



No. 01/2025/BCQTCT

Hai Phong, January 09, 2025

CORPORATE GOVERNANCE REPORT
Year 2024

To: - State Securities Commission
- Hanoi Stock Exchange

- Listed company name: **HAI PHONG ELECTRICITY WATER MACHINE ASSEMBLY JOINT STOCK COMPANY**
- Head office address: No. 34 Thien Loi Street, An Duong Ward, Le Chan District, Hai Phong City
- Phone: 0225 3856209 Fax: 0225 3785759
- Charter capital: 80.277.800.000 VND
- Stock code: DNC
- Corporate governance model
 - + General meeting of shareholders
 - + Board of Directors
 - + General Director
 - + Audit Committee under the Board of Directors.
- Regarding the implementation of internal audit function: Implemented.

I. Activities of the General Meeting of Shareholders:

No.	Resolution/Decision Number	Date	Content
1	02/2024/NQ-DHDCD	06/4/2024	<ul style="list-style-type: none">- Approval of the General Director's Statement on the 2023 production and business plan and the 2024 production and business plan.- Approval of the 2023 Financial Statement audited by Vaco Auditing Company Limited- Approval of the operating report of independent member of the Board of Directors in the Audit Committee at the 2024 annual general meeting of

			<p>shareholders.</p> <ul style="list-style-type: none"> - Approval of the 2023 Board of Directors' performance report, 2024 task orientation. - Approval of the profit distribution plan and dividend payment plan for 2023. - Approval of the final settlement of remuneration for the Board of Directors and Board of Supervisors in 2023 and the remuneration plan for the Board of Directors in 2024. - Approval of the plan to issue shares to increase Charter Capital in 2024 from after-tax profit. - Approval of the plan to select an independent auditor for the Company's financial auditing in 2024. - Exempt from public tender offer - Approval of the authorization for the Board of Directors to implement the Resolution of the Annual General Meeting of Shareholders in 2024.
--	--	--	--

II. Board of Directors

1. Information about Board members

No.	Board member	Position	Date of commencement as a Board member
1	Mr. Do Huy Dat	Chairman of the Board	03/4/2021
2	Mr. Nguyen Trung Kien	Commissioner	03/4/2021
3	Mr. Le Huu Canh	Commissioner	03/4/2021
4	Mr. Ta Van Son	Commissioner	03/4/2021
5	Ms. Lai Thi Vinh	Commissioner	03/4/2021
6	Ms. Vu Thi Luong Dung	Commissioner	03/4/2021

2. Board of Directors Meetings

No.	Board member	Number of BoD meetings attended	Meeting attendance rate	Reason for absence
1	Mr. Do Huy Dat	05	100%	
2	Mr. Nguyen Trung Kien	05	100%	
3	Mr. Le Huu Canh	05	100%	
4	Mr. Ta Van Son	05	100%	
5	Ms. Lai Thi Vinh	05	100%	
6	Ms. Vu Thi Luong Dung	05	100%	

3. Supervisory activities of the Board of Directors over the General Director

- The activities of the Board of Directors comply with the Resolutions and Decisions of the Board of Directors.

- Supervise and direct the Executive Board to implement the Resolutions of the General Meeting of Shareholders and the Resolutions of the Board of Directors.

- The Board of Directors proposes solutions to implement the production and business plans for the first, second, third and fourth quarters of 2024 and at the same time supervises those activities.

- Exercise the rights and obligations of the Board of Directors in accordance with the Law and the Company's Charter.

4. Activities of subcommittees under the Board of Directors:

The Board of Directors of Hai Phong Electricity Water Machine Assembly JSC does not establish any subcommittees.

5. Minutes, Resolutions/Decisions of the Board of Directors

No.	Number of Minutes, Resolution/Decision	Date	Content
1	No. 01/BB-HDQT	25/01/2024	<ul style="list-style-type: none">- Business results for the fourth quarter of 2023 and the year 2023.- Financial performance results for the fourth quarter of 2023 and the year 2023.- Review of Plan in 2024 and 1st Quarter of 2024.- Review and approve the program and documents for the 2024 Annual General Meeting of Shareholders.- Internal Audit Plan in 2024.

