCĐ	16/06/2025	Resolution of the Annual General Meeting of Shareholders in 2025

II. Operations of the Board of Directors

1. Information about members of the Board of Directors:

No.	Member of the Board of Directors	Position/ (independent member of the Board of	Start/no longer a member of the Board of Directors/ Independent Board of Directors
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		Directors, non-executive member of the Board of Directors)	Date of Appointment	Date of dismissal
1	Lê Thế Sơn	Chairman	16/06/2025	Incumbent
2	Phạm Văn Tú	Vice Chairman	16/06/2025	Incumbent
3	Lê Trung Hiếu	Member	16/06/2025	Incumbent
4	Lê Sỹ Len	Member	16/06/2025	Incumbent
5	Lê Văn Quý	Member	16/06/2025	Incumbent

2. The Board of Directors's meetings

No.	Member of the Board of Directors	Number of meetings attended by the Board of Directors	Meeting attendance rate	Reason not attending the meeting
1	Lê Thế Sơn	4/4	100%	
2	Phạm Văn Tú	4/4	100%	
3	Lê Trung Hiếu	3/4	75%	Board of Directors TV from 16/6/2025
4	Lê Sỹ Len	4/4	100%	
5	Lê Văn Quý	4/4	100%	

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

- The Board of Directors shall direct and supervise closely and promptly come up with solutions to remove difficulties and obstacles in the policy. Ensure the implementation of strategies, plans and resolutions of the Board of Directors and in the administration of production and business activities of the Company.

- Check and control the compliance with the provisions of the law and the Company's internal governance regulations in the administration of the Board of Management.

- A member of the Board of Directors concurrently serving as the General Director, information disclosure and reporting to other non-executive members are conducted regularly and comprehensively, ensuring timely support for the Board of Directors in its direction and supervision over the Board of Management. Board of Directors regularly attends meetings with the Board of Management and heads of the Company's functional departments to receive reports on business operations and to provide direct guidance during such meetings.

- The Chairman of the Board of Directors promptly decides and directs the tasks arising between the Board of Directors to meet all production and business tasks of the Company.

4. Activities of subcommittees of the Board of Directors: (none)

5. Regulations/ Decisions of the Board of Directors:

No.	Regulations/ Decisions No.	Date	Content	Ratio Pass
1	01/QĐ-HĐQT	03/01/2025	Decision approving the labor use plan in 2025	100%
2	02/QĐ-HĐQT	15/01/2025	Decision on approving the addition of subcontractors to implement package No. 4, under the Project on renovation of technological lines and capacity increase of Mi Son water plant	100%
3	02A/QĐ-HĐQT	15/01/2025	Decision on approving the construction of the project: Relocation of the pipeline to expand the street of Bang Giap, Van Thang, Nghi Son	100%
4	03/QĐ-HĐQT	20/01/2025	Decision approving the investment policy for the project of Construction of transmission pipeline No. 3 for water supply in the southeast of Ho Chi Minh City and Sam Son	100%
5	05A/QĐ-HĐQT	23/01/2025	Decision on approving investment in the construction of the pipeline moving works, upgrading and expanding Nguyen Van Troi Street, section of National Highway 1A - Nghi Son Town	100%
6	05/QĐ-HĐQT	17/02/2025	Decision on promulgation of the Regulation on management and use of the electronic document system	100%
7	06/QĐ-HĐQT	28/02/2025	Decision on supplementing the plan to repair and replace a number of items serving the operation of water supply at Hoang Hoa Branch	100%

