

**PHUONG ANH
INTERNATIONAL JOINT
STOCK COMPANY**

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No: 29/2026/CBTT-PAS

THE SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

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HungYen, July 29, 2026

**DISCLOSURE OF INFORMATION ON THE WEBSITE OF THE STATE
SECURITIES COMMISSION**

To : - Hanoi Stock Exchange

Company: **PHUONG ANH INTERNATIONAL JOINT STOCK COMPANY**

Stock Code: PAS

Head Office Address: No. 60, Pham Ngu Lao Street, Tu My Ward, Duong Hao Town, Hung Yen Province

Phone: 0221 394 82 68

Fax:

Person Responsible for Information Disclosure: Luu Ngoc Anh

Phone (Mobile, Office, Home): 0904563230

Type of information disclosure ☐ 24h ☐ 72h ☐ Extraordinary ☐ On demand ☒ Periodic

Content of Disclosed Information (*):

"Phuong Anh International Joint Stock Company announces the disclosure of the Corporate Governance Report for the first six months of 2026."

This information has been disclosed on the company's official website on July 29, 2026, at the following link: <http://www.phuonganhhgroup.com.vn>

We hereby confirm that the information disclosed is true, and we take full responsibility for the content of the disclosed information under the law.

Attachments:

- Content of the disclosed information and related documents.

Authorized Person for Information Disclosure

(Signature, Full Name, Title, Seal)



Luu Ngoc Anh

Appendix V

REPORT ON CORPORATE GOVERNANCE

(Issued together with Circular No. 96/2020/TT-BTC dated 16 November 2020 of the Minister of Finance)

**PHUONG ANH
INTERNATIONAL JOINT
STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIET NAM
Independence – Freedom – Happiness

No.10/2026/BC-PAS

Hung Yen, 29 July 2026

REPORT ON CORPORATE GOVERNANCE

(For the first six months of 2026)

To: - State Securities Commission of Viet Nam;
- Hanoi Stock Exchange.

- Company name: PHUONG ANH INTERNATIONAL JOINT STOCK COMPANY
- Head office: No. 60 Pham Ngu Lao Street, Tu My Residential Area, Duong Hao Ward, Hung Yen Province, Viet Nam
- Telephone: 0221.3948166 Fax: Email:
- Charter capital: **280.499.680.000 VND**
- Stock Code: **PAS**
- Corporate governance model: General Meeting of Shareholders, Board of Directors, Supervisory Board and Chief Executive Officer
- Internal audit function: Implemented

I. General Meeting of Shareholders

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

No.	Resolution/Decision No.	Date	Main contents
1	01/2026/NQ-ĐHĐCĐ-PAS	10/04/2026	1. Approval of the 2025 Business Performance Report and the 2026 Business Plan. 2. Approval of the 2025 Report of the Board of Directors. 3. Approval of the 2025 Report of the Supervisory Board. 4. Approval of the 2025 Report of the Independent Member of the Board of Directors. 5. Approval of the audited Financial Statements for 2025 and appointment of the independent auditor for the 2026 Financial Statements. 6. Approval of the 2025 profit distribution and dividend payment plan, and the 2026 profit distribution and dividend plan. 7. Approval of remuneration for members of the Board of Directors and the Supervisory Board for 2025 and the remuneration plan for 2026. 8. Approval of the proposal on the election of the Board of Directors and the Supervisory Board for the 2026–2031 term. 9. Approval of the proposal to amend and supplement the Company's business lines in accordance with Decision No. 36/2025/QĐ-TTg on the Vietnam Standard Industrial Classification. 10. Approval of the proposal to amend the Charter of the Company and update its business lines in accordance with applicable laws. 11. Approval of the proposal authorizing the Board of Directors to perform certain specific duties. 12. Approval of the proposal on the write-off of irrecoverable accounts receivable.

