

No.: 03/2025/CV-HĐQT.HBC

Ho Chi Minh City, January 21st, 2025

CORPORATE GOVERNANCE REPORT (2024)

To:

- State Securities Commission;
- Hanoi Stock Exchange.

- Company: **HOA BINH CONSTRUCTION GROUP JOINT STOCK COMPANY**
- Head office address: **235 Vo Thi Sau, Ward Vo Thi Sau, District 3, Ho Chi Minh City**
- Phone: **(84.28) 3932 5030** Fax: **(84.28) 3930 2097** Email: **info@hbcg.vn**
- Charter capital: **3.472.132.700.000 đồng**
- Stock code: **HBC**
- Corporate governance model: **According to Clause b, Article 137 of the Enterprise Law 2020**
- + General Meeting of Shareholders, Board of Directors ("BOD"), General Director and Audit Committee under the Board of Directors
- Regarding the implementation of internal audit function: **Implemented**

I. Activities of the General Meeting of Shareholders:

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

No.	Resolution No.	Date	Content
1	01/2024/NQ-ĐHCĐ.HBC	24/02/2024	Approving the change of the Auditing Unit for the 2023 Financial Statements of Hoa Binh Construction Group Joint Stock Company
2	02/2024/NQ-ĐHCĐ.HBC	25/04/2024	Report of the Board of Directors, Board of General Directors on the Production and Business Situation in 2023;
			Revenue and Profit Plan for 2024 - Profit Distribution for 2024;
			Approving the suspension of the plan to issue shares to increase charter capital in 2023 and approving the plan to issue shares to increase new charter capital in 2024 of the Company;
			Adding a number of business lines of Hoa Binh Construction Group Joint Stock Company;
			Approving the selection of an independent auditing unit to audit the financial statements (annual, semi-annual) 2024.

II. Board of Directors (2024)

1. Information about the members of the Board of Directors (“BOD”):

No.	BOD Member	Position (independent Board Member, non-executive Board Member)	Date of commencement/no longer being a Board Member/independent Board Member	
			Date of appointment	Date of dismissal
1	Mr. Lê Việt Hải	Chairman of the BOD	16/4/2019	
2	Mr. Lê Việt Hiếu	Vice Chairman of BOD	09/8/2022	
3	Mr. Nguyễn Tường Bảo	Independent BOD Member	21/6/2021	
4	Mr. Lê Văn Nam	BOD Member	27/6/2023	
5	Mrs. Vũ Thị Hòa	Independent BOD Member	27/6/2023	
6	Mrs. Nguyễn Thị Lượ	Vice Chairman of BOD	Appointment of Board of Directors on June 27 th , 2023 Elected to assume the position of Vice Chairman of the Board of Directors on June 30 th , 2023	

2. Board of Directors Meetings:

No.	BOD Member	Number of Board Meetings Attended	Attendance Rate	Reasons for Not Attending Meetings
1	Mr. Lê Việt Hải	28/29	96,55%	Business trip abroad
2	Mr. Lê Việt Hiếu	29/29	100%	
3	Mr. Nguyễn Tường Bảo	29/29	100%	
4	Mr. Lê Văn Nam	29/29	100%	
5	Mrs. Vũ Thị Hòa	28/29	96,55%	Business trip
6	Mrs. Nguyễn Thị Lượ	29/29	100%	

3. Supervisory activities of the Board of Directors over the Board of Directors:

In 2024, the Board of Directors supervised the activities of the Executive Board in implementing the Resolutions of the General Meeting of Shareholders and the Board of Directors as follows:

The Board of Directors has 06 members, in addition to the Chairman, there are 02

members who are the General Director and the Permanent Deputy General Director, 02 other members who are the Chairman and a member of the Audit Committee. Therefore, the members of the Board of Directors work very closely with the Executive Board, understand the Group's operations to make practical recommendations to help the BOD fulfill the tasks assigned by the General Meeting of Shareholders and the Board of Directors. Thereby, the Board of Directors evaluates whether the action plan and remedial solutions are suitable to reality or not, and then makes more practical recommendations. The Board of Directors issues resolutions after regular and irregular meetings as required to promptly meet the Group's business requirements and legal regulations. Through meetings of the Board of Directors and the Executive Board, the Board of Directors also supports the Executive Board by providing market insights to help the Executive Board review the business plan and other issues under the approval authority of the Board of Directors so that the Executive Board has a basis for implementation. In the first six months of 2024, the Board of Directors continues to strengthen risk management activities Through the implementation of the activities of the Audit Committee, Strategy and Investment Subcommittee, Risk Management Subcommittee, Remuneration Subcommittee, Personnel Subcommittee and Foreign Market Development Subcommittee to provide independent opinions on the investment proposals of the Executive Board.

