

**REPORT ON CORPORATE GOVERNANCE OF THE LISTED
COMPANY**

Reporting Period: the First 06 months of 2025

To:

- The State Securities Commission
- Vietnam Stock Exchange
- Ho Chi Minh Stock Exchange

- ❖ **The Company's name:** VIX Securities Joint Stock Company
- ❖ **Headquarter Address:** 22nd floor, No. 52 Le Dai Hanh Street, Hai Ba Trung Ward, Hanoi City.
- ❖ **Phone number:** 024.4456 8888 Facsimile number: 024.39785380 Email: info@vixs.vn.
- ❖ **Charter Capital:** VND 15,314,298,580,000.
(In words: Fifteen trillion, three hundred fourteen billion, two hundred, ninety-eight million, five hundred and eighty thousand Vietnamese Dongs)
- ❖ **Stock Symbol:** VIX
- ❖ **Corporate Governance Model:** General Meeting of Shareholders, Supervisory Board, Board of Directors, and General Director.
- ❖ **The implementation of internal audit:** Implemented

I. Activities of the General Meeting of Shareholders:

No.	Resolution/ Decision No.	Date	Content
1	01/2025/VIX/ NQ- ĐHCĐ	May 23, 2025	<p><i>The following issues have been approved at the 2025 Annual General Meeting of Shareholders:</i></p> <ul style="list-style-type: none">- The 2024 audited financial statements, Income Statement, and profit distribution plan for 2024.- The Board of Directors (BOD)'s Report on corporate governance and the performance of the BOD and each BOD member in 2024.- The Supervisory Board's Report on the 2024 business results, the performance of the Board of Directors, and the General Director.- Self-Assessment Report on the performance of the Supervisory Board (SB) and each SB member in 2024, and the Supervisory Board's activity plan for 2025.- Approval of remuneration and operational expenses for BOD and Supervisory Board in 2024, and the plan for remuneration and operating expenses for the BOD and the Supervisory Board in 2025.



			<ul style="list-style-type: none"> - Business plan targets for 2025. - Approval of selection of the auditing firm for the 2025 Financial Statements. - Plan for issuing shares to pay dividends in 2024. - Election of BOD members for the 2025-2030 term.
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II. Board of Directors:

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

No.	Board of Directors' members	Position	The date becoming/ceasing to be the member of the Board of Directors/Independent BOD member	
			Date of appointment	Date of dismissal
1	Nguyen Tuan Dung (*)	Chairman of the BOD	June 25, 2021	
2	Truong Ngoc Lan	Member of BOD - General Director	April 15, 2023	
3	Do Ngoc Dinh	Member of BOD - Deputy General Director	May 23, 2025	
5	Cao Thi Hong	Independent Member of BOD	June 25, 2021	
5	Ha Huy Hung	Independent Member of BOD	May 23, 2025	
6	Thai Hoang Long	Member of BOD	April 15, 2023	May 23, 2025
7	Tran Thi Hong Ha	Independent Member of BOD	June 25, 2021	May 23, 2025

(*) Mr. Nguyen Tuan Dung was elected as Chairman of the Board of Directors from May 28, 2025.

2. Meetings of the Board of Directors:

No.	Board of Directors' member	Number of meetings attended/total meetings	Percentage (%)	Reasons for absence
1	Nguyen Tuan Dung	31/31	100%	
2	Truong Ngoc Lan	31/31	100%	

3	Do Ngoc Dinh	07/31	22.58%	<i>Elected to the BOD from May 23, 2025</i>
4	Cao Thi Hong	31/31	100%	
5	Ha Huy Hung	07/31	22.58%	<i>Elected to the BOD from May 23, 2025</i>
6	<i>Thai Hoang Long</i>	0	0%	<i>Resigned as BOD member on September 27, 2024, dismissed on May 23, 2025</i>
7	<i>Tran Thi Hong Ha</i>	23/31	74.19%	<i>Dismissed on May 23, 2025</i>

3. **Supervising the Board of Management by the Board of Directors:** Supervising the implementation of the resolutions of the General Meeting of Shareholders and the resolutions of the Board of Directors in accordance with the law and the Company's Charter.
4. **Activities of subcommittees directly under the Board of Directors:** *(No subcommittees)*
5. **Resolutions/Decisions of the Board of Directors:** *(Appendix I - attached)*

III. Supervisory Board (SB)

1. Information about members of the Supervisory Board:

No.	Members of Supervisory Board	Position	The date becoming/ceasing to be the member of the Supervisory Board	Qualification
1	Tran Hong Van	Head of Supervisory Board	April 15, 2023	Bachelor of Economics
2	Trinh Thi My Le	Member	June 25, 2021	Bachelor of Accounting
3	Nguyen Thi Duyen	Member	June 25, 2021	Bachelor of Accounting

2. Meetings of the Supervisory Board:

No.	Members of Supervisory Board	Position	Number of meetings attended/total meetings	Attendance percentage	Voting percentage	Reasons for absence
1	Tran Hong Van	Head of SB	3/3	100%	100%	
2	Trinh Thi My Le	Member	3/3	100%	100%	
3	Nguyen Thi Duyen	Member	3/3	100%	100%	

3. Supervising Board of Directors, Board of Management and shareholders by the Supervisory Board

The Supervisory Board has supervised activities of the Board of Directors and the Board of Management as follows:

- Supervising the activities of the Board of Directors:
 - The Board of Directors has complied with the provisions of the Law on Enterprises, the Law on Securities, the Company's Charter, and other relevant legal regulations. At the same time, the Board of Directors has strictly implemented the resolutions of the 2025 Annual General Meeting of Shareholders.
 - The Board of Directors has effectively performed its role in directing, supervising, and supporting the Board of Management in managing the Company's operations, ensuring adherence to the directions and objectives approved by the General Meeting of Shareholders.
 - The Supervisory Board highly appreciates the governance competence, sense of responsibility, and unity of the Board of Directors in performing the corporate governance and operational functions of the Company.
- Supervising the activities of the Board of Management:
 - The Board of Management has adhered to its functions, duties, and powers as prescribed by law and the Company's Charter, actively implementing the resolutions of the General Meeting of Shareholders and the Board of Directors, ensuring consistent execution of the 2025 business goals and plans approved by the 2025 Annual General Meeting of Shareholders.
 - The Board of Management has clearly and specifically assigned tasks to each member in charge of specialized areas, regularly organizing periodic meetings to timely review and assess the Company's operational performance.
 - The preparation of periodic financial statements and Income Statements of the Company complies with Vietnamese accounting standards and relevant legal regulations, ensuring accuracy, transparency, and completeness.

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

- The Supervisory Board has always received close, active, and serious cooperation from the Board of Directors, the Board of Management, and the Company's managers. The Board of Management and managers in various departments/divisions have provided timely and sufficient information and documents related to the Company's business activities and assigned staff to work with the Supervisory Board when required.
- The Supervisory Board has appointed a representative to attend all meetings of the Board of Directors, ensuring direct and continuous supervisory function.
- The Supervisory Board has informed the Board of Directors and the Board of Management about the work plan; inspection, and control plans for the period. At the same time, it has effectively coordinated with the functional departments/ divisions in performing its duties.

5. Other activities of the Supervisory Board

- The Supervisory Board regularly updates and researches newly promulgated policies and regulations to ensure the full exercise of its rights and responsibilities as stipulated.
- Carries out other duties of the Supervisory Board as prescribed by the Law on Enterprises, the Company's Charter, and other relevant legal regulations.

IV. Board of Management

No.	Member of Management Board	Date of Birth	Professional qualification	Appointment Date/ Dismissal Date
1	Truong Ngoc Lan - General Director	June 2, 1978	Master of Business Administration	October 19, 2022
2	Do Ngoc Dinh - Deputy General Director	January 30, 1983	Bachelor of Economics	July 17, 2017

V. Chief Accountant

No.	Full name	Date of Birth	Professional qualification	Appointment Date/ Dismissal Date
1	Nguyen Thi Thu Hang	August 5, 1983	Bachelor of Finance & Accounting	May 23, 2018

VI. Corporate Governance Training:

- In the first 6 months of 2025: corporate governance training courses were unavailable.

VII. The list of related persons of the listed company and transactions between the Company's related persons and the Company:

1. The list of related persons of the Company (*Appendix II - attached*)
2. Transactions between the Company and its related persons, major shareholders, internal persons, or related persons of internal persons: (*None*).
3. Transactions between internal persons of the Company, related persons of internal persons and the Company's subsidiaries, or companies controlled by the Company: (*None*).
4. Transactions between the Company and other objects and related parties:
 - Transactions between the Company and the company that its members of Board of Directors, members of the Supervisory Board, General Director and other managers who have been founding members or members of Board of Directors, or Managing Director (General Director) in three (03) latest years (calculated at the time of reporting): (*None*).
 - Transactions between the Company and the company that its related persons with members of Board of Directors, Supervisory Board, General Director and other managers who are members of Board of Directors, Managing Director (General Director): (*None*)
 - Other transactions of the Company (if any) may bring material or non-material benefits for members of Board of Directors, members of the Supervisory Board, General Director and other managers: (*None*)

VIII. Share transactions of internal persons and their related persons during the period:

1. The list of internal persons and their related persons (*Appendix III - attached*)
2. Transactions of the Company's internal persons and related persons with VIX shares:

Transaction executor	Relationship with internal shareholders	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, selling, converting, rewarding, etc.)
		Number of shares	Percentage (%)	Number of shares	Percentage (%)	
Nguyen Tuan Dung	Chairman of the BOD	593,954	0.040%	623,651	0.040%	Receiving dividends by shares
Truong Ngoc Lan	Member of BOD - General Director	500,000	0.030%	525,000	0.030%	Receiving dividends by shares
Do Ngoc Dinh	Member of BOD, Deputy General Director	505,320	0.030%	530,586	0.030%	Receiving dividends by shares
Cao Thi Hong	Member of BOD	100,000	0.007%	105,000	0.007%	Receiving dividends by shares
Nguyen Thi Thu Hang	Chief Accountant	2,180,000	0.150%	2,289,000	0.150%	Receiving dividends by shares
Vu Thi Ngoc Mai	Internal Audit Specialist	50,000	0.003%	52,500	0.003%	Receiving dividends by shares
Tran Bich Thuy	Older sister of Ms. Tran Hong Van - Head of Supervisory Board	14,672	0.001%	15,405	0.001%	Receiving dividends by shares