8	07/QĐ-HĐQT	06/03/2025	Decision on replacing and moving the pipeline for the construction of roads in Hoang Dong commune, Hoang Hoa district	100%
9	08/QĐ-HĐQT	10/03/2025	Decision on promulgating regulations on appointment, re-appointment, rotation, resignation, dismissal and dismissal of key officials of Thanh Hoa Water Supply Joint Stock Company	100%
10	09/QĐ-HĐQT	12/03/2025	Decision on approving the salary fund for implementation in 2024 of employees of Thanh Hoa Water Supply Joint Stock Company	100%
11	10/QĐ-HĐQT	12/03/2025	Decision on approving the salary fund for implementation in 2024 of the full-time manager of Thanh Hoa Water Supply Joint Stock Company	100%
12	11/QĐ-HĐQT	12/03/2025	Decision to assign in charge of the Construction Investment Project Management Board of Thanh Hoa Water Supply Joint Stock Company	100%
13	12/QĐ-HĐQT	12/03/2025	Decision on replacing and moving the pipeline for the construction of roads in Hoang Thinh commune, Hoang Hoa district	100%
14	13/QĐ-HĐQT	17/03/2025	Decision on replacement and relocation of pipelines within the scope of road construction project in Kim Tan Tha Thanh Town	100%
15	14/QĐ-HĐQT	25/03/2025	Decision on establishment of the Debt Settlement Council	100%
16	15/QĐ-HĐQT	26/03/2025	Decision approving the policy of "Moving water supply pipelines affected by the construction of urban infrastructure projects to minimize the impact of climate change for 4 coastal provinces, North Central Vietnam and "Replacement and repair of machinery and equipment for production at Yen Dinh branch"	100%
17	16/QĐ-HĐQT	26/03/2025	Decision on transfer of functions and tasks of the Transmission Pipeline No. 3 Construction Project Management Board to the Construction Investment Project Management Board	100%
18	17/QĐ-HĐQT	26/03/2025	Decision approving the policy of additional investment in water supply in some areas of Quang Cat commune, Quang Minh – Sam Son Water Supply Branch and Building kitchens, repairing working rooms at Trieu Son Branch	100%

19	18/QĐ-HĐQT	10/04/2025	Decision approving the investment policy "Replacement and repair of substations" of Bim Son branch; Moving water supply pipelines affected by the construction of road expansion in Hoang Cat commune, Hoang Hoa district and Te Nong commune, Nong Cong district.	100%
20	18A/QĐ-HĐQT	11/04/2025	Decision approving the construction investment policy: Moving the D280 water supply pipeline for the construction of the road upgrading and renovation project (the section from National Highway 47 to Quang Minh 1 street) in Sam Son city	100%
21	19/QĐ-HĐQT	15/04/2025	Resolution V/v finalizing the list of shareholders exercising the right to participate in the 2025 Annual General Meeting of Shareholders	100%
22	20/QĐ-HĐQT	24/04/2025	Decision on termination of MST (Thanh Hoa Water Supply Development PMU)	100%
23	21/QĐ-HĐQT	24/04/2025	Decision on termination of MST (Water Supply Component Project Implementation Board)	100%
24	22/QĐ-HĐQT	29/04/2025	Decision on assignment of Acting General Director	100%
25	23/QĐ-HĐQT	22/05/2025	Decision on establishment of the Statistical Council for making a list of measurements, packing, sealing, preserving and handing over archival documents	100%
26	24/QĐ-HĐQT	23/05/2025	Decision to convene the Annual General Meeting of Shareholders in 2025	100%
27	25/QĐ-HĐQT	23/05/2025	Decision on the establishment of the Organizing Committee of the Annual General Meeting of Shareholders in 2025	100%
28	26/QĐ-HĐQT	23/05/2025	Decision on the establishment of the Shareholder Qualification Examination Committee at the Annual General Meeting of Shareholders in 2025	100%
29	27/TTr-HĐQT	23/05/2025	Submission for approval of the Audited 2024 Financial Statements	100%
30	28/TTr-HĐQT	23/05/2025	Report on Profit Distribution and Dividend Distribution in 2024, Expected Dividend Rate in 2025	100%