Based on the Charter, issued regulations and rules, the Board of Directors authorizes the Executive Board to decide on the Company's daily business operations and at the same time organize the implementation of decisions, business plans and operational directions assigned by the Board of Directors and the General Meeting of Shareholders.

Through the inspection and supervision mechanism with periodic quarterly reports on business performance, the Company's operations and ad hoc reports when requested, the Board of Directors assesses that the Board of Directors has exercised its assigned rights and duties in accordance with current laws, the Company's Charter, decisions of the General Meeting of Shareholders and the Board of Directors, and has exercised its assigned rights and duties honestly and carefully, ensuring the maximum legitimate interests of the Company and shareholders. Accordingly, the Board of Directors has made efforts to implement the 2024 business solutions approved by the General Meeting of Shareholders, especially solutions to increase equity as presented at the Annual General Meeting of Shareholders on April 25, 2024, and has also tried to do a good job of building a business environment based on the foundation of sustainable development and improving corporate governance. However, the Board of Directors needs to focus more on solving the issue of risk control to further improve business efficiency.

4. Activities of subcommittees of the Board of Directors (if any): The Board of Directors has the following Subcommittees: Remuneration Subcommittee, Strategy and Investment Subcommittee, Risk Management Subcommittee, Foreign Market Development Subcommittee, Human Resources Subcommittee, active throughout the Board of Directors meetings.

5. Resolutions of the Board of Directors:

No.	Resolution No.	Date	Content	Rate
1	01/2024/NQ-HĐQT.HBC	24/01/2024	Approval of the Draft Proposal to obtain written opinions from shareholders	100.00%
2	01.2/2024/NQ-HĐQT.HBC	24/01/2024	Approval of the Subsidiary Company's implementation of borrowing/ guaranteeing at the bank	100.00%
3	02/2024/NQ-HĐQT.HBC	13/03/2024	Approval of the plan to organize the 2024 AGM	100.00%

No.	Resolution No.	Date	Content	Rate
4	03/2024/NQ-HĐQT.HBC	13/03/2024	Approval of guaranteeing the loan obligation for the Subsidiary Company receiving credit from the Bank.	100.00%
5	04.1/2024/NQ-HĐQT.HBC	24/3/2024	Approval of the transfer of 100% of capital at Matec Construction Machinery Joint Stock Company	100.00%
6	04.2/2024/NQ-HĐQT.HBC	24/3/2024	Approval of unaudited separate and consolidated financial statements for 2023	100.00%
7	05/2024/NQ-HĐQT.HBC	28/3/2024	Approval of receiving payment guarantees from the Bank	100.00%
8	06.1/2024/NQ-HĐQT.HBC	4/4/2024	Approval of the dismissal of the position of Deputy General Director - Mr. Nguyen Tan Tho	100.00%
9	06.2/2024/NQ-HĐQT.HBC	4/4/2024	Approval of the issuance of a new organizational chart	100.00%
10	06.3/2024/NQ-HĐQT.HBC	4/4/2024	Approval of the appointment of Mr. Le Van Vien as Deputy General Director	100.00%
11	06.4/2024/NQ-HĐQT.HBC	4/4/2024	Approval of the Draft Report to the 2024 Annual General Meeting of Shareholders	100.00%
12	06.5/2024/NQ-HĐQT.HBC	4/4/2024	Approval of payment of fees to insiders and related persons	100.00%
13	07.1/2024/NQ-HĐQT.HBC	12/4/2024	Approval of supplementary content to the 2024 Shareholders' Meeting Proposal	100.00%
14	07.2/2024/NQ-HĐQT.HBC	12/4/2024	Approval of receiving credit at the Bank	100.00%
15	08/2024/NQ-HĐQT.HBC	25/4/2024	Approval of dismissal from the position of Internal Audit Director of Mr. Hoang Quang Huy	100.00%
16	09/2024/NQ-HĐQT.HBC	10/5/2024	Approval of implementing the plan to issue individual shares to convert debt and Approval of the plan to ensure the issuance of shares	100.00%
17	10/2024/NQ-HĐQT.HBC	14/5/2024	Approval of the set of documents for issuing shares	100.00%
18	11.1/2024/NQ-HĐQT.HBC	29/5/2024	Approval of selecting AFC Vietnam Auditing Company Limited as the unit to review the 2024 financial statements	100.00%
19	11.2/2024/NQ-HĐQT.HBC	29/5/2024	Approval of receiving credit at the Bank	100.00%
20	12.1/2024/NQ-HĐQT.HBC	04/6/2024	Approval of appointing Mrs. Nguyen Kim Loan to the position of Chief Financial Officer of Hoa Binh Construction Group Joint Stock Company from June 15 th , 2024	100.00%
21	12.2/2024/NQ-HĐQT.HBC	04/6/2024	Approving the dismissal of Mr. Nguyen Van Tinh from the position of Corporate Governance Officer and the person authorized	100.00%