IX. Other significant issues: (None)

CHAIRMAN OF THE BOARD OF DIRECTORS

Signed and sealed



NGUYEN TUAN DUNG

APPENDIX I

LIST OF BOARD OF DIRECTORS' RESOLUTIONS FOR THE FIRST 06 MONTHS OF 2025

(Attached to the Corporate Governance Report for the First 06 months of 2025 of VIX Securities Joint Stock Company)

No.	Resolution No.	Date of Issuance	Content	Approval percentage
1	01/2025/VIX/NQ-HĐQT	February 11, 2025	Approving the plan for additional acquisition of VSC's shares	100%
2	02/2025/VIX/NQ-HĐQT	February 19, 2025	Approving the plan for additional share acquisition of GELEX Infrastructure Joint Stock Company	100%
3	03/2025/VIX/NQ-HĐQT	February 20, 2025	Approving authorization to attend EIB's Extraordinary General Meeting of Shareholders	100%
4	04/2025/VIX/NQ-HĐQT	March 3, 2025	Approving the plan for nominating the candidates to the Board of Directors (BOD), Supervisory Board of EIB	100%
5	05/2025/VIX/NQ-HĐQT	March 7, 2025	Approving the extension of the 2025 Annual General Meeting of Shareholders	100%
6	06/2025/VIX/NQ-HĐQT	March 11, 2025	Approving the credit limit at An Binh Commercial Joint Stock Bank	100%
7	07/2025/VIX/NQ-HĐQT	March 24, 2025	Approving the loan policy from EVNFinance	100%
8	08/2025/VIX/NQ-HĐQT	March 27, 2025	Convening the 2025 Annual General Meeting of Shareholders	100%
9	09/2025/VIX/NQ-HĐQT	April 4, 2025	Approving authorization to attend VSC's Annual General Meeting of Shareholders	100%
10	10/2025/VIX/NQ-HĐQT	April 14, 2025	Approving authorization to attend SEA's Annual General Meeting of Shareholders	100%
11	11/2025/VIX/NQ-HĐQT	April 16, 2025	Approving the credit limit at SHB - Thang Long Branch	100%
12	12/2025/VIX/NQ-HĐQT	April 18, 2025	Approving the credit limit at EIB - Hanoi Branch	100%
13	13/2025/VIX/NQ-HĐQT	April 22, 2025	Approving the credit limit at VIB	100%
14	14/2025/VIX/NQ-HĐQT	April 23, 2025	Approving the supplementary credit limit at EIB - Hanoi Branch	100%
15	15/2025/VIX/NQ-HĐQT	April 24, 2025	Approving authorization to attend PC1's Annual General Meeting of Shareholders	100%
16	16/2025/VIX/NQ-HĐQT	April 25, 2025	Approving the agenda, documents for the Annual General Meeting of Shareholders, and establish the	100%

No.	Resolution No.	Date of Issuance	Content	Approval percentage
			Shareholders' Eligibility Verification Committee	
17	17/2025/VIX/NQ-HĐQT	April 28, 2025	Approving authorization to attend EIB's Annual General Meeting of Shareholders	100%
18	18/2025/VIX/NQ-HĐQT	April 29, 2025	Approving authorization to attend Hai Phong Titanium Joint Stock Company's General Meeting of Shareholders	100%
19	19/2025/VIX/NQ-HĐQT	April 29, 2025	On the temporary suspension of funding for the construction of Thanh Liem B High School	100%
20	20/2025/VIX/NQ-HĐQT	May 15, 2025	On continuation of funding for the construction of Thanh Liem B High School	100%
21	21/2025/VIX/NQ-HĐQT	May 20, 2025	Approving the credit limit at MSB	100%
22	22/2025/VIX/NQ-HĐQT	May 20, 2025	Approving the nomination of additional candidates to the Board of Directors at the 2025 Annual General Meeting of Shareholders	100%
23	23/2025/VIX/NQ-HĐQT	May 20, 2025	Approving the credit limit at VPB	100%
24	24/2025/VIX/NQ-HĐQT	May 22, 2025	Approving the IT system development policy in the phase of 2025-2026	100%
25	25/2025/VIX/NQ-HĐQT	May 28, 2025	Approving the election of the Company's Chairman of the Board of Directors	100%
26	26/2025/VIX/NQ-HĐQT	May 28, 2025	Approving the change of the person in charge of corporate governance	100%
27	27/2025/VIX/NQ-HĐQT	May 28, 2025	Assigning duties and proposing remuneration for Members of Board of Directors	100%
28	28/2025/VIX/NQ-HĐQT	May 28, 2025	Approving the delegation of authority in management and operation of the Company	100%
29	29/2025/VIX/NQ-HĐQT	May 28, 2025	Approving implementation of the plan for issuing shares and paying 2024 dividends	100%
30	30/2025/VIX/NQ-HĐQT	May 28, 2025	Approving the remuneration level for the Chairman of the Board of Directors	100%
31	31/2025/VIX/NQ-HĐQT	June 4, 2021	Approving the credit limit at BIDV	100%
32	32/2025/VIX/NQ-HĐQT	June 6, 2025	Finalizing the list of shareholders for 2024 dividend payment	100%

No.	Resolution No.	Date of Issuance	Content	Approval percentage
33	33/2025/VIX/NQ-HĐQT	June 19, 2025	Authorizing attendance at HAH's 2025 Annual General Meeting of Shareholders	100%
34	34/2025/VIX/NQ-HĐQT	June 24, 2025	Approving the results of 2024 share issuance, dividend payment and revising the Company's Charter	100%
35	35/2025/VIX/NQ-HĐQT	June 30, 2025	Approving the registration of changes in enterprise registration content due to changes in the company's charter capital	100%
36	36/2025/VIX/NQ-HĐQT	June 30, 2025	Approving the selection of the auditing firm for the 2025 Financial Statements	100%