31	29/TTr-HĐQT	23/05/2025	Report on the selection of an auditor for financial statements in 2025	100%
32	30/TTr-HĐQT	23/05/2025	Proposal to approve the payment of salaries, bonuses, and remuneration of the Board of Directors and Supervisory Board in 2025	100%
33	31/TTr-HĐQT	23/05/2025	Proposal to approve the amendment of the Charter of Thanh Hoa Water Supply Joint Stock Company	100%
34	32/TTr-HĐQT	23/05/2025	Proposal on the personnel scheme of the Board of Management, Supervisory Board for the term 2025-2030	100%
35	33/QĐ-HĐQT	23/05/2025	Decision on dissolution of the Pure Drinking Water Branch	100%
36	34/QĐ-HĐQT	03/06/2025	Decision on the establishment of the Council for Evaluation and Recovery of 38KW Power Line Power Supply of Quang Hung Booster Pump Station	100%
37	35/QĐ-HĐQT	13/06/2025	Decision on dissolution of Thanh Hoa City Water Supply Branch	100%
38	36/QĐ-HĐQT	13/06/2025	Decision approving the policy: Installation of booster pumps to supply water to the southern communes of Quang Xuong Water Supply Industry	100%
39	37/QĐ-HĐQT	13/06/2025	Decision approving the policy: Formulation of a detailed planning project at the scale of 1/500 Thanh Hoa Water Supply Joint Stock Company – 99 Tan Son, Dong Ve Ward	100%
40	38/NQ-HĐQT	16/06/2025	Resolution of the Annual General Meeting of Shareholders in 2025	100%
41	01/NQ-HĐQT	16/06/2025	Resolution of the Board of Management of Thanh Hoa Water Supply Joint Stock Company	100%
42	39/QĐ-HĐQT	16/06/2025	Decision on promulgation of the Charter of Thanh Hoa Water Supply Joint Stock Company	100%
43	45/QĐ-HĐQT	18/06/2025	Decision on approving the planned salary fund of the Executive Board and employees in 2025	100%
44	46/QĐ-HĐQT	18/06/2025	Decision on approving the salary and remuneration fund planned for 2025 by the Chairman of the Board of Directors and the Head of the Supervisory Board	100%

45	47/QĐ-HĐQT	24/06/2025	Decision on dismissal of the title of General Director for Mr. Nguyen Ngoc Can	100%
46	65/QĐ-HĐQT	30/06/2025	Decision to appoint Mr. Le Trung Hieu to hold the position of General Director of the Company	100%
47	66/QĐ-HĐQT	30/06/2025	Decision to extend the term of Deputy General Director for Mr. Le Sy Len	100%
48	68/QĐ-HĐQT	30/06/2025	Decision to appoint Ms. Nguyen Thi Nga to hold the position of Chief Accountant of the company	100%
49	68A/QĐ-HĐQT	10/07/2025	Decision approving the additional installation of the D800 HDPE pipeline	100%
50	69/QĐ-HĐQT	25/07/225	Decision on entitlement to retirement benefits for Mr. Le Ngoc Dinh – Deputy General Director	100%
51	70/QĐ-HĐQT	25/07/225	Dismissal from the position of Deputy General Director	100%
52	71/QĐ-HĐQT	07/08/2025	Decision on the appointment of Mr. Le Duy Phieu as Director of the Construction Investment Project Management Unit	100%
53	72/QĐ-HĐQT	07/08/2025	Decision approving the addition of a subcontractor for Package No. 02: Construction and equipment installation under the project: Investment in the clean water supply pipeline system for Minh Son, Minh Tien, Lam Son communes and surrounding areas in Ngoc Lac District	100%
54	73/QĐ-HĐQT	07/08/2025	Internal Regulations on Corporate Governance	100%
55	74/QĐ-HĐQT	07/08/2025	Regulations on the operation of the Company's Board of Directors	100%
56	75/QĐ-HĐQT	07/08/2025	Decision on the assignment of duties within the Company's Board of Directors for the 2025–2030 term	100%
57	83A/QĐ-HĐQT	20/08/2025	Decision on the investment policy for the construction project: Relocation and replacement of water supply pipelines along Road 04 in Tu Luyen Hamlet; Roads 04 and 05 in Dang Trung Hamlet; and Provincial Road DH.HH 18B Vinh Son – Hoang Hoa Commune, affected by road and drainage expansion works in Hoang Hoa Commune	100%