No.	Resolution No.	Date	Content	Rate
			to disclose information of Hoa Binh Construction Group Joint Stock Company from June 14 th , 2024	
22	12.3/2024/NQ-HĐQT.HBC	04/6/2024	Approval the appointment of Mr. Le Trung Kien to the position of Corporate Governance Officer and the person authorized to disclose information of Hoa Binh Construction Group Joint Stock Company from June 15, 2024	100.00%
23	12.4/2024/NQ-HĐQT.HBC	04/6/2024	Approval the dismissal of Mrs. Le Thi Phuong Uyen from the position of Chief Accountant of Hoa Binh Construction Group Joint Stock Company from June 30, 2024	100.00%
24	12.5/2024/NQ-HĐQT.HBC	04/6/2024	Approval the appointment of Mrs. Phan Thi Cam Hang holds the position of Chief Accountant of Hoa Binh Construction Group Joint Stock Company from July 1, 2024	100.00%
25	13.1/2024/NQ-HĐQT.HBC	13/6/2023	Approval to receive credit from the Bank	100.00%
26	13.2/2024/NQ-HĐQT.HBC	13/6/2024	Approval to receive credit from the Bank	100.00%
27	13.3/2024/NQ-HĐQT.HBC	14/6/2024	Approval of the share issuance dossier	100.00%
28	14.1/2024/NQ-HĐQT.HBC	18/6/2024	Approval of the transfer of 100% of the capital contribution of Hoa Binh Construction Group Joint Stock Company at Anh Viet Mechanical and Aluminum Glass Joint Stock Company (Tax code: 0301453003)	100.00%
29	14.2/2024/NQ-HĐQT.HBC	18/6/2024	Approving the transfer of 100% of the capital contribution of Hoa Binh Construction Group Joint Stock Company at Jesco Hoa Binh Engineering Joint Stock Company (Tax code: 0305486916)	100.00%
30	14.3/2024/NQ-HĐQT.HBC	18/6/2024	Approving the appointment of Mr. Vu Ngoc Kien - position: General Director of Hoa Binh Planning and Architecture Company Limited (HPA) as the representative of the capital contribution of Hoa Binh Construction Group Joint Stock Company (HBC) at Hoa Binh Design Consulting Company Limited (HBA)	100.00%
31	14.4/2024/NQ-HĐQT.HBC	18/6/2024	Approval of the plan to sell machinery and equipment	100.00%
32	14.5/2024/NQ-HĐQT.HBC	18/6/2024	Approval of the plan to receive the transfer of assets to offset Debt	100.00%



No.	Resolution No.	Date	Content	Rate
33	15/2024/NQ-HĐQT.HBC	19/6/2024	Approval of the set of documents for issuing shares	100.00%
34	15.1/2024/NQ-HĐQT.HBC	26/6/2024	Approval of the project investment policy	83.33%
35	15.2/2024/NQ-HĐQT.HBC	26/6/2024	Approval of the plan to receive the transfer of assets to offset Debt	100.00%
36	16/2024/NQ-HĐQT.HBC	27/6/2024	Approval of the implementation of the distribution of issued shares to convert debt	100.00%
37	17/2024/NQ-HĐQT.HBC	29/6/2024	Approval of the results of the distribution of issued shares to convert debt	100.00%
38	18/2024/NQ-HĐQT.HBC	09/7/2024	Approving to receive credit from the Bank	100.00%
39	19/2024/NQ-HĐQT.HBC	12/7/2024	Approval of organizing the collection of written opinions from the owners of HBC12202 Bonds	100.00%
40	20/2024/NQ-HĐQT.HBC	23/7/2024	Approving to receive credit from the Bank	100.00%
41	21,1/2024/NQ-HĐQT.HBC	01/8/2024	Approval of the renewal of the labor contract for Mrs. Nguyen Kim Loan - CFO	100.00%
42	21,2/2024/NQ-HĐQT.HBC	01/8/2024	Approving the investment in capital contribution to establish PCI Company - PAX Trading and Investment Joint Stock Company	100.00%
43	22/2024/NQ-HĐQT.HBC	15/08/2024	Approving the plan to buy back bonds before maturity HBCH2225001	100.00%
44	23.1/2024/NQ-HĐQT.HBC	21/09/2024	Approving the amendment of the Charter due to the increase in charter capital after issuing individual shares to convert debt	100.00%
45	23.2/2024/NQ-HĐQT.HBC	21/09/2024	Approving the dismissal of Mr. Nguyen Hung Cuong from the position of Deputy General Director of Hoa Binh Construction Group Joint Stock Company	100.00%
46	24.1/2024/NQ-HĐQT.HBC	23/10/2024	Approving the dismissal of the position of Chief Accountant - Mrs. Phan Thi Cam Hang	100.00%
47	24.2/2024/NQ-HĐQT.HBC	23/10/2024	Approving the appointment of Mrs. Le Thi Thu Trang to the position of Chief Accountant	100.00%
48	24.3/2024/NQ-HĐQT.HBC	23/10/2024	Approving the appointment of Mr. Nguyen Kinh Luan as Deputy General Director	100.00%
49	24.4/2024/NQ-HĐQT.HBC	23/10/2024	Approving the transfer of 100% of the capital contribution of Hoa Binh Construction Group Joint Stock Company at JESCO ASIA Joint Stock Company	100.00%
50	25/2024/NQ-HĐQT.HBC	16/11/2024	Approving the plan to transfer and liquidate some machinery, equipment and tools	100.00%