Hanoi, July 28, 2025

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN OF THE BOARD OF DIRECTORS**

Signed and sealed



NGUYỄN TUẤN DUNG

**VIX SECURITIES JOINT STOCK
COMPANY**

APPENDIX II - LIST OF RELATED PERSONS OF THE COMPANY

(Attached to the Corporate Governance Report for the First 06 months of 2025)

No.	Name of organization/in individual	Securities trading account	Position at the Company (if any)	ID Card Number	ID Card Issuance Date	Issuing authority	Head office address/contact address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons for change	Relationship with internal persons
1	2	3	4	5	6	7	8	9	10	11	12
1	Nguyen Tuan Dung		Chairman of the Board of Directors					June 25, 2021			
1.1	Dao Thi Tam Khanh							June 25, 2021			Wife
1.2	Nguyen Dao Tam Anh							June 25, 2021			Child
1.3	Nguyen Ngoc Hieu Anh							June 25, 2021			Child
1.4	Nguyen Ngoc Lam							June 25, 2021			Father
1.5	Vu Thi Xuan							June 25, 2021			Mother
1.6	Nguyen Thi Thu Thuy							June 25, 2021			Younger Sibling
1.7	Nguyen Tien Thanh							June 25, 2021			Younger Sibling
1.8	Nguyen Thanh Tien							June 25, 2021			Younger Sibling
1.9	Nguyen Thi Duc Hanh							June 25, 2021			Younger Sibling
1.10	Dao Tuan							June 25, 2021			Father-in-law
1.11	Vu Thi Nhung							June 25, 2021			Mother-in-law

No.	Name of organization/in individual	Securities trading account	Position at the Company (if any)	ID Card Number	ID Card Issuance Date	Issuing authority	Head office address/contact address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons for change	Relationship with internal persons
1	2	3	4	5	6	7	8	9	10	11	12
1.12	Nguyen Trong Thanh							June 25, 2021			Brother-in-law
1.13	Nguyen Linh							June 25, 2021			Brother-in-law
1.14	Dao Thi Thu							June 25, 2021			Sister-in-law
1.15	Dao Thi Theu							June 25, 2021			Sister-in-law
2	Truong Ngoc Lan		A Member of the Board of Directors - General Director					October 19, 2022			
2.1	Truong Moc Lam							October 19, 2022			Father
2.2	Tran Thi Hoa Cam							October 19, 2022			Mother
2.3	Truong Van Tuyen							October 19, 2022			Father-in-law
2.4	Hyunh Thi Tu Han							October 19, 2022			Mother-in-law
2.5	Truong My Hanh							October 19, 2022			Wife
2.6	Truong Kim Long							October 19, 2022			Son
2.7	Truong Bao Chau							October 19, 2022			Daughter
2.8	Truong Thi Dieu Linh							October 19, 2022			Elder Sister

No.	Name of organization/in individual	Securities trading account	Position at the Company (if any)	ID Card Number	ID Card Issuance Date	Issuing authority	Head office address/contact address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons for change	Relationship with internal persons
1	2	3	4	5	6	7	8	9	10	11	12
2.9	Vu Dinh Thuyen							October 19, 2022			Brother-in-law
3	Do Ngoc Dinh		A Member of the Board of Directors, Deputy General Director					July 17, 2017			
3.1	Nguyen Thuy Nga							July 17, 2017			Wife
3.2	Do Duc Anh							July 17, 2017			Child
3.3	Do Duc Hung							July 17, 2017			Child
3.4	Do Ngoc Doa							July 17, 2017			Father
3.5	Pham Thi Kich							July 17, 2017			Mother
3.6	Do Ngoc Dap							July 17, 2017			Elder. Brother
3.7	Nguyen Mau Luc							July 17, 2017			Father-in-law
3.8	Bui Thi Chao							July 17, 2017			Mother-in-law
3.9	Giang Thi Hao							July 17, 2017			Sister-in-law
4	Cao Thi Hong		A Member of the Board of Directors					June 25, 2021			
4.1	Le Thi Minh							June 25, 2021			Mother
4.2	Cao Thi Gam							June 25, 2021			Elder Sister

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1	2	3	4	5	6	7	8	9	10	11	12
4.3	Cao Long Bien							June 25, 2021			Younger Sibling
4.4	Cao Van Long							June 25, 2021			Younger Sibling
4.5	Le Gia Thien							June 25, 2021			Child
4.6	Le Gia Bao							June 25, 2021			Child
4.7	Le Bao Ngoc							June 25, 2021			Child
4.8	Vo Song Hy							June 25, 2021			Brother-in-law
4.9	Hoang Thanh Mai							June 25, 2021			Sister-in-law
4.10	To Nhat Ha							June 25, 2021			Sister-in-law
5	Ha Huy Hung		A Member of the Board of Directors					May 23, 2025		Elected to the Board of Directors	
4.1	Ha Huy Huong							May 23, 2025			Father
4.2	Ho Thi Yen							May 23, 2025			Mother
4.3	Ha Thi Hoai							May 23, 2025			Younger Sibling
4.4	Tran Van Chung							May 23, 2025			Brother-in-law
4.5	Ha Thi Thom							May 23, 2025			Younger Sibling
4.6	Nguyen Quang Van							May 23, 2025			Brother-in-law