			- Some other content.
2	No.: 02/BB-HDQT	12/03/2024	- Review the agenda and documents for the 2024 Annual General Meeting of Shareholders - Estimate personnel for the 2024 Annual General Meeting of Shareholders - Personnel work: reappointment of positions of General Director, Deputy General Director, Chief Accountant. - Some other content.
3	No. 04/BB-HDQT	24/04/2024	- Report on production and business results for the first quarter, production and business plan for the second quarter of 2024. - Financial performance report for the first quarter of 2024. - Some other content.
4	No. 01/NQ-HDQT	29/01/2024	Date of holding the 2024 Annual General Meeting of Shareholders and the 2nd interim dividend payment in 2023.
5	No.: 06/QD-HDQT	28/03/2024	Decision on appointment of General Director of the Company
6	No.: 07/QD-HDQT	28/03/2024	Decision on appointment of Deputy General Director of the Company
7	No.: 08/QD-HDQT	28/03/2024	Decision on appointment of Chief Accountant of the Company
8	No.: 10/QD-HDQT	11/04/2024	Decision on appointment of Director of An Duong Power Enterprise.
9	No.: 12/NQ-HDQT	11/04/2024	- The Company's Board of Directors agreed on the time to issue shares to increase charter capital. - Agreed to pay 25% stock dividend from after-tax profit in 2023.
10	No.: 05/BB-HDQT	06/08/2024	- Report on production and business results for the second quarter and first

			<p>6 months of 2024, production and business plan for the third quarter of 2024.</p> <ul style="list-style-type: none"> - Financial performance report for the second quarter of 2024 and the first 6 months of 2024. - Report on the implementation status of the electronic meter project for remote data transmission. - Plan to receive the power system of Ecopark Vinh-Nghe An Project and establish Nghe An branch. - Report on activities of the Audit Committee and the Internal Audit Board in the first 6 months of 2024. - Some other content.
11	No.: 12/QD-HDQT	07/08/2024	Decision on appointment of Director of Vinh Bao Power Enterprise
12	No.: 15/NQ-HDQT	06/09/2024	Resolution on the first cash dividend advance payment in 2024
13	No.: 15/QD-HDQT	18/09/2024	Decision on establishment of the Company's Branch - Nghe An Branch
14	No.: 16/QD-HDQT	18/09/2024	Decision on appointment of Director of Nghe An Branch
15	No.: 06/BB-HDQT	30/10/2024	<ul style="list-style-type: none"> - Report on production and business results for the third quarter of 2024, production and business plan for the fourth quarter of 2024. - Financial performance report for the third quarter of 2024 and the first 9 months of 2024. - Draft production and business plan for 2025; investment and business work; financial work for 2025; human resource organization and salary work for 2025... - Some other content.

III. Audit Committee

1. Information about Audit Committee members

No.	Audit Committee member	Position	Date of commencement as an Audit Committee member	Qualifications
1	Ta Van Son	Member of Board of Directors, Chairman of Audit Committee	4/2021	- Bachelor of Economics; Bachelor of Law
2	Nguyen Trung Kien	Member of Board of Directors, Commissioner of Audit Committee, Head of Internal Audit Board	4/2021	- Master of Economics

2. Meetings of Audit Committee

No.	Audit Committee member	Number of meetings attended	Meeting attendance rate	Voting ratio	Reason for absence
1	Mr. Ta Van Son	02 sessions	100%	100%	
2	Mr. Nguyen Trung Kien	02 sessions	100%	100%	

3. Supervisory activities of the Audit Committee towards the Board of Directors, Executive Board and shareholders

- Regularly review the Internal Control and Risk Management system;
- Supervise the Company's internal audit department; direct the Internal Audit to perform according to its functions and tasks.
- Regularly monitor and supervise to ensure the Company complies with the provisions of the Law, requirements of the management agency and other internal regulations of the Company;
- The Chairman of the Audit Committee regularly exchanges with other members of the Board of Directors, the General Director, the Chief Accountant and other

managers to collect information related to the Company's operations to serve the Audit Committee's operations.

4. Coordination of activities between the Audit Committee and the activities of the Board of Directors, the Executive Board and other management staff

- The Board of Directors, the Board of General Directors and other management staff always maintain regular contact with the Audit Committee;

- During the working process, the Audit Committee is provided with full records, documents and information related to the working program;

- Business operations of the Company: The Audit Committee always coordinates and advises the Executive Board to organize and implement the Production and Business Plan for the last 6 months of 2024 for high efficiency.

