



**HANOI EDUCATION  
INVESTMENT & DEVELOPMENT  
JOINT STOCK COMPANY**

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence – Freedom – Happiness**

No.: 02/BC-HĐQT

Hanoi, January 24<sup>th</sup>, 2025

**REPORT ON CORPORATE GOVERNANCE  
2024**

- To:**
- The State Securities Commission ;
  - Hanoi Stock Exchange.
- Company Name: Hanoi Education Investment and Development Joint Stock Company
- Head office address: HEID Office Building, Alley 12 Lang Ha, Thanh Cong Ward, Ba Dinh District, Hanoi City.
- Telephone No.: (024) 3512.25.68 *Email: info@heid.vn*
- Charter capital: 150,000,000,000 VND
- Stock Code: EID
- Governance model: General Meeting of Shareholders, Board of Directors (BOD), Board of Supervisors (BOS) and Chief Executive Officer (CEO).
- The implementation of internal audit: Implemented.

**I - Activities of the General Meeting of Shareholders**

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

No.	Resolution/ Decision No.	Issued Date	Contents
1	03/NQ-ĐHĐCĐ	April 17 <sup>th</sup> , 2024	<ul style="list-style-type: none"><li>- Approval of the report on performance of Board of Directors in 2023 and operating plan in 2024</li><li>- Approval of the report on business performance of Board of Management in 2023 and business plan in 2024.</li><li>- Approval of the report on performance of Board of Supervisors in 2023 and operating plan in 2024.</li><li>- Approval of the 2023 audited separate and consolidated financial statements.</li></ul>

1	03/NQ-ĐHĐCĐ	April 17 <sup>th</sup> , 2024	<ul style="list-style-type: none"> <li>- Approval of the 2023 profit distribution and plan for 2024.</li> <li>- Approval of cash dividend payment of 2023.</li> <li>- Approval of the report on remuneration of Board of Directors and Board of Supervisors in 2023 and the plan for 2024 .</li> <li>- Approval of contracts, transactions between Hanoi Education Investment and Development., Jsc (<i>HEID</i>) and Vietnam Education Publishing House Limited Company (<i>NXBGDVN</i>).</li> <li>- Approval of the proposal for selecting an independent Auditing Company to audit the 2024 Financial Statements.</li> </ul>
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## II - Board of Directors

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

No.	Board of Directors' members	Position	Date of becoming/ caseing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Nguyen Chi Binh	Chairman	March 31 <sup>st</sup> , 2022	
2	Le Thanh Anh	Member	March 31 <sup>st</sup> , 2022	
3	Duong Thi Viet Ha	Member	March 31 <sup>st</sup> , 2022	
4	Nguyen Duy Hung	Member	March 31 <sup>st</sup> , 2022	
5	Nguyen Thi Ngoc Linh	Member	April 21 <sup>st</sup> , 2023	

### 2. Meetings of the Board of Directors:

No.	Board of Directors' members	Number of meetings attended	Meeting attendance rate	Reason for absence
1	Nguyen Chi Binh	7/7	100%	
2	Le Thanh Anh	7/7	100%	
3	Duong Thi Viet Ha	7/7	100%	
4	Nguyen Duy Hung	7/7	100%	
5	Nguyen Thi Ngoc Linh	7/7	100%	

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

- The Board of Directors (BOD) consistently adheres to all responsibilities and obligations as stipulated by the Enterprise Law and relevant legal documents while fulfilling their duties at HEID.

- The BOD provides expeditious direction and assistance to the CEO in the execution of the company's production and business performance indicators.

- The Board of Directors regularly monitors the General Director:

+ To ensure that the company's operations comply with the provisions of law, the Charter and the Company's governance regulations;

+ To organize and implement resolutions of the BOD and General Meeting of Shareholders;

+ Review monthly and quarterly business performance reports for 2024.