58	83/QĐ-HĐQT	21/08/2025	Decision on the appointment of Mr. Nguyen Huy Truong to the position of Deputy General Director of the Company, effective from August 22, 2025	100%
59	84/QĐ-HĐQT	21/08/2025	Decision on the adjustment of the 2025 production and business plan	100%
60	85/QĐ-HĐQT	21/08/2025	Decision on the promulgation of the Financial Management Regulations	100%
61	86/QĐ-HĐQT	21/08/2025	Decision on the appointment of Mr. Le Van Quy to the position of Deputy General Director of the Company, effective from August 22, 2025	100%
62	87/QĐ-HĐQT	21/08/2025	Decision approving the project for installation and replacement of certain water supply pipelines affected by the construction and upgrading of National Highway 47 from Phong Son Town to Ho Chi Minh Road and Cam Thuy District	100%
63	88/QĐ-HĐQT	21/08/2025	Decision on the appointment of Mr. Le Sy Len to the position of Deputy General Director of the Company, effective from August 22, 2025	100%
64	89/QĐ-HĐQT	21/08/2025	Decision on the appointment of Mr. Nguyen Van Tan to the position of Deputy General Director of the Company, effective from August 22, 2025	100%
65	90/QĐ-HĐQT	26/08/2025	Decision on the promulgation of the Emulation and Commendation Regulations of Thanh Hoa Water Supply Joint Stock Company	100%
66	91/QĐ-HĐQT	26/08/2025	Decision on the promulgation of the Regulations on the implementation of grassroots democracy at the workplace	100%
67	92/QĐ-HĐQT	27/08/2025	Decision on the promulgation of the Labor Recruitment Regulations of Thanh Hoa Water Supply Joint Stock Company	100%
68	93/QĐ-HĐQT	27/08/2025	Decision on the promulgation of the Regulations on appointment, reappointment, rotation, resignation, dismissal, and removal from office of key managerial personnel of Thanh Hoa Water Supply Joint Stock Company	100%
69	94/QĐ-HĐQT	27/08/2025	Decision on the promulgation of the Regulations on management of materials and equipment	100%
70	95/QĐ-HĐQT	03/09/2025	Decision on the consolidation of the Company's Emulation and Commendation Council	100%

71	96/QĐ-HĐQT	03/09/2025	Decision on the consolidation of the Company's Council for economic and technical norms	100%
72	97/QĐ-HĐQT	03/09/2025	Decision on the consolidation of the Company's Salary Increase and Grade Promotion Council	100%
73	98/QĐ-HĐQT	03/09/2025	Decision on the consolidation of the Company's Disciplinary Council	100%
74	99/QĐ-HĐQT	03/09/2025	Decision on the consolidation of the Company's Council for Water Loss and Non-Revenue Water Control	100%
75	100/QĐ-HĐQT	03/09/2025	Decision on the consolidation of the Company's Steering Committee for Fire Prevention and Fighting, Search and Rescue, and prevention and response to chemical incidents	100%
76	101/QĐ-HĐQT	03/09/2025	Decision on the consolidation of the Company's Grassroots Trade Union Steering Committee	100%
77	102/QĐ-HĐQT	03/09/2025	Decision on the consolidation of the Company's Steering Committee for Natural Disaster Prevention and Control, Search and Rescue, and Civil Defense	100%
78	103/QĐ-HĐQT	09/09/2025	Decision on the appointment of Mr. Doan Quoc Dat to the position of Person in charge of Corporate Governance	100%
79	104/QĐ-HĐQT	11/09/2025	Decision on the establishment of the Council for liquidation and disposal of administrative assets, materials, and tools	100%
80	104A/QĐ-HĐQT	17/09/2025	Decision approving the adjustment of the total investment for the construction project of a roof covering the filter tank area at Mat Son Water Plant	100%
81	105A/QĐ-HĐQT	18/09/2025	Decision approving the planned salary fund and remuneration for 2025 for the Chairman of the Board of Directors and the Head of the Supervisory Board	100%
82	106/QĐ-HĐQT	18/09/2025	Decision approving the adjustment of the total investment for the construction project: Replacement of the primary water supply pump and supplementation of lamella settling plates to enhance the water supply capacity of Nguyen Binh Station	100%