II. Board of Directors (Report for the first six months of 2026):

1. Information on members of the Board of Directors:

STT	Member	Position		
			Date of Appointment	Date of Dismissal
1	Nguyen Hung Cuong	Chairman of the Board of Directors	20/04/2023	
2	Tran Duy Cuong	Member of the Board of Directors	30/10/2019	
3	Luu Thi Thu Thuy	Non-Executive Member of the Board of Directors	29/06/2021	
4	Pham Thi Hang	Independent Member of the Board of Directors	25/4/2025	
5	Vu Lan Phuong	Non-Executive Member of the Board of Directors	25/4/2025	

2. Independent Member of the Board of Directors:

No.	Member of the Board of Directors	Number of Meetings Attended	Attendance Rate	Reason for Absence
1	Nguyen Hung Cuong	10/10	100%	
2	Tran Duy Cuong	10/10	100%	
3	Luu Thi Thu Thuy	10/10	100%	
4	Pham Thi Hang	10/10	100%	

5	Vu Lan Phuong	10/10	100%	
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3. Supervisory Activities of the Board of Directors over the Board of Management:

During the first six months of 2026, the Board of Management implemented the Company's business operations in line with the strategic directions, resolutions, and directives issued by the Board of Directors. The Board of Management proactively executed the approved business plans, maintained stable production and business operations, effectively controlled costs, and ensured the Company's operations were conducted continuously and safely. Despite ongoing market volatility, the Board of Management made every effort to adopt appropriate management measures and substantially achieved the revenue and profit targets approved by the General Meeting of Shareholders and the Board of Directors.

With respect to corporate management, the Board of Management coordinated with relevant departments to review and streamline the organizational structure, enhance the effectiveness of internal governance, promptly implement the resolutions and decisions of the Board of Directors, and ensure that reporting obligations were fulfilled in a complete and timely manner in accordance with applicable regulations.

The Board of Directors acknowledges and highly appreciates the efforts made by the Board of Management in managing the Company's business operations. The Board of Directors also recommends that the Board of Management continue to improve cash flow management, strengthen forecasting and risk management capabilities, and accelerate the application of technology in corporate governance and operations to optimize costs, enhance operational efficiency, and improve the Company's competitiveness in the coming period.

4. Activities of the Committees under the Board of Directors (if any): As of the reporting date, the Board of Directors has not established any committees under its authority. The responsibilities and duties of the members of the Board of Directors are assigned in accordance with the allocation of responsibilities and are carried out under the direct supervision and direction of the Chairman of the Board of Directors.

5. Board of Directors' Resolutions and Decisions (Report for the First Six Months of 2026):

No.	Resolution/Decision No.	Date	Summary of Resolution/Decision	Approval Rate
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1	01/2026/NQ-HĐQT-PAS	03/02/2026	Approval of the change of the Company's Chief Accountant.	100%
2	02/2026/NQ-HĐQT-PAS	11/02/2026	Approval of the record date for finalizing the list of shareholders entitled to attend the 2026 Annual General Meeting of Shareholders.	100%
3	03/2026/NQ-HĐQT-PAS	13/02/2026	Approval of the change of the Company's authorized information disclosure representative.	100%
4	04/2026/NQ-HĐQT-PAS	06/03/2026	Approval of the amendment to the collateral arrangement with Joint Stock Commercial Bank for Foreign Trade of Vietnam – Phuc Yen Branch.	100%
5	05/2026/NQ-HĐQT-PAS	12/03/2026	Approval of the resignation of the Internal Auditor.	100%
6	06/2026/NQ-HĐQT-PAS	20/03/2026	Approval of the nomination of candidates for the Board of Directors for the 2026–2031 term	100%
7	07/2026/NQ-HĐQT-PAS	10/04/2026	Approval of the election of the Chairman of the Board of Directors.	100%
8	08/2026/NQ-HĐQT-PAS	14/05/2026	Approval of the appointment of the independent auditing firm for the financial year 2026.	100%
9	09/2026/NQ-HĐQT-PAS	04/06/2026	Approval of the change of the Company's corporate seal.	100%
10	10/2026/NQ-HĐQT-PAS	30/06/2026	Approval of the reappointment of the General Director.	100%

III. Supervisory Board (Report for the First Six Months of 2026)

1. Information on Members of the Supervisory Board

No.	Full Name	Position	Date of Appointment/Cessation as a Member of the Supervisory Board	Professional Qualifications
1	Nguyen Thi Thu Hang	Head of the Supervisory Board	Dismissed with effect from 10 April 2026	Bachelor's Degree in Accounting
2	Dang Thi Sen	Thành viên BKS	Appointed with effect from 25 April 2025	Bachelor's Degree in Youth Work
3	Ha Thi An	Thành viên BKS	Appointed with effect from 25 April 2025	College Diploma in Accounting
4	Ha Thi Thanh Nhan	Head of the Supervisory Board	Appointed with effect from 10 April 2026	Bachelor's Degree in Accounting