### 4. Resolutions/ Decision of the Board of Directors

No.	Resolution No.	Issued Date	Contents	Approval Rate
1	01/NQ-HĐQT	January 31 <sup>st</sup> , 2024	- Approval of the final registration date to close the list of shareholders to exercise shareholders' rights. - Approval of the organization of the 2024 Annual General Meeting of Shareholders	100%
2	02/NQ-HĐQT	March 27 <sup>th</sup> , 2024	Approval of the draft documents for the 2024 Annual General Meeting of Shareholders	100%
3	04.1/NQ-HĐQT	May 17 <sup>th</sup> , 2024	Approval in principle to pursue loans from Vietnam Joint Stock Commercial Bank for Industry and Trade – Hanoi Branch to facilitate Company's operational requirements.	100%
4	04.2/NQ-HĐQT	May 17 <sup>th</sup> , 2024	Approval in principle to pursue loans from Shinhan Bank Vietnam Limited to facilitate Company's operational requirements.	100%
5	05.1/NQ-HĐQT	June 10 <sup>th</sup> , 2024	Approval of the selection of AASC Auditing Company Limited to provide audit and review services for the 2024 Financial Statements of HEID	100%
6	05.2/NQ-HĐQT	June 10 <sup>th</sup> , 2024	Approval of the remuneration of members of the Board of Directors, Board of Supervisors, and Company's Secretary	100%

### III - Board of Supervisors

#### 1. Information about the members of the Board of Supervisors (BOS)

No.	Board of Supervisors' Member	Position	Date of becoming/ caseing to be the member of the Board of the Board of Supervisors	Qualification
1	Nguyen Cong Dung	Head	March 31 <sup>st</sup> , 2022	Bachelor of Accounting Bachelor of Laws
2	Ta Thi Thanh Huyen	Member	March 31 <sup>st</sup> , 2022	Bachelor of Accounting
3	Phan Duc Minh	Member	March 31 <sup>st</sup> , 2022	Master of Business Administration

#### 2. Meetings of Board of Supervisors

No.	Board of Supervisors' Member	Number of meetings attended	Meeting attendance rate	Voting rate	Reason for absence
1	Nguyen Cong Dung	6/6	100%	100%	
2	Ta Thi Thanh Huyen	6/6	100%	100%	
3	Phan Duc Minh	6/6	100%	100%	

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

- To supervise and monitor the execution of the resolutions approved by the BOD and the 2024 Annual General Meeting of Shareholders;
- To oversee the Company's information disclosure regime according to the regulations of the State Securities Commission;
- Examine and appraise the 2023 financial statements and review the 2024 quarterly financial statements;
- Compile and present the Board of Supervisors' activity report to the 2024 Annual General Meeting of Shareholders.

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

- The BOS has access to information regarding resolutions, minutes of meetings of the BOD and quarterly financial reports. In general, the BOS has consistently received cooperation and support from the BOD and the Board of Management of the Company.
- Representatives of the BOS participate in monthly cash counts.
- The BOS maintains full attendance at the following meetings: the performance review meetings, the 2024 Annual General Meeting of Shareholders, and regularly scheduled the BOD's meetings.

#### IV. Board of Management (BOM)

No.	Member of Board of Management	Date of birth	Qualifications	Date of appointment/ dismissal of member of Board of Management
1	Le Thanh Anh <i>CEO</i>	November 21 <sup>st</sup> , 1974	Bachelor of Economics	April 21 <sup>st</sup> , 2021
2	Duong Thi Viet Ha <i>Deputy CEO</i>	September 28 <sup>th</sup> , 1977	Master of Economics	April 10 <sup>th</sup> , 2018
3	Vu Quang Thai <i>Deputy CEO</i>	January 28 <sup>th</sup> , 1979	Master of Economics	January 1 <sup>st</sup> , 2021
4	Nguyen Duy Hung <i>Deputy CEO</i>	March 1 <sup>st</sup> , 1976	PhD in Cultural Studies	June 1 <sup>st</sup> , 2021
5	Pham Quoc Cuong <i>Deputy CEO</i>	January 11 <sup>th</sup> , 1981	Master of Economics	June 1 <sup>st</sup> , 2021

#### V. Chief Accountant

Full name	Date of birth	Professional qualifications	Date of appointment/ dismissal
Nguyen Thanh Binh	January 13 <sup>th</sup> , 1983	Master of Economics	April 10 <sup>th</sup> , 2018

#### VI - Training courses on corporate governance:

Training courses on Corporate governance were involved by members of the BOD, BOS, CEO, other managers and the Company Secretaries in compliance with corporate governance regulations:

Members of the BOD, the BOS, the BOM, and the Secretary of the BOD regularly update legal documents and regulations on corporate governance and will continue to participate in training courses organized by the State Securities Commission (SSC) and the Hanoi Stock Exchange (HNX)."