83	107/QĐ-HĐQT	18/09/2025	Decision on the promulgation of the Technical Management Regulations	100%
84	107A/QĐ-HĐQT	19/09/2025	Decision approving the renovation project for relocation and replacement of affected water supply pipelines	100%
85	108/QĐ-HĐQT	22/09/2025	Decision on the promulgation of norms for the use of lighting electricity, domestic electricity, and administrative electricity at the Company's affiliated units	100%
86	108A/QĐ-HĐQT	22/09/2025	Decision promulgating the Regulations on labor and wage management	100%
87	109/QĐ-HĐQT	26/09/2025	Decision on the consolidation of the Company's Water Supply Safety Assurance Committee	100%
88	110/QĐ-HĐQT	14/10/2025	Decision on the establishment of a Rapid Response Team for production and safe water supply	100%
89	111/QĐ-HĐQT	14/10/2025	Decision approving the investment policy for the construction project: Relocation of the D90 HDPE water supply pipeline along Ho Chi Minh Road from KM547+630 to KM548+315, Ngoc Lac Commune	100%
90	111A/QĐ-HĐQT	15/10/2025	Decision approving the construction project of a firewall and security system for servers and application software	100%
91	112/QĐ-HĐQT	28/10/2025	Decision approving the adjustment of the total investment for the construction project: renovation of certain items within the premises of Nong Cong Water Supply Branch	100%
92	112A/QĐ-HĐQT	28/10/2025	Decision approving the project: installation of air release valves, booster pumps, and upgrading of water supply pumps to the elevated storage tank at Sam Son Water Supply Branch	100%
93	113/QĐ-HĐQT	03/11/2025	Decision promulgating the regulations on salary increase, salary grade conversion, and promotion examinations of the Company	100%
94	114/QĐ-HĐQT	03/11/2025	Decision on assigning officers and employees to participate in study visits and attend the 2025 expanded North Central Region Water Supply Companies Club Conference and Sports Festival at Quang Tri Water Supply Joint Stock Company	100%

95	114A/QĐ-HĐQT	05/11/2025	Decision approving the adjustment of the investment level for the project: construction of a new drying yard, storage areas for filter sand and filter caps, and supplementation of filter sand at Quang Thinh Water Plant	100%
96	115/QĐ-HĐQT	07/11/2025	Decision on assigning the Company's officers and employees to participate in training on digital transformation in enterprises	100%
97	116/QĐ	10/11/2025	Decision on the imposition of labor disciplinary measures against Mr. Le Van Luc	100%
98	117A/QĐ-HĐQT	17/11/2025	Decision on the establishment of the Council for assessment and recognition of "Learning Citizens" of the Company	100%
99	117B/QĐ-HĐQT	17/11/2025	Decision approving the project: Relocation and replacement of the water supply pipeline serving the upgrading and expansion of Vo Nguyen Giap Road from Ba Voi Intersection to Sam Son	100%
100	118/QĐ-HĐQT	19/11/2025	Decision approving the total investment for the construction project: construction of a 1,600 KVA transformer substation at Mat Son Water Plant and repair and renovation of the office building of Sam Son Water Supply Company	100%
101	119/QĐ-HĐQT	19/11/2025	Decision on the promulgation of the Debt Management Regulations	100%
102	120/QĐ-HĐQT	02/12/2025	Decision on the establishment of the Examination Council for salary grade promotion to Principal Specialist and Engineer positions of the Company	100%
103	121/QĐ-HĐQT	24/12/2025	Decision on the establishment of the Asset Inventory Council	100%
104	122/QĐ-HĐQT	29/12/2025	Decision approving the 2026 production and business plan	100%
105	123/QĐ-HĐQT	29/12/2025	Decision approving the 2026 investment, repair and renovation plan	100%
106	123A/QĐ-HĐQT	29/12/2025	Resolution of The Board of Management	100%
107	124/QĐ-HĐQT	30/12/2025	Decision approving the labor use plan in 2026	100%

III. Operations of the Supervisory Board:

1. Member of the Supervisory Board:

No.	Member of the Supervisory Board	Position	Start/no longer a member of the Supervisory Board	Qualifications
1	Vũ Văn Hà	Head of Board	16/06/2025	Bachelor of Economics - majoring in Banking and Finance
2	Trịnh Thị Huyền	Member	16/06/2025	Bachelor of Economics - majoring in Business Accounting
3	Mai Thanh Thương	Member	16/06/2025	Bachelor of Economics - Accounting

2. Meetings of the Supervisory Board

STT	Member of the Supervisory Board	Number of Meetings partake	Proportion Attend the meeting	Reasons for not attending the meeting
1	Vũ Văn Hà	3/4	75%	Member of the Supervisory Board, from June 16, 2025
2	Trịnh Thị Huyền	4/4	100%	
3	Mai Thanh Thương	3/4	75%	Member of the Supervisory Board, from June 16, 2025

3. Supervisory activities of the Supervisory Board for the Board of Directors and the Board of Management and shareholders:

- * The Supervisory Board has participated in meetings with the Board of Directors to grasp the situation of corporate governance.
- * The Supervisory Board regularly attends meetings with the Board of Management and Heads of functional departments of the company to grasp the company's operation and production and business results.
- * The Supervisory Board has inspected and supervised the financial situation and business activities of the Company periodically and irregularly.