2. Meetings of the Supervisory Board:

No.	Member of the Supervisory Board	Meetings Attended	Attendance Rate	Voting Rate	Reason for Absence
1	Nguyen Thi Thu Hang	1/2	50%	50%	Dismissed with effect from 10 April 2026
2	Dang Thi Sen	2/2	100%	100%	
3	Ha Thi An	2/2	100%	100%	
4	Ha Thi Thanh Nhan	1/2	50%	50%	Appointed with effect from 10 April 2026

3. Supervisory Activities of the Supervisory Board over the Board of Directors, the Board of Management and Shareholders:

Supervision of the Board of Directors: The Supervisory Board reviewed the activities of the Board of Directors and noted that the Board of Directors convened regular and extraordinary meetings in accordance with applicable regulations. The issuance of resolutions and decisions within its authority was carried out in compliance with applicable laws, the Company's Charter, and the Internal Regulations on the Organization and Operation of the Board of Directors.

The Board of Directors submitted to the General Meeting of Shareholders for consideration and approval the report on business performance, the financial statements, the profit distribution plan, and the appropriation of funds in accordance with applicable regulations. During the reporting period, the Board of Directors effectively performed its governance, direction, and supervisory functions over the Board of Management. Its resolutions and decisions were issued in a timely manner and were appropriate to the Company's operational requirements.

Supervision of the Board of Management: The Supervisory Board noted that the Board of Management duly implemented the policies, strategic directions, and instructions of the Board of Directors in organizing and managing the Company's business operations. The organizational restructuring was carried out effectively, including the establishment of workforce plans and the review and adjustment of the functions and responsibilities of the Company's departments.

Supervision of Shareholders: The Supervisory Board concluded that shareholders exercised their rights and fulfilled their obligations in accordance with applicable laws, the Company's Charter, and relevant internal regulations. The organization and implementation of the resolutions adopted by the General Meeting of Shareholders were also conducted in full compliance with the applicable legal framework and the Company's internal governance regulations.

4. Coordination between the Supervisory Board, the Board of Directors, the Board of Management and Other Managers:

During the reporting period, the Supervisory Board maintained close coordination with the Board of Directors, the Board of Management, and other managers in performing its inspection and supervisory functions in accordance with applicable laws, the Company's Charter, and relevant internal regulations.

Based on its supervisory activities, the Supervisory Board did not identify any instances in which members of the Board of Directors, the Board of Management, or other managers violated applicable laws, the Company's Charter, or failed to properly perform their assigned rights and responsibilities.

The Board of Directors and the Board of Management fully cooperated with the Supervisory Board by providing all required documents, records, reports, and relevant information upon request, thereby enabling the Supervisory Board to perform its duties and responsibilities in accordance with applicable regulations.

The recommendations and opinions of the Supervisory Board were duly received, considered, and responded to in a timely manner by the Board of Directors and the Board of Management during the course of the Company's governance and management activities.

5. Other Activities of the Supervisory Board (if any): The Supervisory Board conducted a review of the Company's internal regulations to enhance the effectiveness of its governance framework and improve the efficiency of the Company's business operations.

IV. Board of Management

No.	Member of the Board of Management	Date of Birth	Professional Qualifications	Date of Appointment/Dismissal hành
1	Tran Duy Cuong (General Director)	05/05/1975	Mechanical Engineering	Appointed on 20 April 2023

V. Chief Accountant

Full Name	Date of Birth	Professional Qualifications	Date of Appointment/Dismissal
Nguyen Thi Trinh	12/02/1981	Bachelor's Degree in Economics, majoring in Accounting	Dismissed on 03 February 2026
Tran Thi Huong Giang	25/09/1986	Bachelor's Degree in Accounting	Appointed on 03 February 2026

VI. Corporate Governance Training:

During the reporting period, no members of the Board of Directors, the Supervisory Board, the General Director, other managers, or the Company Secretary attended any corporate governance training programs as prescribed by the applicable corporate governance regulations.