VII – The list of affiliated persons of the public company and transactions of affiliated persons of the company.

##### 1. The list of affiliated persons of the company:

As detailed in Appendix 1 annexed to this Report.

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

No.	Name of organization / individual	Relationship with the company	Owner's registered No., date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by GMS/ BOD	Content, quantity, total value of transaction	Note
1	Vietnam Education Publishing House Limited Company	A significant shareholder owning at least 10% of the company's registered capital	0100108543, date of issue: January 19, 2004	No.81 Tran Hung Dao, Tran Hung Dao Ward, Hoan Kiem District, Hanoi, Vietnam	In 2024	Resolution No. 03/NQ-ĐHĐCĐ dated April 17 <sup>th</sup> , 2024 of GMS	HEID purchased goods and services: 28,855,675,709 VND HEID sold goods and rendered services: 13,017,126,527 VND	
2	Education Publishing House in Hanoi	Dependent entity of Vietnam Education Publishing House			In 2024	Resolution No. 03/NQ-ĐHĐCĐ dated April 17 <sup>th</sup> , 2024 of GMS	HEID purchased goods and services: 563,946,404,195 VND HEID sold goods and rendered services: 38,384,385,273 VND	
3	Ho Chi Minh City School Book and Equipment Joint Stock Company	Mr. Nguyen Chi Binh – Chairman of the BOD concurrently serves as Chairman at HCM School Book and Equipment .,jsc	0301325347, date of issue July 4, 2006, place of issue: Department of Planning and Investment of Ho Chi Minh City	223 Nguyen Tri Phuong Street, Ward 9, District 5, Ho Chi Minh City	In 2024		HEID purchased goods: 276,373,329 VND	

4	Hong Ha Thanh Cong Limited Company	Mr. Le Thanh Anh – CEO concurrently serves as Chairman of HHTC Limited Company	0100110623, date of issue March 15, 2010, place of issue: Department of Planning and Investment of Hanoi	HEID Building, Lane 12, Lang Ha, Ba Dinh District, Hanoi	In 2024		HEID paid Electricity Billing and Office Rental: 5,910,988,449 VND	
5	Educational Dictionary and Translation Book JSC	Subsidiary	0102577004, date of issue December 21, 2007	No. 25 Han Thuyen, Pham Dinh Ho Ward, Hai Ba Trung District, Hanoi	In 2024		HEID purchased goods: 763,831,760 VND	
6	Lang Son Book - School Equipment JSC	Subsidiary	4900844797, date of issue March 5, 2019	No. 91 Le Loi, Vinh Trai Ward, Lang Son City, Lang Son Province	In 2024		HEID sold goods: 40,719,696,625 VND	
7	Ha Tay Books and School Equipment JSC	Affiliated companies	0500235786, date of issue April 12, 2006	No. 72 Ba Trieu Street, Nguyen Trai Ward, Ha Dong District, Hanoi	In 2024		HEID sold goods: 116,361,683,333 VND	

**3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power.**

None.

**4. Transactions between the Company and other entities .**

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

No	Name of organization	Relationship with company	Time of transactions with the Company	Content transaction	Value transaction (VND)
1	Ho Chi Minh City School Book and Equipment Joint Stock Company	Mr. Nguyen Chi Binh – Chairman of the BOD concurrently serves as Chairman at HCM School Book and Equipment .jsc	In 2024	HEID purchased goods	276,373,329 VND
2	Hong Ha Thanh Cong Company Limited	Mr. Le Thanh Anh – CEO concurrently serves as Chairman of HHTC Limited Company	In 2024	HEID paid Electricity Billing and Office Rental:	5,910,988,449 VND

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

None.

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

None.

**VIII - Share transactions of internal persons and their affiliated persons**

**1. The list of internal persons and their affiliated persons**

As detailed in Appendix 2 annexed to this Report.