5. Other activities of the Audit Committee

- The Audit Committee and Internal Audit Board regularly participate in working groups with Enterprises and Branches;

- Participate and provide comments on a number of Company documents to ensure compliance with legal regulations, requirements of regulatory agencies and other internal regulations of the Company;

- Direct the Internal Audit Board to conduct an audit of the Company's investment and construction activities of power lines and transformer stations in 2023.

- Direct the Internal Audit Board to conduct an audit of: Production and business activities of Ecopark Hung Yen Branch.

- Direct the Internal Audit Board to evaluate some financial management issues at Thuy Nguyen Power Plant.

IV. Executive Board

No	Executive Board members	Date of birth	Qualifications	Date of appointment/dismissal of members of the Executive Board
1	Le Huu Canh	19/05/1964	Bachelor of Economics	05/04/2024 – 30/04/2026
2	Nguyen Van Thao	26/05/1964	Bachelor of Economics	05/04/2024 – 30/04/2026
3	Mai Thi Thanh Ha	13/02/1971	Bachelor of Economics	05/04/2024 – 30/04/2026

V. Chief Accountant

Full name	Date of birth	Qualifications	Date of appointment/dismissal of members of the Executive Board
Mai Thi Thanh Ha	13/02/1971	Bachelor of Economics	05/04/2024 – 30/04/2026

VI. Corporate Governance Training: None

VII. List of related persons of public companies reporting the year and transactions of related persons of the company with the Company itself:

1. List of related persons of the Company:
2. Transactions between the Company and its related persons: None
3. Transactions between insiders of listed companies, related persons of insiders and subsidiaries, companies controlled by listed companies: None
4. Transactions between the company and other entities: None

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

1. List of insiders and related persons of insiders:
2. Transactions of insiders and related persons on the Company's shares:

No.	Transactions performed by	Number of shares owned at the beginning of the period	Number of shares owned at the end of the period	Reason for increase/decrease
1	Do Huy Dat – Chairman of the Board	1.594.816	1.632.316	Buying
2	Mai Thi Thanh Ha – Chief Accountant	37.500	816	Selling
3	Nguyen Trung Kien - Member of Board of Directors, Head of Internal Audit Board, Commissioner of Audit Committee	1.596.918	1.912.119	Buying
4	Nguyen Thi Thu Trang – Related person of Mr. Nguyen Trung Kien	316.211	1.010	Selling

5	Lai Thi Dinh - an insider of Mr. Le Huu Canh - General Director of the Company	443.608	472.808	Buying
6	Mr. Nguyen Van Thao - Deputy General Director of the Company	97.700	51.000	Selling

IX. Other issues to note: None

Recipients:

- *As To;*
- *Archived at the company.*

FOR BOARD OF DIRECTORS

CHAIRMAN

Do Huy Dat

(signed and sealed)

APPENDIX 01: LIST OF INSIDERS AND RELATED PERSONS (INDIVIDUALS, ORGANIZATIONS) OF INSIDERS

Stock code: **DNC**
 Company Name: **Hai Phong Electricity Water Machine Assembly JSC**
 Closing date: **31/12/2024**

No.	Stock code	Full name	Position in the company	Relationship with insiders	Type of NSH Paper (ID card, Citizen ID card, Passport, Business Registration Certificate)	No. of NSH Paper	Issue date of NSH Paper	Time of appointment of insider/becoming related person	Note
1	2	3	4	5	6	7	8	9	10
<i>Text</i>	<i>Text</i>	<i>Text</i>	<i>Text</i>	<i>Text</i>				<i>Date (dd/mm/yyyy)</i>	<i>Text</i>
<u>BOARD OF DIRECTORS</u>									
1	DNC	Do Huy Dat	Chairman of the Board of Directors, Legal Representative					03/04/2021	
1.1	DNC	Bui Thanh Thuy		Do Huy Dat - Wife				03/04/2021	
1.2	DNC	Do Thanh Cong		Do Huy Dat - biological child				03/04/2021	
1.3	DNC	Do Thi Dan Tam		Do Huy Dat - biological child				03/04/2021	
1.4	DNC	Nguyen Thi Thu Ha		Do Huy Dat- daughter in law				03/04/2021	
1.5	DNC	Bui Ngoc Anh		Do Huy Dat- son in law				03/04/2021	
1.6	DNC	Do Huy So		Do Huy Dat - older brother				03/04/2021	
1.7	DNC	Do Thi Can		Do Huy Dat - older sister				03/04/2021	
1.8	DNC	Do Thi Ngo		Do Huy Dat - older sister				03/04/2021	