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1	2	3	4	5	6	7	8	9	10	11	12
4.7	Ha Thi Hong Tham							May 23, 2025			Younger Sibling
4.8	Vo Van Mau							May 23, 2025			Brother-in-law
4.9	Ha Thi Thiet							May 23, 2025			Younger Sibling
4.10	Nguyen Manh Hung							May 23, 2025			Brother-in-law
5.11	Ha Huy Viet							May 23, 2025			Younger Sibling
5.12	Le Thi Anh							May 23, 2025			Sister-in-law
5.12	Pham Thi Thu Trang							May 23, 2025			Wife
5.14	Ha Huy Anh							May 23, 2025			Child
5.15	Ha Huy Minh							May 23, 2025			Child
5.16	Pham Manh Khoe							May 23, 2025			Father-in-law
5.17	Tran Thi Dan							May 23, 2025			Mother-in-law
5.18	Pham Quoc Viet							May 23, 2025			Brother-in-law
6	Thai Hoang Long		A Member of the Board of Directors					April 18, 2023	May 23, 2025	Dismissed	
6.1	Bui Thi Hao							April 18, 2023	May 23, 2025		Mother

No.	Name of organization/in individual	Securities trading account	Position at the Company (if any)	ID Card Number	ID Card Issuance Date	Issuing authority	Head office address/contact address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons for change	Relationship with internal persons
1	2	3	4	5	6	7	8	9	10	11	12
6.2	Thai Hoang Giang							April 18, 2023	May 23, 2025		Younger Brother
6.3	Tran Thi Xuan Hang							April 18, 2023	May 23, 2025		Wife
6.4	Thai Hoang Khoi							April 18, 2023	May 23, 2025		Child
6.5	Thai Hoang Van Khanh							April 18, 2023	May 23, 2025		Child
6.6	Bui Ngoc Chat							April 18, 2023	May 23, 2025		Mother-in-law
7	Tran Thi Hong Ha		A Member of the Board of Directors					June 25, 2021	May 23, 2025	Dismissed	
7.1	Nguyen Huy							June 25, 2021	May 23, 2025		Husband
7.2	Nguyen Minh Thao							June 25, 2021	May 23, 2025		Child
7.3	Nguyen Hung							June 25, 2021	May 23, 2025		Child
7.4	Tran Van Binh							June 25, 2021	May 23, 2025		Father
7.5	Pham Thi Loan							June 25, 2021	May 23, 2025		Mother
7.6	Tran Trung Hieu							June 25, 2021	May 23, 2025		Younger Sibling
7.7	Do Thi Thu Ha							June 25, 2021	May 23, 2025		Sister-in-law

No.	Name of organization/in individual	Securities trading account	Position at the Company (if any)	ID Card Number	ID Card Issuance Date	Issuing authority	Head office address/contact address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons for change	Relationship with internal persons
1	2	3	4	5	6	7	8	9	10	11	12
7.8	Nguyen Huong							June 25, 2021	May 23, 2025		Father-in-law
7.9	Nguyen Thi Chuyen							June 25, 2021	May 23, 2025		Mother-in-law
8	Nguyen Thi Thu Hang		Chief Accountant					May 23, 2018			
8.1	Tran Khanh Hiep							May 23, 2018			Husband
8.2	Tran Khanh Van Nhi							May 23, 2018			Child
8.3	Tran Khanh Tue Nhi							May 23, 2018			Child
8.4	Tran Khanh Nam Phong							May 23, 2018			Child
8.5	Nguyen Van Dai							May 23, 2018			Father
8.6	Nguyen Thi Loan							May 23, 2018			Mother
8.7	Nguyen Van Long							May 23, 2018			Brother-in-law
8.8	Nguyen Thi Hai Lan							May 23, 2018			Elder Sister
8.9	Nguyen Thi Thanh Nga							May 23, 2018			Elder Sister
8.1	Le Manh Cuong							May 23, 2018			Brother-in-law
8.11	Nguyen Thi Ha							May 23, 2018			Mother-in-law

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1	2	3	4	5	6	7	8	9	10	11	12
9	Du Van Toan		In charge of corporate governance, Information disclosure officer					August 30, 2014			
9.1	Vu Thi Lan Phuong							August 30, 2014			Wife
9.2	Du Tra My							August 30, 2014			Child
9.3	Du Vu Tuan Khang							August 30, 2014			Child
9.4	Du Thuy Dung							August 30, 2014			Child
9.5	Ngo Thanh Duong							August 30, 2014			Son-in-law
9.6	Du Thi Nhan							August 30, 2014			Elder Sister
9.7	Du Van Nhan							August 30, 2014			Elder Brother
9.8	Nguyen Thi He							August 30, 2014			Sister-in-law
9.9	Du Xuan Thuc							August 30, 2014			Elder Brother
9.1	Du Quang Duc							August 30, 2014			Elder Brother
9.11	Dinh Thi My							August 30, 2014			Sister-in-law