VII. Related Persons of the Public Company (Report for the First Six Months of 2026) and Transactions between Related Persons and the Company

1. List of Related Persons of the Company

No.	Name of Organization/In	Securiti es	Position in the Company (if	Legal Identification	Registered Office/Cont	Date of Becoming a	Date of Ceasing to	Reas on	Relations hip with
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	dividual	Trading Account (if any)	any)	No.*, Date of Issue, Place of Issue	act Address	Related Person	be a Related Person		the Company
1	Nguyen Hung Cuong		Chairman of the Board of Directors / Legal Representative			20/4/2023			Internal Person
2	Tran Duy Cuong		Member of the Board of Directors, General Director and Person in Charge of Corporate Governance			30/10/2019			Internal Person
3	Pham Thi Hang		Independent Member of the Board of Directors			25/04/2025			Internal Person
4	Vu Lan Phuong		Member of the Board of Directors			25/04/2025			Internal Person
5	Luu Thi Thu Thuy		Member of the Board of Directors			29/06/2021			Internal Person

6	Nguyen Thi Thu Hang		Trưởng Ban Kiểm soát			20/04/2023	10/04/2026		Internal Person
7	Hà Thị Thanh Nhân		Head of the Supervisory Board			10/4/2026			Internal Person
8	Ha Thi An		Member of the Supervisory Board			25/04/2025			Internal Person
9	Dang Thi Sen		Member of the Supervisory Board			25/04/2025			Internal Person
10	Tran Thi Huong Giang		Chief Accountant			03/02/2026			Internal Person
11	Nguyen Thi Trinh		Chief Accountant			19/05/2025	03/02/2026		Internal Person

12	Doan Thi Thu Thuy		Authorized Person for Information Disclosure			01/03/2021	24/02/2026	Change of the Authorized Person for Information Disclosure	Internal Person
13	Luu Ngoc Anh		Authorized Person for Information Disclosure			24/02/2026			Internal Person
14	Bui Thi Lieu		Chief Financial Officer (CFO)			02/9/2025			Internal Person
15	Man Thi Trang		Internal Auditor			29/05/2025			Internal Person
16	Vu Thi Bich Thao		Head of Internal Audit			29/05/2025	12/03/2026	Letter of Resignation	Internal Person

17	Vuon Dao Ha Long Hotel Joint Stock Company					22/07/2020	12/03/2026		Subsidiary
18	Kien Dai Duong Hotel Joint Stock Company					31/07/2025			Associate
19	Newgreen Homes Joint Stock Company					01/08/2025			Subsidiary

Note: ID/Enterprise Registration Certificate No.: Citizen Identity Card (CID) No. or Passport No. (for individuals); or Enterprise Registration Certificate No., Operating License No., or an equivalent legal document (for organizations).

2. Transactions between the Company and related persons of the Company, or between the Company and its major shareholders, internal persons, and related persons of its internal persons.

No.	Name of Organization/Individual	Relationship with the Company	ID/Enterprise Registration Certificate No.	Registered Office/Contact Address	Transaction Date with the Company	Resolution/Decision No. of the GMS/BOD... approving the transaction (if any, specify the issuance date)	Details, Quantity and Total Transaction Value	Remarks

Note: Identification Document No. refers to the Identity Card/Citizen Identity Card/Passport No. (for individuals) or the Enterprise Registration Certificate No., Operating License No., or equivalent legal document (for organizations).

3. Transactions between Internal Persons, Their Related Persons, and the Company's Subsidiaries or Companies Controlled by the Company.

No.	Person Conducting the Transaction	Relationship with the Internal Person	Position at the Listed Company	Identity Card/Citizen Identity Card/Passport No., Date of	Address	Name of the Subsidiary or Company Controlled by the Listed	Transaction Date	Details of the Transaction, Quantity and Total Transaction	Remarks
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				Issue and Place of Issue		Company		Value	

4. Transactions between the Company and Other Parties

4.1. Transactions between the Company and companies in which members of the Board of Directors, members of the Supervisory Board, the Director (General Director), and other managers have served or are serving as founding shareholders, members of the Board of Directors, or the Director (General Director) during the past three (03) years (as of the reporting date)

4.2. Transactions between the Company and companies in which related persons of members of the Board of Directors, members of the Supervisory Board, the Director (General Director), and other managers serve as members of the Board of Directors or the Director (General Director).

4.3. Other transactions of the Company (if any) that may provide material or non-material benefits to members of the Board of Directors, members of the Supervisory Board, the Director (General Director), and other managers.