No.	Stock code	Full name	Position in the company	Relationship with insiders	Type of NSH Paper (ID card, Citizen ID card, Passport, Business Registration Certificate)	No. of NSH Paper	Issue date of NSH Paper	Time of appointment of insider/becoming related person	Note
1.9	DNC	Do Huy Thu		Do Huy Dat - older brother				03/04/2021	
1.10	DNC	Do Huy Xep		Do Huy Dat - older brother				03/04/2021	
1.11	DNC	Do Thi Kiem		Do Huy Dat - younger sister				03/04/2021	
2	DNC	Nguyen Trung Kien	Member of Board of Directors, Head of Internal Audit Board					03/04/2021	
2.1	DNC	Nguyen Van Quyen		Nguyen Trung Kien - biological father				03/04/2021	
2.2	DNC	Luu Thi Yeng		Nguyen Trung Kien - biological mother				03/04/2021	
2.3	DNC	Nguyen Thi Thu Ha		Nguyen Trung Kien - Wife				03/04/2021	
2.4	DNC	Nguyen Thanh Huyen		Nguyen Trung Kien - daughter				03/04/2021	
2.5	DNC	Nguyen Thanh Hoa		Nguyen Trung Kien - daughter				03/04/2021	
2.6	DNC	Tran Tuan Phuc		Nguyen Trung Kien - son in law				03/04/2021	
2.7	DNC	Nguyen Thi Yen		Nguyen Trung Kien - younger sister				03/04/2021	
2.8	DNC	Nguyen Ngoc San		Nguyen Trung Kien - younger brother				03/04/2021	
2.9	DNC	Nguyen Binh Khiem		Nguyen Trung Kien - younger brother				03/04/2021	
2.10	DNC	Nguyen Van Du		Nguyen Trung Kien - younger brother				03/04/2021	
2.11	DNC	Do Thi Huong		Nguyen Trung Kien - younger sister in law				03/04/2021	
2.12	DNC	Vu Thi Thuy Hang		Nguyen Trung Kien - younger sister in law				03/04/2021	
2.13	DNC	Do Ngoc Phuc		Nguyen Trung Kien - younger brother in law				03/04/2021	

No.	Stock code	Full name	Position in the company	Relationship with insiders	Type of NSH Paper (ID card, Citizen ID card, Passport, Business Registration Certificate)	No. of NSH Paper	Issue date of NSH Paper	Time of appointment of insider/becoming related person	Note
3	DNC	Lai Thi Vinh	Member of Board of Directors					03/04/2021	
3.1	DNC	Trinh Tien Thanh		Lai Thi Vinh - husband				03/04/2021	
3.2	DNC	Trinh Tien Duc		Lai Thi Vinh - biological child				03/04/2021	
3.3	DNC	Trinh Thanh Tung		Lai Thi Vinh - biological child				03/04/2021	
3.4	DNC	Lai Thi Oanh		Lai Thi Vinh - older sister				03/04/2021	
3.5	DNC	Lai Van Cuong		Lai Thi Vinh - older brother				03/04/2021	
3.6	DNC	Lai Quang Trung		Lai Thi Vinh - older brother				03/04/2021	
3.7	DNC	Lai Thi Kim Dung		Lai Thi Vinh - older sister				03/04/2021	
3.8	DNC	Lai Thi Dinh		Lai Thi Vinh - older sister				03/04/2021	
3.9	DNC	Chu Thi Yen		Lai Thi Vinh - older sister in law				03/04/2021	
3.10	DNC	Nguyen Thi Hong Hanh		Lai Thi Vinh - older sister in law				03/04/2021	
3.11	DNC	Le Huu Canh		Lai Thi Vinh - older brother in law				03/04/2021	
4	DNC	Le Huu Canh	Member of Board of Directors, General Director					03/04/2021	
4.1	DNC	Nguyen Thi Mo		Le Huu Canh - biological mother 92 years old				03/04/2021	
4.2	DNC	Lai Thi Dinh		Le Huu Canh - Wife				03/04/2021	
4.3	DNC	Le Hoai Thanh		Le Huu Canh - biological child				03/04/2021	
4.4	DNC	Le Thi Ngoc Diep		Le Huu Canh - biological child				03/04/2021	
4.5	DNC	Le Thi Loan		Le Huu Canh - older sister				03/04/2021	