No.	Name of organization/in individual	Securities trading account	Position at the Company (if any)	ID Card Number	ID Card Issuance Date	Issuing authority	Head office address/contact address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons for change	Relationship with internal persons
1	2	3	4	5	6	7	8	9	10	11	12
9.12	Du Thi Thuy							August 30, 2014			Elder Sister
9.13	Tran Dinh Luong							August 30, 2014			Brother-in-law
9.14	Du Van Hoan							August 30, 2014			Elder Brother
9.15	Dinh Thi Hoat							August 30, 2014			Elder Sister
9.16	Vu Huu Chan							August 30, 2014			Father-in-law
9.17	Vu Thi Toat							August 30, 2014			Mother-in-law
10	Tran Hong Van		Head of Supervisory Board					April 15, 2023			
10.1	Nguyen Thi Phuc							April 15, 2023			Mother
10.2	Tran Bich Thuy							April 15, 2023			Elder Sister
10.3	Tran Thanh Hieu							April 15, 2023			Younger Sibling
10.4	Ha Van Anh							April 15, 2023			Child
10.5	Ha Quynh Anh							April 15, 2023			Child
10.6	Ha Thi Quy							April 15, 2023			Mother-in-law
10.7	Ha Van Than							April 15, 2023			Husband
10.8	Dang Xuan Khoa							April 15, 2023			Brother-in-law

No.	Name of organization/in individual	Securities trading account	Position at the Company (if any)	ID Card Number	ID Card Issuance Date	Issuing authority	Head office address/contact address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons for change	Relationship with internal persons
1	2	3	4	5	6	7	8	9	10	11	12
11	Trinh Thi My Le		A Member of Supervisory Board					June 25, 2021			
11.1	Nghiem Xuan Hoa							June 25, 2021			Husband
11.2	Nghiem Khanh Chi							June 25, 2021			Child
11.3	Nghiem Quang Minh							June 25, 2021			Child
11.4	Trinh Van Duong							June 25, 2021			Father
11.5	Nguyen Thi Ninh							June 25, 2021			Mother
11.6	Trinh Ngoc Manh							June 25, 2021			Younger Sibling
11.7	Nghiem Van Pha							June 25, 2021			Father-in-law
12	Nguyen Thi Duyen		A Member of Supervisory Board					June 25, 2021			
12.1	Nguyen Ba Yen							June 25, 2021			Father
12.2	Nguyen Thi Nhan							June 25, 2021			Mother
12.3	Nguyen Ba Hien							June 25, 2021			Younger Sibling

No.	Name of organization/in individual	Securities trading account	Position at the Company (if any)	ID Card Number	ID Card Issuance Date	Issuing authority	Head office address/contact address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons for change	Relationship with internal persons
1	2	3	4	5	6	7	8	9	10	11	12
12.4	Nguyen Ba Hoa							June 25, 2021			Younger Sibling
12.5	Nguyen Ngoc Le Minh							June 25, 2021			Child
12.6	Nguyen Ngoc Minh Ha							June 25, 2021			Child
12.7	Nguyen Van Huong							June 25, 2021			Father-in-law
12.8	Le Thi Loi							June 25, 2021			Mother-in-law
12.9	Le Thi Thom							June 25, 2021			Sister-in-law
13	Vu Thi Ngoc Mai		Internal Audit Specialist					November 24, 2023			
13.1	Du Thi Nhan							November 24, 2023			Mother
13.2	Vu Van Phong							November 24, 2023			Elder Brother
13.3	Quach Thi Tuyen							November 24, 2023			Sister-in-law
13.4	Vu Thi Huong							November 24, 2023			Elder Sister
13.5	Vu Van Hung							November 24, 2023			Elder Brother
13.6	Hoang Thi Van							November 24, 2023			Sister-in-law

No.	Name of organization/in individual	Securities trading account	Position at the Company (if any)	ID Card Number	ID Card Issuance Date	Issuing authority	Head office address/contact address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons for change	Relationship with internal persons
1	2	3	4	5	6	7	8	9	10	11	12
13.7	Vu Van Hoa							November 24, 2023			Elder Brother
13.8	Dinh Thi Hong Tam							November 24, 2023			Sister-in-law

Hanoi, July 28, 2025

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN OF THE BOARD OF DIRECTORS

Signed and sealed



NGUYEN TUAN DUNG

APPENDIX III - LIST OF INSIDERS AND THEIR RELATED PERSONS

AS OF JUNE 30, 2025

(Attached to the Corporate Governance Report for the First 06 months of 2025)

No.	Name of organization/ individual	Securities trading account	Position at the Company	ID Card Number / Passport Number	ID Card Issuance Date	Issuing authority	Contact address	Number of owned shares at end of the period	Percentage of owned shares at end of the period	Note
1	2	3	4	5	6	7	8	9	10	11
1	Nguyen Tuan Dung		Chairman of the Board of Directors					623,651	0.040%	
1.1	Dao Thi Tam Khanh									Wife
1.2	Nguyen Dao Tam Anh									Child
1.3	Nguyen Ngoc Hieu Anh									Child
1.4	Nguyen Ngoc Lam									Father
1.5	Vu Thi Xuan									Mother
1.6	Nguyen Thi Thu Thuy									Younger Sibling
1.7	Nguyen Tien Thanh									Younger Sibling
1.8	Nguyen Thanh Tien									Younger Sibling
1.9	Nguyen Thi Duc Hanh									Younger Sibling
1.10	Dao Tuan									Father-in-law
1.11	Vu Thi Nhung									Mother-in-law
1.12	Nguyen Trong Thanh									Brother-in-law