**2. Transactions of internal persons and affiliated persons with shares of the Company**

None.

**IX - OTHER SIGNIFICANT ISSUES: None.**

**Recipient:**

- As above;
- BOD, BOS;
- Save.

**ON BEHALF OF BOARD OF DIRECTORS**

**CHAIRMAN**  
  
**Nguyen Chi Binh**

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**APPENDIX 01: LIST OF AFFILIATED PERSONS OF THE COMPANY**

*(Attached with the Report on corporate Governance 2024)*

No.	Name of Organization/ Individual	Stock trading account	Position in the company/ Relationship with insiders (if any)	Owner's registered No.	Date of issue	Place of issue	Head office address/Contact address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
1	Nguyen Chi Binh		Chairman of the BOD					31/03/2022			Insider
1.01	Nguyen Tri Dinh		Father								Related person of NNB
1.02	Nguyen Thi Hoa		Mother								Related person of NNB
1.03	Dinh Thi Thu Le		Wife								Related person of NNB
1.04	Nguyen Chi Thu Na		Child								Related person of NNB
1.05	Nguyen Phuong Dung		Sibling								Related person of NNB
1.06	Nguyen Thanh Nha		Sibling								Related person of NNB
1.07	Nguyen Bich Hanh		Sibling								Related person of NNB
1.08	Vietnam Education Publishing House Company Limited		Mr. Nguyen Chi Binh holds the position of Deputy General Director.								Related person of NNB
1.09	Ho Chi Minh City School Equipment and Books Joint Stock Company		Mr. Nguyen Chi Binh holds the position of Chairman of the Board of Directors.								Related person of NNB
2	Le Thanh Anh	002886	Member of BOD cum CEO					21/04/2021			Insider
2.01	Bui Thi An		Mother								Related person of NNB
2.02	Nguyen Thi Minh Ngoc		Wife								Related person of NNB
2.03	Le Minh Quan		Child								Related person of NNB
2.04	Le Minh Duc		Child								Related person of NNB
2.05	Le Minh Tri		Child								Related person of NNB
2.06	Le Hai Yen		Sibling								Related person of NNB
2.07	Le Manh Hung		Sibling								Related person of NNB
2.08	Hong Ha Thanh Cong Company Limited		Mr. Le Thanh Anh is Chairman of the Company.								Related person of NNB

3	Duong Thi Viet Ha	058C566809	Member of BOD cum Deputy CEO					10/04/2018			Insider
3.01	Duong Ba Thieu		Father								Related person of NNB
3.02	Tran Thi Kim Thanh		Mother								Related person of NNB
3.03	Tran Quoc Chung		Husband								Related person of NNB
3.04	Tran Quoc Cuong		Child								Related person of NNB
3.05	Tran Phuong Nhi		Child								Related person of NNB
3.06	Duong Thi Thanh Huong	058C291179	Sibling								Related person of NNB
3.07	Duong Thi Phuong Hoa		Sibling								Related person of NNB
3.08	Duong Kim Hue		Sibling								Related person of NNB
4	Nguyen Duy Hung		Member of BOD					01/06/2021			Insider
4.01	Nguyen Thi Phuong Anh		Wife								Related person of NNB
4.02	Nguyen Gia Minh		Child						Young		Related person of NNB
4.03	Nguyen Khoi Nguyen		Child						Young		Related person of NNB
4.04	Nguyen Phuong Linh		Child						Young		Related person of NNB
4.05	Nguyen Thi Thuy		Sibling								Related person of NNB
4.06	Nguyen Thi Tuyet Mai		Sibling								Related person of NNB
4.07	Nguyen Thi Hong Minh		Sibling								Related person of NNB
4.08	Nguyen Thi Hong My		Sibling								Related person of NNB
5	Nguyen Thi Ngoc Linh		Member of BOD					21/04/2023			Insider
5.01	Nguyen Viet Phan		Father								Related person of NNB
5.02	Tran Thi Tu		Mother								Related person of NNB
5.03	Cynthia Nguyen		Sibling								Related person of NNB
5.04	Nguyen Thi Ngoc Lan		Sibling								Related person of NNB
6	Nguyen Cong Dung		Head of Board of Supervisors					31/03/2022			Insider
6.01	Nguyen Thi Thin		Mother in law								Related person of NNB
6.02	Phan Thi Minh Thu		Wife								Related person of NNB