No.	Stock code	Full name	Position in the company	Relationship with insiders	Type of NSH Paper (ID card, Citizen ID card, Passport, Business Registration Certificate)	No. of NSH Paper	Issue date of NSH Paper	Time of appointment of insider/becoming related person	Note
4.6	DNC	Le Thi Phuong		Le Huu Canh - younger sister				03/04/2021	
4.7	DNC	Ngo Quyen		Le Huu Canh - son in law				03/04/2021	
5	DNC	Ta Van Son	Member of Board of Directors					03/04/2021	
5.1	DNC	Nguyen Thi Thu Huong		Ta Van Son - Wife				03/04/2021	
5.2	DNC	Pham Thi Ngo		Ta Van Son - biological mother				03/04/2021	
5.3	DNC	Nguyen Quang Tru		Ta Van Son - bố Wife				03/04/2021	
5.4	DNC	Ta Van Minh		Ta Van Son - older brother				03/04/2021	
5.5	DNC	Ta Thi Hai		Ta Van Son - younger sister				03/04/2021	
5.6	DNC	Ta Thi Thu Ha		Ta Van Son - younger sister				03/04/2021	
5.7	DNC	Le Van Hai		Ta Van Son -older sister in law				03/04/2021	
5.8	DNC	Ngo Quang Dung		Ta Van Son - younger brother in law				03/04/2021	
5.9	DNC	Luong Tuong Minh		Ta Van Son - younger brother in law				03/04/2021	
5.10	DNC	Ta Nhat Linh		Ta Van Son - biological child				03/04/2021	
5.11	DNC	Nguyen Viet Cuong		Ta Van Son - son in law				2024	
5.12	DNC	Ta Son Tung		Ta Van Son - biological child				03/04/2021	
5.13	DNC	Bui Ngoc Diep		Ta Van Son - daughter in law				03/04/2021	

No.	Stock code	Full name	Position in the company	Relationship with insiders	Type of NSH Paper (ID card, Citizen ID card, Passport, Business Registration Certificate)	No. of NSH Paper	Issue date of NSH Paper	Time of appointment of insider/becoming related person	Note
6	DNC	Vu Thi Luong Dung	Member of Board of Directors, Information Security Officer, Company Administration Officer, Trade Union Chairman					03/04/2021	
6.1	DNC	Luong Thi Nhai		Vu Thi Luong Dung - biological mother				03/04/2021	
6.2	DNC	Dan Van Hai		Vu Thi Luong Dung - father in law				03/04/2021	
6.3	DNC	Nguyen Thi Kep		Vu Thi Luong Dung - mother in law				03/04/2021	
6.4	DNC	Dan Hai Long		Vu Thi Luong Dung - husband				03/04/2021	
6.5	DNC	Dan Vu Hoang Linh		Vu Thi Luong Dung - biological child				03/04/2021	
6.6	DNC	Vu Quang Dung		Vu Thi Luong Dung - older brother				03/04/2021	
6.7	DNC	Vu Thi Binh		Vu Thi Luong Dung - older sister				03/04/2021	
6.8	DNC	Nguyen Van Bang		Vu Thi Luong Dung - older brother in law				03/04/2021	
		<u>INTERNAL AUDIT BOARD</u>							
1	DNC	Nguyen Trung Kien						03/04/2021	
2	DNC	Nguyen Thi Thu Ha	Member of Internal Audit Board, Company Secretary					03/04/2021	
2.1	DNC	Nguyen Van Luan		Nguyen Thi Thu Ha - biological father				03/04/2021	
2.2	DNC	Do Thi Hen		Nguyen Thi Thu Ha - biological mother				03/04/2021	
2.3	DNC	Pham Ba Trang		Nguyen Thi Thu Ha - father in law				03/04/2021	