VIII. Transactions in the Company's Shares by Internal Persons and Their Related Persons (Report for the First Six Months of 2026)

1. List of Internal Persons and Their Related Persons

(Appendix 01: List of Internal Persons and Their Related Persons – Attached)

2. Transactions in the Company's Shares by Internal Persons and Their Related Persons

None.

IX. Other Matters Requiring Attention

None.

Recipients:

- As addressed above;
- Archived at: Legal Department.

CHAIRMAN OF THE BOARD OF DIRECTORS
(Signed, full name and affixed with the Company's seal)



Nguyễn Hưng Cường

APPENDIX 01
THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
1	Nguyen Hung Cuong		Chairman of the Board of Directors/Legal Representative			0	0	Internal person of the Company since April 20, 2023.
1.1	Nguyen Van Thu					0	0	Biological father
1.2	Nguyen Thi Huong					0	0	Mother
1.3	Nguyen Duc Tinh					0	0	Father-in-law
1.4	Do Thi Khue					0	0	Mother-in-law
1.5	Nguyen Thi Thu Hang					0	0	Wife
1.6	Nguyen Thi Thanh Nga					0	0	Older sister
1.7	Nguyen Tuan Anh					0	0	Younger brother
1.8	Nguyen Xuan Thang					0	0	Younger brother
1.9	Nguyen Xuan Thu					0	0	Younger brother
1.10	Nguyen Thanh Nam					0	0	Biological child
1.11	Nguyen Phuong Anh					0	0	Biological child
1.12	Nguyen Thanh Minh					0	0	Biological child
1.13	Nguyen Thanh Lam					0	0	Biological child
1.14	Nguyen Thanh Kien					0	0	Biological child
1.15	Nguyen Khac Thanh					0	0	Brother-in-law
1.16	Bac Thi Dieu Ly					0	0	sister-in-law
1.18	Kien Dai Duong Hotel Joint Stock Company					0	0	The internal person is the Chairman of the Board of Directors and the CEO of the company.
1.21	Thanh Nam Group Joint Stock Company					0	0	The internal person is the Chairman of the Board of Directors/Legal Representative of the company.
1.22	Dong Xuan Energy and Farm Joint Stock Company					0	0	An internal person is a member of the company's board of directors.
1.25	Ha Long Peach Garden Hotel Joint Stock Company					0	0	An internal person is a member of the company's board of directors.
2	Tran Duy Cuong		Board Member/ CEO/ Person in charge of corporate governance			0	0	Internal person of the Company since October 30, 2019.
2.1	Pham Thi Lan Huong					0	0	Wife
2.2	Vu Thi Tram					0	0	Mother



2.3	Tran Duy Lo					0	0	Biological father
2.4	Vu Thi Nhan					0	0	Mother-in-law
2.5	Tran San Hieu					0	0	Biological child
2.6	Tran Thi Ngan Phuong					0	0	Biological child
2.7	Tran Thi My Thao					0	0	Younger sister
2.8	Ha Long Peach Garden Hotel Joint Stock Company					0	0	An internal person is a member of the company's board of directors.
3	Luu Thi Thu Thuy		Board Member			0	0	Internal person of the Company since June 29, 2021.
3.1	Ho Dinh Cuong					0	0	Husband
3.2	Vu Thi Tam					0	0	Mother
3.3	Luu Chi Thanh					0	0	Biological father
3.4	Nguyen Thi Thuan					0	0	Mother-in-law
3.5	Ho Tung Lam					0	0	Biological child
3.6	Ho Tung Duong					0	0	Biological child
3.7	Luu Vu Thuy Dung					0	0	Younger sister
3.8	Vu Van Ha					0	0	Brother-in-law
3.9	Luu Vu Minh Phuong					0	0	Younger sister
4	Pham Thi Hang		Independent Board Member			0	0	Internal person since April 25, 2025
4.1	Nguyen Hoang Viet					0	0	Husband
4.2	Hoang Thi Tam					0	0	Mother
4.3	Pham Ngoc Huan					0	0	Biological father
4.4	Nguyen Thi Bich Nguyet					0	0	Mother-in-law
4.5	Nguyen Xuan Vu					0	0	Father-in-law
4.6	Nguyen Hoang Minh Anh					0	0	Biological child
4.7	Nguyen Hoang Phuong Anh					0	0	Biological child
4.8	Pham Thi Huyen					0	0	Younger sister
4.9	Dak Lak Organic Coffee Joint Stock Company					0	0	The internal person is the Chairman of the Board of Directors, the legal representative, and a shareholder owning 50% of the voting shares.
5	Vu Lan Phuong		Board Member			0	0	Internal person since April 25, 2025
5.1	Vu Tai Quy					0	0	Biological father
5.2	Pham Thi Xuyen					0	0	Mother
5.3	Hoang Le Ba					0	0	Husband
5.4	Vu Quang Vinh					0	0	Older brother
5.5	Cao Thi Nhan					0	0	Sister-in-law
5.6	Hoang Phuong Bao Linh							Biological child
5.7	Hoang Vu Linh Nhi							Biological child
6	Nguyen Thi Thu Hang		Head of the Supervisory Board			0	0	Internal person at the company since April 20, 2023.
6.1	Nguyen Viet Hoa					0	0	Biological father
6.2	Nguyen Thi Hong					0	0	Mother
6.3	Nguyen Thi Thanh Huyen					0	0	Younger sister
6.4	Dang Vu Chung					0	0	Husband
6.5	Dang Vu An Chinh					0	0	Biological child
6.6	Dang Vu Quang					0	0	Father-in-law
6.7	Phan Thi Ha					0	0	Mother-in-law
6.8	Cao Ba Chat					0	0	Brother-in-law