6.03	Nguyen Thao My		Child							Related person of NNB
6.04	Nguyen Cong Co		Child							Related person of NNB
6.05	Nguyen Cong Son		Sibling							Related person of NNB
6.06	Nguyen Thi Xuan Thu		Sibling							Related person of NNB
6.07	Nguyen Thi Xuan Thuy		Sibling							Related person of NNB
6.08	Nguyen Thi Thanh Huong		Sibling							Related person of NNB
6.09	Nguyen Thi Thanh Huyen		Sibling							Related person of NNB
6.10	Pham Manh Thang		Brother in law							Related person of NNB
6.11	Hoang Thi Minh Nguyet		Sister in law							Related person of NNB
7	<b>Ta Thi Thanh Huyen</b>		<b>Member of Board of Supervisors</b>					31/03/2022		Insider
7.01	Ta Van Trong		Father							Related person of NNB
7.02	Nguyen Thi Kim Ly		Mother							Related person of NNB
7.03	Nguyen Ngoc Dung		Husband							Related person of NNB
7.04	Nguyen Minh Khang		Child						Young	Related person of NNB
7.05	Nguyen Minh Khoi		Child						Young	Related person of NNB
7.06	Nguyen Van Xuan		Father in law							Related person of NNB
7.07	Do Thi Lien		Mother in law							Related person of NNB
7.08	Nguyen Ngoc Tien		Brother in law							Related person of NNB
8	<b>Phan Duc Minh</b>	004C003252	<b>Member of Board of Supervisors</b>					21/04/2017		Insider
8.01	Phan Duc Thang		Father							Related person of NNB
8.02	Pham Thi Minh Hoa		Mother							Related person of NNB
8.03	Nguyen Thi Lan Huong		Wife							Related person of NNB
8.04	Phan Minh Trang		Child						Young	Related person of NNB
8.05	Phan Minh Nam		Child						Young	Related person of NNB
8.06	Phan Duc Hung		Sibling							Related person of NNB
8.07	Le Huyen Lan		Sister in law							Related person of NNB
8.08	Nguyen Thanh Tung		Father in law							Related person of NNB



11.09	Quang Hong Trang		Sister in law								Related person of NNB
12.	Nguyen Thu Ha		Corporate Governance Officer					21/04/2021			Insider
12.01	Nguyen Thi Thanh Hieu		Mother								Related person of NNB
12.02	Vu Anh Quan		Husband								Related person of NNB
12.03	Vu Danh Tuong		Child								Related person of NNB
12.04	Vu Anh San		Child								Related person of NNB
12.05	Nguyen Thi Thu Hong		Sibling								Related person of NNB
13	Vietnam Education Publishing House Company Limited										Shareholders owning more than 10% of charter capital
14	Educational Dictionary and Translation Book JSC										Subsidiary
15	Lang Son Book - School Equipment JSC										Subsidiary
16	Hong Ha Thanh Cong Company Limited										Subsidiary
17	Ha Tay Books and School Equipment JSC										Affiliated companies