No.	Name of organization/ individual	Securities trading account	Position at the Company	ID Card Number / Passport Number	ID Card Issuance Date	Issuing authority	Contact address	Number of owned shares at end of the period	Percentage of owned shares at end of the period	Note
1	2	3	4	5	6	7	8	9	10	11
1.13	Nguyen Linh									Brother-in-law
1.14	Dao Thi Thu									Sister-in-law
1.15	Dao Thi Theu									Sister-in-law
2	Truong Ngoc Lan		A Member of the Board of Directors - General Director					525,000	0.030%	
2.1	Truong Moc Lam									Father
2.2	Tran Thi Hoa Cam									Mother
2.3	Truong Van Tuyen									Father-in-law
2.4	Huynh Thi Tu Han									Mother-in-law
2.5	Truong My Hanh									Wife
2.6	Truong Kim Long									Son
2.7	Truong Bao Chau									Daughter
2.8	Truong Thi Dieu Linh									Elder Sister
2.9	Vu Dinh Thuyen									Brother-in-law
3	Do Ngoc Dinh		A Member of the Board of Directors, Deputy General Director					530,586	0.030%	
3.1	Nguyen Thuy Nga									Wife
3.2	Do Duc Anh									Child
3.3	Do Duc Hung									Child
3.4	Do Ngoc Doa									Father

No.	Name of organization/ individual	Securities trading account	Position at the Company	ID Card Number / Passport Number	ID Card Issuance Date	Issuing authority	Contact address	Number of owned shares at end of the period	Percentage of owned shares at end of the period	Note
1	2	3	4	5	6	7	8	9	10	11
3.5	Pham Thi Kich									Mother
3.5	Do Ngoc Dap									Elder Brother
3.7	Nguyen Mau Luc									Father-in-law
3.8	Bui Thi Chao									Mother-in-law
3.9	Giang Thi Hao									Sister-in-law
4	Cao Thi Hong		A Member of the Board of Directors					105,000	0.007%	
4.1	Le Thi Minh									Mother
4.2	Cao Thi Gam									Elder Sister
4.3	Cao Long Bien									Younger Sibling
4.4	Cao Van Long									Younger Sibling
4.5	Le Gia Thien									Child
4.6	Le Gia Bao									Child
4.7	Le Bao Ngoc									Child
4.8	Vo Song Hy									Brother-in-law
4.9	Hoang Thanh Mai									Sister-in-law
4.10	To Nhat Ha									Sister-in-law

No.	Name of organization/ individual	Securities trading account	Position at the Company	ID Card Number / Passport Number	ID Card Issuance Date	Issuing authority	Contact address	Number of owned shares at end of the period	Percentage of owned shares at end of the period	Note
1	2	3	4	5	6	7	8	9	10	11
5	Ha Huy Hung		A Member of the Board of Directors							
5.1	<i>Ha Huy Huong</i>									<i>Father</i>
5.2	<i>Ho Thi Yen</i>									<i>Mother</i>
5.3	<i>Ha Thi Hoai</i>									<i>Younger Sibling</i>
5.4	<i>Tran Van Chung</i>									<i>Brother-in-law</i>
5.5	<i>Ha Thi Thom</i>									<i>Younger Sibling</i>
5.6	<i>Nguyen Quang Van</i>									<i>Brother-in-law</i>
5.7	<i>Ha Thi Hong Tham</i>									<i>Younger Sibling</i>
5.8	<i>Vo Van Mau</i>									<i>Brother-in-law</i>
5.9	<i>Ha Thi Thiet</i>									<i>Younger Sibling</i>
5.10	<i>Nguyen Manh Hung</i>									<i>Brother-in-law</i>
5.11	<i>Ha Huy Viet</i>									<i>Younger Sibling</i>
5.12	<i>Le Thi Anh</i>									<i>Sister-in-law</i>
5.13	<i>Pham Thi Thu Trang</i>									<i>Wife</i>
5.14	<i>Ha Huy Anh</i>									<i>Child</i>
5.15	<i>Ha Huy Minh</i>									<i>Child</i>
5.16	<i>Pham Manh Khoe</i>									<i>Father-in-law</i>

No.	Name of organization/ individual	Securities trading account	Position at the Company	ID Card Number / Passport Number	ID Card Issuance Date	Issuing authority	Contact address	Number of owned shares at end of the period	Percentage of owned shares at end of the period	Note
1	2	3	4	5	6	7	8	9	10	11
5.17	Tran Thi Dan									Mother-in-law
5.18	Pham Quoc Viet									Brother-in-law
6	Thai Hoang Long		A Member of the Board of Directors							Dismissed on May 23, 2025
6.1	Bui Thi Hao									Mother
6.2	Thai Hoang Giang									Younger brother
6.3	Tran Thi Xuan Hang									Wife
6.4	Thai Hoang Khoi									Child
6.5	Thai Hoang Van Khanh									Child
6.6	Bui Ngoc Chat									Mother-in-law
7	Tran Thi Hong Ha		A Member of the Board of Directors							Dismissed on May 23, 2025
7.1	Nguyen Huy									Husband
7.2	Nguyen Minh Thao									Child
7.3	Nguyen Hung									Child
7.4	Tran Van Binh									Father
7.5	Pham Thi Loan									Mother
7.6	Tran Trung Hieu									Younger brother
7.7	Do Thi Thu Ha									Younger sister-in-law
7.8	Nguyen Huong									Father-in-law