7	Ha Thi An		Supervisory Board Member			0	0	Internal person since April 25, 2025
7.1	Duong Van Kiem					0	0	Husband
7.2	Vu Thi Thai					1100	0.004	Mother
7.3	Ha Thao Truong					0	0	Older brother
7.4	Do Kim Thoa					0	0	Sister-in-law
7.5	Duong Ha Anh Tuan					0	0	Biological child
8	Nguyen Thi Trinh		Chief Accountant			0	0	Ceased to be an internal person as of February 3, 2026.
8.1	Nguyen Duc Thuat					0	0	Father-in-law
8.2	Nguyen Thi Duong					0	0	Mother-in-law
8.3	Nguyen Duc Chung					0	0	Husband
8.4	Nguyen Cong Duy					0	0	Biological child
8.5	Nguyen Duy Khanh					0	0	Biological child
8.6	Nguyen Thi Trang					0	0	Younger sister
9	Doan Thi Thu Thuy		Authorized person for information disclosure			0	0	Ceased to be an internal person effective February 24, 2026.
9.1	Vu Minh Duc					0	0	Husband
9.2	Vu Thi Nhen					0	0	Mother
9.3	Vu Van Bay					0	0	Father-in-law
9.4	Tran Thi Tan					0	0	Mother-in-law
9.5	Doan Thi Thuong Huyen					0	0	Older sister
9.6	Tran Van Linh					0	0	Brother-in-law
9.7	Vu Hai Binh					0	0	Biological child
9.8	Vu Doan Gia Loc					0	0	Biological child
9.9	Thanh Nam Group Joint Stock Company					0	0	The internal person is the company's CEO and is authorized to disclose information.
9.10	Newgreen Homes Joint Stock Company					0	0	The internal person is the Chairman of the Board of Directors and the CEO of the company.
9.11	IPG Trading and Investment Joint Stock Company					0	0	Internal persons include legal representatives, members of the Board of Directors who also serve as Directors, and shareholders owning 8% of the voting shares.
10	Bui Thi Lieu		Chief Financial Officer			0	0	Internal person of Company since September 2nd, 2025
10.1	Bui Van Tien					0	0	Biological father
10.2	Vu Thi My					0	0	Mother
10.3	Mai Thi Thao					0	0	Mother-in-law
10.4	Bui Van Khuay					0	0	Older brother
10.5	Bui Thi Hoan					0	0	Sister-in-law
10.6	Bui Tho Trinh					0	0	Husband
10.7	Bui An Binh					0	0	Biological child
10.8	Bui Binh Minh					0	0	Biological child
10.9	Thanh Nam Group Joint Stock Company					0	0	The internal person is the company's chief financial officer.
11	Man Thi Trang		Internal Audit			0	0	Internal person since May 29, 2025