**APPENDIX 02: LIST OF INSIDERS AND INTERNAL RELATED PERSONS**(Attached is the 2024 Governance Report)

Status	Full name	Stock trading account	Position in the company/ Relationship with insiders (if any)	NSH certificate number	Date of issue	Place of issue	Contact address	Number of shares owned at the end of the period	End of period share ownership ratio	Relationship with the Company
1	Nguyen Chi Binh		Chairman of the BOD					-	0,00%	Insider
1.01	Nguyen Tri Dinh		Father							Affiliated person of Insider
1.02	Nguyen Thi Hoa		Mother							Affiliated person of Insider
1.03	Dinh Thi Thu Le		Wife							Affiliated person of Insider
1.04	Nguyen Chi Thu Na		Child							Affiliated person of Insider
1.05	Nguyen Phuong Dung		Sibling							Affiliated person of Insider
1.06	Nguyen Thanh Nha		Sibling							Affiliated person of Insider
1.07	Nguyen Bich Hanh		Sibling							Affiliated person of Insider
1.08	Vietnam Education Publishing House Company Limited		Mr. Nguyen Chi Binh holds the position of Deputy General Director.					6.024.600	40,16%	Affiliated person of Insider
1.09	Ho Chi Minh City School Equipment and Books Joint Stock Company		Mr. Nguyen Chi Binh holds the position of Chairman of the Board of Directors.							Affiliated person of Insider
2	Le Thanh Anh	002886	Member of BOD cum CEO					43.500	0,29%	Insider
2.01	Bui Thi An		Mother							Affiliated person of Insider
2.02	Nguyen Thi Minh Ngoc		Wife					15.305	0,10%	Affiliated person of Insider
2.03	Le Minh Quan		Child							Affiliated person of Insider
2.04	Le Minh Duc		Child							Affiliated person of Insider
2.05	Le Minh Tri		Child							Affiliated person of Insider
2.06	Le Hai Yen		Sibling							Affiliated person of Insider
2.07	Le Manh Hung		Sibling							Affiliated person of Insider

2.08	Hong Ha Thanh Cong Company Limited		Mr. Le Thanh Anh is Chairman of the Company.							Affiliated person of Insider
3	Duong Thi Viet Ha	058C566809	Member of BOD cum Deputy CEO					22.200	0,15%	Insider
3.01	Duong Ba Thieu		Father							Affiliated person of Insider
3.02	Tran Thi Kim Thanh		Mother							Affiliated person of Insider
3.03	Tran Quoc Chung		Husband							Affiliated person of Insider
3.04	Tran Quoc Cuong		Child							Affiliated person of Insider
3.05	Tran Phuong Nhi		Child							Affiliated person of Insider
3.06	Duong Thi Thanh Huong	058C291179	Sibling					16.650	0,11%	Affiliated person of Insider
3.07	Duong Thi Phuong Hoa		Sibling							Affiliated person of Insider
3.08	Duong Kim Hue		Sibling							Affiliated person of Insider
4	Nguyen Duy Hung		Member of BOD					-	0,00%	Insider
4.01	Nguyen Thi Phuong Anh		Wife							Affiliated person of Insider
4.02	Nguyen Gia Minh		Child							Affiliated person of Insider
4.03	Nguyen Khoi Nguyen		Child							Affiliated person of Insider
4.04	Nguyen Phuong Linh		Child							Affiliated person of Insider
4.05	Nguyen Thi Thuy		Sibling							Affiliated person of Insider
4.06	Nguyen Thi Tuyet Mai		Sibling							Affiliated person of Insider
4.07	Nguyen Thi Hong Minh		Sibling							Affiliated person of Insider
4.08	Nguyen Thi Hong My		Sibling							Affiliated person of Insider
5	Nguyen Thi Ngoc Linh		Member of BOD					-	0,00%	Insider
5.01	Nguyen Viet Phan		Father							Affiliated person of Insider
5.02	Tran Thi Tu		Mother							Affiliated person of Insider
5.03	Cynthia Nguyen		Sibling							Affiliated person of Insider
5.04	Nguyen Thi Ngoc Lan		Sibling							Affiliated person of Insider

6	Nguyen Cong Dung		Head of Board of Supervisors					-	0,00%	Insider
6.01	Nguyen Thi Thin		Mother in law							Affiliated person of Insider
6.02	Phan Thi Minh Thu		Wife							Affiliated person of Insider
6.03	Nguyen Thao My		Child							Affiliated person of Insider
6.04	Nguyen Cong Co		Child							Affiliated person of Insider
6.05	Nguyen Cong Son		Sibling							Affiliated person of Insider
6.06	Nguyen Thi Xuan Thu		Sibling							Affiliated person of Insider
6.07	Nguyen Thi Xuan Thuy		Sibling							Affiliated person of Insider
6.08	Nguyen Thi Thanh Huong		Sibling							Affiliated person of Insider
6.09	Nguyen Thi Thanh Huyen		Sibling							Affiliated person of Insider
6.10	Pham Manh Thang		Brother in law							Affiliated person of Insider
6.11	Hoang Thi Minh Nguyet		Sister in law							Affiliated person of Insider
7	Ta Thi Thanh Huyen		Member of Board of Supervisors					-	0,00%	Insider
7.01	Ta Van Trong		Father							Affiliated person of Insider
7.02	Nguyen Thi Kim Ly		Mother							Affiliated person of Insider
7.03	Nguyen Ngoc Dung		Husband							Affiliated person of Insider
7.04	Nguyen Minh Khang		Child							Affiliated person of Insider
7.05	Nguyen Minh Khoi		Child							Affiliated person of Insider
7.06	Nguyen Van Xuan		Father in law							Affiliated person of Insider
7.07	Do Thi Lien		Mother in law							Affiliated person of Insider
7.08	Nguyen Ngoc Tien		Brother in law							Affiliated person of Insider
8	Phan Duc Minh	004C003252	Member of Board of Supervisors					-	0,00%	Insider
8.01	Phan Duc Thang		Father							Affiliated person of Insider
8.02	Pham Thi Minh Hoa		Mother							Affiliated person of Insider