No.	Name of organization/ individual	Securities trading account	Position at the Company	ID Card Number / Passport Number	ID Card Issuance Date	Issuing authority	Contact address	Number of owned shares at end of the period	Percentage of owned shares at end of the period	Note
1	2	3	4	5	6	7	8	9	10	11
7.9	Nguyen Thi Chuyen									Mother-in-law
8	Nguyen Thi Thu Hang		Chief Accountant					2,289,000	0.15%	
8.1	Tran Khanh Hiep									Husband
8.2	Tran Khanh Van Nhi									Child
8.3	Tran Khanh Tue Nhi									Child
8.4	Tran Khanh Nam Phong									Child
8.5	Nguyen Van Dai									Father
8.6	Nguyen Thi Loan									Mother
8.7	Nguyen Thi Hai Lan									Elder Sister
8.8	Nguyen Van Long									Brother-in-law
8.9	Nguyen Thi Thanh Nga									Elder Sister
8.10	Le Manh Cuong									Brother-in-law
8.11	Nguyen Thi Ha									Mother-in-law
9	Du Van Toan		In charge of corporate governance, Information disclosure officer							
9.1	Vu Thi Lan Phuong									Wife
9.2	Du Tra My									Child

No.	Name of organization/ individual	Securities trading account	Position at the Company	ID Card Number / Passport Number	ID Card Issuance Date	Issuing authority	Contact address	Number of owned shares at end of the period	Percentage of owned shares at end of the period	Note
1	2	3	4	5	6	7	8	9	10	11
9.3	Du Vu Tuan Khang									Child
9.4	Du Thuy Dung									Child
9.5	Ngo Thanh Duong									Son-in-law
9.6	Du Thi Nhan									Elder Sister
9.7	Du Van Nhan									Elder Brother
9.8	Nguyen Thi He									Sister-in-law
9.9	Du Xuan Thuc									Elder Brother
9.10	Du Quang Duc									Elder Brother
9.11	Dinh Thi My									Sister-in-law
9.12	Du Thi Thuy									Elder Sister
9.13	Tran Dinh Luong									Brother-in-law
9.14	Du Van Hoan									Elder Brother
9.15	Dinh Thi Hoat									Elder Sister -in-law

No.	Name of organization/ individual	Securities trading account	Position at the Company	ID Card Number / Passport Number	ID Card Issuance Date	Issuing authority	Contact address	Number of owned shares at end of the period	Percentage of owned shares at end of the period	Note
1	2	3	4	5	6	7	8	9	10	11
9.16	Vu Huu Chan									Father-in-law
9.17	Vu Thi Toat									Mother-in-law
10	Tran Hong Van		Head of Supervisory Board							
10.1	Nguyen Thi Phuc									Mother
10.2	Tran Bich Thuy							15,405	0.001%	Elder Sister
10.3	Tran Thanh Hien									Younger Sibling
10.4	Ha Van Anh									Child
10.5	Ha Quynh Anh									Child
10.6	Ha Thi Quy									Mother-in-law
10.7	Ha Van Than									Husband
10.8	Dang Xuan Khoa									Brother-in-law
11	Trinh Thi My Le		A Member of Supervisory Board							
11.1	Nghiem Xuan Hoa									Husband
11.2	Nghiem Khanh Chi									Child
11.3	Nghiem Quang Minh									Child
11.4	Trinh Van Duong									Father
11.5	Nguyen Thi Ninh									Mother
11.6	Trinh Ngoc Manh									Younger Sibling

No.	Name of organization/ individual	Securities trading account	Position at the Company	ID Card Number / Passport Number	ID Card Issuance Date	Issuing authority	Contact address	Number of owned shares at end of the period	Percentage of owned shares at end of the period	Note
1	2	3	4	5	6	7	8	9	10	11
11.7	Nghiem Van Pha									Father-in-law
12	Nguyen Thi Duyen		A Member of Supervisory Board							
12.1	Nguyen Ba Yen									Father
12.2	Nguyen Thi Nhan									Mother
12.3	Nguyen Ba Hien									Younger Sibling
12.4	Nguyen Ba Hoa									Younger Sibling
12.5	Nguyen Ngoc Le Minh									Child
12.6	Nguyen Ngoc Minh Ha									Child
12.7	Nguyen Van Huong									Father-in-law
12.8	Le Thi Loi									Mother-in-law
12.9	Le Thi Thom									Sister-in-law
13	Vu Thi Ngoc Mai		Internal Audit Specialist					52,500	0.003%	
13.1	Du Thi Nhan									Mother
13.2	Vu Van Phong									Elder Brother
13.3	Quach Thi Tuyen									Sister-in-law

No.	Name of organization/ individual	Securities trading account	Position at the Company	ID Card Number / Passport Number	ID Card Issuance Date	Issuing authority	Contact address	Number of owned shares at end of the period	Percentage of owned shares at end of the period	Note
1	2	3	4	5	6	7	8	9	10	11
13.4	Vu Thi Huong									Elder Sister
13.5	Vu Van Hung									Elder Brother
13.6	Hoang Thi Van									Sister-in- law
13.7	Vu Van Hoa									Elder Brother
13.8	Dinh Thi Hong Tam									Sister-in- law

Hanoi, July 28, 2025

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN OF THE BOARD OF DIRECTORS

Signed and sealed



NGUYEN TUAN DUNG