IV. The Board of Management

No.	The Board of Management Members	Date of birth	Qualifications	Date of appointment/dismissal of members of The Board of Management
1	Lê Trung Hiếu	06/12/1991	Architectural Engineer	01/07/2025
2	Lê Sỹ Len	06/07/1969	Bachelor of Economics	01/07/2025
3	Lê Văn Quý	02/09/1968	Bachelor of Economics	21/08/2025
4	Nguyễn Huy Trường	24/11/1971	Bachelor of Economics	21/08/2025
5	Nguyễn Văn Tân	07/06/1972	Construction Engineer	21/08/2025

V. Chief Accountant

Full name	Date of birth	Professional qualifications	Date of appointment/dismissal
Nguyễn Thị Nga	12/11/1973	Bachelor of Economics	01/07/2025

VI. Training on corporate governance:

Training courses on corporate governance that members of the Board of Directors, members of the Supervisory Board, the Board of Management, other managers and the company secretary have participated in in accordance with the regulations on corporate governance:

None

VII. List of related persons of the public company in 2025 and transactions of related persons of the company with the company itself

1. List of related persons of the company

No.	Name of organization/individual	Stock Trading Account	Position at the company	ID number*	Head Office Address/	The start time is the	The time is no	Reason	Related relationship
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					Contact Address	person involved	longer a relevant person		with the company
1	Lê Thế Sơn		Chairman of the Board of Directors			04/06/2024			
2	Phạm Văn Tú	003C805886	Deputy Chairman of the Board of Directors			04/6/2024			
3	Lê Trung Hiếu		General Director			16/06/2025			
4	Lê Sỹ Len	030C810390	Deputy General Director			29/06/2020			
5	Lê Văn Quý	030C802066	Deputy General Director			21/08/2025			
6	Nguyễn Huy Trường		Deputy General Director			21/08/2025			
7	Nguyễn Văn Tân		Deputy General Director			21/08/2025			
8	Nguyễn Thị Nga	030C802003	Chief Accountant			29/06/2020			
9	Vũ Văn Hà		Head of the Supervisory Board			16/06/2025			
10	Trịnh Thị Huyền		Member of the Supervisory Board			29/06/2020			

11	Mai Thanh Thương		Member of the Supervisory Board			16/06/2025			
12	Doãn Quốc Đạt		Persons authorizing the disclosure of information			09/09/2025			
13	Thanh Hoa Provincial People's Committee		State capital in the Company			28/01/2019			

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

3. Transactions between internal persons of listed companies, related persons of internal persons and subsidiaries and companies controlled by the company: *None*

4. Transactions between the company and other entities

4.1. . Transactions between the company and the company that members of the Board of Directors, members of the Supervisory Board, Directors (General Directors) and other managers have been and are founding members or members of the Board of Directors, Directors (General Directors) in the past three (03) years (calculated at the time of making reports): *None*

4.2. Transactions between companies and companies that are operated by related persons of members of the Board of Directors, members of the Supervisory Board, Directors (General Directors) and other managers who are members of the Board of Directors, Directors (General Directors): *None*