8.03	Nguyen Thi Lan Huong		Wife							Affiliated person of Insider
8.04	Phan Minh Trang		Child							Affiliated person of Insider
8.05	Phan Minh Nam		Child							Affiliated person of Insider
8.06	Phan Duc Hung		Sibling							Affiliated person of Insider
8.07	Le Huyen Lan		Sister in law							Affiliated person of Insider
8.08	Nguyen Thanh Tung		Father in law							Affiliated person of Insider
8.09	Dang Thi Hai		Mother in law							Affiliated person of Insider
9	<b>Pham Quoc Cuong</b>		<b>Deputy CEO</b>					-	0,00%	Insider
9.01	Pham Quoc Trieu		Father							Affiliated person of Insider
9.02	Tran Thi Thuy Lien		Mother							Affiliated person of Insider
9.03	Dao Thuy Nga		Mother in law							Affiliated person of Insider
9.04	Ha Thu Phuong		Wife							Affiliated person of Insider
9.05	Pham Quoc Dang		Child							Affiliated person of Insider
9.06	Pham Quoc Nguyen		Child							Affiliated person of Insider
10	<b>Vu Quang Thai</b>		<b>Deputy CEO</b>					-	0,00%	Insider
10.01	Vu Duc Trai		Father							Affiliated person of Insider
10.02	Vu Thi Nghiem		Mother							Affiliated person of Insider
10.03	Tran Quang Chau		Father in law							Affiliated person of Insider
10.04	Phan Thi Thiem		Mother in law							Affiliated person of Insider
10.05	Tran Phan Chau My		Wife							Affiliated person of Insider
10.06	Vu Cong Minh		Child							Affiliated person of Insider
10.07	Dancer Dam Quan		Child							Affiliated person of Insider
10.08	Vu Thuy Quynh		Sibling							Affiliated person of Insider
10.09	Vu Tuyet Le		Sibling							Affiliated person of Insider

11	Nguyen Thanh Binh	069C703430	Chief Accountant					2.500	0,02%	Insider
11.01	Nguyen Duc Hai		Father							Affiliated person of Insider
11.02	Phung Thi Minh		Mother							Affiliated person of Insider
11.03	Tran Minh Duc		Father in law							Affiliated person of Insider
11.04	Nguyen Thi Tan		Mother in law							Affiliated person of Insider
11.05	Tran Minh Tien		Husband							Affiliated person of Insider
11.06	Tran Hai Lan		Child							Affiliated person of Insider
11.07	Tran Minh Bao		Child							Affiliated person of Insider
11.08	Nguyen Tien Dung		Sibling							Affiliated person of Insider
11.09	Quang Hong Trang		Sister in law							Affiliated person of Insider
12	Nguyen Thu Ha		Corporate Governance Officer					-	0,00%	Insider
12.01	Nguyen Thi Thanh Hieu		Mother					58.000	0,38%	Affiliated person of Insider
12.02	Vu Anh Quan		Husband							Affiliated person of Insider
12.03	Vu Danh Tuong		Child							Affiliated person of Insider
12.04	Vu Anh San		Child							Affiliated person of Insider
12.05	Nguyen Thi Thu Hong		Sibling							Affiliated person of Insider