11.1	Man Van Ha					0	0	Biological father
11.2	Luu Thi Tuyen					0	0	Mother
11.3	Man Van Nhuan					0	0	Brother
11.4	Man Van Giang					0	0	Brother
11.5	Dong Xuan Farm and Energy Joint Stock Company					0	0	An insider is the person in charge of the company's accounting
11.6	Green Solar Vietnam Company Limited					0	0	An insider is the person in charge of the company's accounting
11.7	World Green Energy Company Limited					0	0	An insider is the person in charge of the company's accounting
11.8	Solar Power Production Company Limited					0	0	An insider is the person in charge of the company's accounting
11.9	Vietnam Rooftop Power Company Limited					0	0	An insider is the person in charge of the company's accounting
11.10	Green Galaxy Energy Company Limited					0	0	An insider is the person in charge of the company's accounting
11.12	Vietnam Rooftop Solar Power Systems					0	0	An insider is the person in charge of the company's accounting
11.13	Sun Invest Vietnam Company Limited					0	0	An insider is the person in charge of the company's accounting
11.14	Newsun Technology Solutions Company Limited					0	0	An insider is the person in charge of the company's accounting
11.15	Global 5S Joint Stock Company					0	0	An insider is the person in charge of the company's accounting
11.16	Vietnam Coffee Export Joint Stock Company					0	0	An insider is the person in charge of the company's accounting
12	Vu Thi Bich Thao		Head of Internal Audit			0	0	Ceased to be an internal person effective March 12, 2026.
12.2	Nguyen Quang Doan					0	0	Husband
12.3	La Thi Tuyet					0	0	Mother-in-law
12.4	Nguyen Dang Khoa					0	0	Father-in-law
12.5	Cao Thi Huong					0	0	Mother

12.6	Vu Xuan Thuy					0	0	Biological father
12.7	Vu Thi Thu					0	0	Sister
12.8	Vu Ngoc Khu					0	0	Brother-in-law
12.9	Ha Long Peach Garden Hotel Joint Stock Company					0	0	An insider is the person in charge of the company's accounting
12.1	Kien Dai Duong Hotel Joint Stock Company					0	0	An insider is the person in charge of the company's accounting
12.11	Thanh Nam Group Joint Stock Company					0	0	The insider is the company's chief accountant
13	Luu Ngoc Anh		Authorized Information Disclosure Officer			0	0	Became an internal person effective February 24, 2026.
13.1	Luu Van Hai					0	0	Father
13.2	Nguyen Thi Ngoc Lan					0	0	Mother
13.3	Luu Chi Trung					0	0	Older brother
13.4	Nguyen The Mai Lam					0	0	Sister-in-law
13.5	Thanh Nam Group Joint Stock Company					0	0	The internal person is a member of the Company's Board of Supervisors.
14	Dang Thi Sen		Supervisory Board Member			0	0	Became an internal person effective April 25, 2024.
14.1	Tran Van Huy					0	0	Husband
14.2	Dang Van Chuong					0	0	Father
14.3	Nguyen Thi Lang					0	0	Mother
14.4	Tran Tu Uyen					0	0	Child
15	Nguyen Thi Huong Giang		Chief Accountant			0	0	Internal person
15.1	Le Xuan Long					0	0	Husband
15.2	Tran Thi Binh					0	0	Mother
15.3	Do Thi An					0	0	Mother-in-law
15.4	Le Minh Quan					0	0	Child
15.5	Le Tran Khanh Ngoc					0	0	Child
15.6	IPG Trading and Investment Joint Stock Company					0	0	Internal person: Chairperson of the Board of Directors of the Company.
15.7	Thanh Nam Group Joint Stock Company		Chief Accountant			0	0	Internal person: Member of the Board of Directors of the Company.
16	Ha Thi Thanh Nhan		Head of the Board of Supervisors			0	0	Became an internal person effective April 10, 2026.
16.1	Ha Xuan Van							Father
16.2	Nguyen Thi Huong							Mother
16.3	Ha Thu Hang							Older sister
16.4	Ha To Uyen							Older sister
17	Ha Long Vuon Dao Hotel Joint Stock Company					0	0	Subsidiary
18	Kien Dai Duong Hotel Joint Stock Company					0	0	Associate
19	Newgreen Homes Joint Stock Company					0	0	Subsidiary