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

VIII. Stock trading of insiders and related persons of insiders:

1. List of insiders and related persons of insiders:

No	Full name	Stock Trading Account	Position at the company	Type of NSH (ID card, National ID, Passport, Business Registration)	ID number	Date of issuance of NSH certificate	Where to issue NSH certificates	Head Office Address/Contact	Number of shares owned at the present time	Stock ownership ratio at the present time	Notes
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1	Lê Thế Sơn		Chairman of the Board of Directors	National ID					0	0,00	
	Lê Thị Hải Yến			National ID					0	0,00	Wife
	Lê Quang Minh			National ID					0	0,00	Child
	Lê Minh Dũng			National ID					0	0,00	Child
	Thanh Hoa Provincial People's Committee		State capital in the Company						17.233.022	52,23%	
2	Phạm Văn Tú	003C805886	Vice Chairman of the Board of Directors	National ID					6.883.500	20,86%	
	Nguyễn Thị Hân			National ID					0	0,00	Wife
	Phạm Thị Nguyễn Hạnh			None					0	0,00	Not yet, still young
	Phạm Nguyễn Tường An			None					0	0,00	Not yet, still young
	Phạm Phúc Hưng			None					0	0,00	Not yet, still young
3	Lê Trung Hiếu		Member of the Board of Directors, General Director	National ID					2.100	0,006%	
	Vũ Thị Huyền Trang			National ID					0	0,00	Wife

	Lê Vũ Gia Bảo			Identification code					0	0,00	Child
	Lê Cao Phong			Identification code					0	0,00	Child
4	Lê Sỹ Len	030C810390	Member of the Board of Directors Deputy General Director	National ID					57.400	0,174%	
	Trịnh Thị Hằng			National ID					0	0,00	Wife
	Lê Sỹ Nhật Linh			National ID					0	0,00	Child
	Lê Sỹ Nhật Minh			National ID					0	0,00	Child
5	Lê Văn Quý	030C802066	Member of the Board of Directors Deputy General Director	National ID					7.400	0,022%	
	Nguyễn Thị Oanh			National ID					0	0,00	Wife
	Lê Thị Ngọc Mai			National ID					0	0,00	Child
	Lê Văn Sơn			National ID					0	0,00	Child
6	Nguyễn Huy Trường		Deputy General Director	National ID					6.200	0,02	
	Lê Thị Hạnh			National ID					0	0,00	Wife
	Nguyễn Quỳnh Chi			National ID					0	0,00	Child
	Nguyễn Thu Hà			National ID					0	0,00	Child
	Nguyễn Huy Sang			Identification code					0	0,00	Child
7	Nguyễn Văn Tân		Deputy General Director	National ID					10.000	0,03	
	Trương Thị Huệ			National ID					0	0,00	Wife

	Nguyễn Thị Phương Thu			National ID					0	0,00	Child
	Nguyễn Thị Phương Thảo			National ID					0	0,00	Child
8	Nguyễn Thị Nga	030C802003	Chief Accountant	National ID					7.000	0,021%	
	Trịnh Hùng Tuyên			National ID					0	0,00	Husband
	Trịnh Quỳnh Trang			National ID					0	0,00	Daughter
	Trịnh Thảo Chi			National ID					0	0,00	Daughter
	Nguyễn Trọng Trường	030C802419		National ID					5.200	0,015%	Brother
	Cao Thị Sinh	030C802420		National ID					2.200	0,006%	Birth mother
	Nguyễn Thị Thu Hà	030C802344		National ID					3.200	0,009%	Sister
	Lê Tùng Hưng			National ID					0	0,00	Son-in-law
9	Vũ Văn Hà	030C810483	Head of the Supervisory Board	National ID					6.000	0,018%	
	Phạm Thị Nhung			National ID					0	0,00	Wife
	Vũ Phạm Khánh Linh			National ID					0	0,00	Child
	Vũ Minh Cường			None					0	0,00	Not yet, still young
10	Trịnh Thị Huyền	030C802254	Members of the Supervisory Board	National ID					6.200	0,018%	
	Nguyễn Thế Dũng	030C802088		National ID					7.600	0,023%	Husband

	Nguyễn Tiến Sỹ			National ID					0	0,00	Child
	Nguyễn Tiến Lực			National ID					0	0,00	Child
11	Mai Thanh Thương		Members of the Supervisory Board	National ID					0	0,00	Child
	Lê Văn Kiên			National ID					0	0,000	
	Lê Quang Vinh			Identification code					0	0,000	Husband
									0	0,00	Child
12	Doãn Quốc Đạt		Persons authorizing the disclosure of information	National ID					0	0,00	
	Phạm Thu Hiền			National ID					0	0,00	Wife
	Doãn Phạm Châu Anh			None					0	0,00	Not yet, still young

2. Transactions of insiders and related persons for the company's shares: *None*

IX. Other issues to note: *None*

Recipient:

- As addressed;
- Archived.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



Lê Thế Sơn