No.	Stock code	Full name	Position in the company	Relationship with insiders	Type of NSH Paper (ID card, Citizen ID card, Passport, Business Registration Certificate)	No. of NSH Paper	Issue date of NSH Paper	Time of appointment of insider/becoming related person	Note
2.4	DNC	Nguyen Thi Thoang		Nguyen Thi Thu Ha - mother in law				03/04/2021	
2.5	DNC	Pham Quang Hung		Nguyen Thi Thu Ha - husband				03/04/2021	
2.6	DNC	Pham Thi Song Thu		Nguyen Thi Thu Ha - daughter				03/04/2021	
2.7	DNC	Nguyen Ngoc Luu		Nguyen Thi Thu Ha - older brother				03/04/2021	
2.8	DNC	Nguyen Thi Anh		Nguyen Thi Thu Ha - older sister in law				03/04/2021	
2.9	DNC	Nguyen Thi Thu Hien		Nguyen Thi Thu Ha - older sister				03/04/2021	
2.10	DNC	Do Van Chinh		Nguyen Thi Thu Ha - older brother in law				03/04/2021	
2.11	DNC	Nguyen Huu Binh		Nguyen Thi Thu Ha - younger brother				03/04/2021	
2.12	DNC	Bui Thi Thu Huong		Nguyen Thi Thu Ha - younger sister in law				03/04/2021	
3	DNC	Duong Thuy Linh	Member of Internal Audit Board					03/04/2021	
3.1	DNC	Duong Anh Tuan		Duong Thi Thuy Linh - biological father				03/04/2021	
3.2	DNC	Lam Thi Lich		Duong Thi Thuy Linh - biological mother				03/04/2021	
3.3	DNC	Duong Thuc Luan		Duong Thi Thuy Linh - younger sister				03/04/2021	
3.4	DNC	Le Minh Hoang		Duong Thi Thuy Linh - younger brother in law				03/04/2021	
		<u>BOARD OF GENERAL DIRECTORS</u>							
1	DNC	Le Huu Canh						03/04/2021	
2	DNC	Nguyen Van Thao	Deputy General Director					03/04/2021	
2.1	DNC	Lai Thi Thu Thao		Nguyen Van Thao - Wife				03/04/2021	

No.	Stock code	Full name	Position in the company	Relationship with insiders	Type of NSH Paper (ID card, Citizen ID card, Passport, Business Registration Certificate)	No. of NSH Paper	Issue date of NSH Paper	Time of appointment of insider/becoming related person	Note
2.2	DNC	Nguyen Thu Van		Nguyen Van Thao - child				03/04/2021	
2.3	DNC	Nguyen Bao Minh		Nguyen Van Thao - child				03/04/2021	
2.4	DNC	Nguyen Thi Gai		Nguyen Van Thao - Older sister				03/04/2021	
2.5	DNC	Nguyen Van Lam		Nguyen Van Thao - older brother				03/04/2021	
2.6	DNC	Nguyen Huu Son		Nguyen Van Thao - older brother				03/04/2021	
2.7	DNC	Nguyen Duc Teo		Nguyen Van Thao - older brother				03/04/2021	
2.8	DNC	Nguyen Thi Goi		Nguyen Van Thao - Older sister				03/04/2021	
2.9	DNC	Lai Van Bay		Nguyen Van Thao - bố Wife				03/04/2021	
2.10	DNC	Nguyen Thi Hoai		Nguyen Van Thao - Older sister in law				03/04/2021	
2.11	DNC	Tran Thi Luong		Nguyen Van Thao - Older sister in law				03/04/2021	
3	DNC	Mai Thi Thanh Ha	Chief Accountant					03/04/2021	
3.1	DNC	Do Thi Can		Mai Thi Thanh Ha - biological mother				03/04/2021	
3.2	DNC	Nguyen Van Chien		Mai Thi Thanh Ha - husband				03/04/2021	
3.3	DNC	Nguyen Van Huy		Mai Thi Thanh Ha - biological child				03/04/2021	
3.4	DNC	Nguyen Tien Manh		Mai Thi Thanh Ha - biological child				03/04/2021	
3.5	DNC	Nguyen Thi Xa		Mai Thi Thanh Ha - Mother in law				03/04/2021	
3.6	DNC	Mai Thi Thanh Huong		Mai Thi Thanh Ha - Younger sister				03/04/2021	
3.7	DNC	Hoang Son		Mai Thi Thanh Ha - Younger brother in law				03/04/2021	



No.	Stock code	Full name	Position in the company	Relationship with insiders	Type of NSH Paper (ID card, Citizen ID card, Passport, Business Registration Certificate)	No. of NSH Paper	Issue date of NSH Paper	Time of appointment of insider/becoming related person	Note
3.8	DNC	Mai Thi Thanh Huong		Mai Thi Thanh Ha - Younger sister				03/04/2021	
3.9	DNC	Hoang Son		Mai Thi Thanh Ha - Younger brother in law				03/04/2021	
		<u>COMPANY DISCLOSURE PERSON</u>							
1	DNC	Vu Thi Luong Dung						03/04/2021	

Hai Phong, January 09, 2025

CHAIRMAN OF THE BOARD OF DIRECTORS

Do Huy Dat

(signed and sealed)