No.	Resolution No.	Date	Content	Rate
51	26/2024/NQ-HĐQT.HBC	20/11/2024	Approval to receive credit from the Bank	100.00%
52	27/2024/NQ-HĐQT.HBC	29/11/2024	Approving the transfer of assets to offset debts	100.00%

III. Audit Committee (2024 Report)

1. Information about Audit Committee members:

No.	Audit Committee members	Position	Date of commencement as Audit Committee member	Qualifications
1	Mr. Nguyễn Trường Bảo	Independent Board Member - Chairman of the Audit Committee	20/7/2021	- Bachelor of Finance - Concordia University, Canada.
2	Mrs. Vũ Thị Hòa	Independent Board Member - Audit Committee Member	27/6/2023	- Bachelor of Law – Hanoi Law University; - Bachelor of Administration – National Academy of Public Administration.

2. Audit Committee Meeting:

No.	Audit Committee members	Number of meetings attended	Attendance rate	Voting rate	Reasons for not attending meetings
1	Mr. Nguyễn Trường Bảo	02/02	100%	100%	
2	Mrs. Vũ Thị Hòa	02/02	100%	100%	

3. Audit Committee's supervision activities over the Board of Directors, Executive Board and Shareholders (2024):

- Monitor the integrity of the Company's Financial Statements and Official Disclosures related to the Company's financial results;
- Review the internal audit and risk management system;
- Review transactions with related parties under the approval authority of the Board of Directors or the General Meeting of Shareholders and make recommendations on transactions requiring approval by the Board of Directors or the General Meeting of Shareholders;
- Monitor and supervise the activities of the Independent Working Group to improve risk management processes;
- Monitor the Company's internal control department;
- During the period, the Board of Directors approved and submitted to the General Meeting of Shareholders for approval on the change and/or selection of an auditing unit for the 2023 financial statements and was approved by the Annual General Meeting of Shareholders held on April 26th, 2024;
- Monitor and evaluate the independence and objectivity of the Auditing Company and the effectiveness of the auditing process, especially in cases where the Company uses non-auditing services of the auditor.

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

Audit Committee members are supported to provide documents related to the Company's operations, discuss with other members of the Board of Directors, General Director, Chief Accountant to collect information for the Audit Committee's operations.

5. Other activities of the Audit Committee (if any):

Develop and submit to the Board of Directors policies on risk detection and management; propose to the Board of Directors solutions to handle risks arising in the Company's operations.

IV. Board of Managers:

STT	Board of Managers Members	Date of Birth	Professional qualifications	Date of Appointment/Removal of Member
1	Mr. Lê Văn Nam - General Director	18/12/1976	Civil Engineer - Ho Chi Minh City University of Technology	Appointed on 01/6/2023
2	Mr. Lê Viết Hiếu - Permanent Deputy General Director	12/12/1992	Bachelor of Business Administration, major in Corporate Finance, California Polytechnic State University, San Luis Obispo (USA)	Appointed on 23/7/2020 Ceased to be General Director from 23/7/2022 and appointed as Permanent Deputy General Director from 23/7/2022
3	Mr. Nguyễn Tấn Thọ - Deputy General Director	15/11/1965	Civil Engineer - Ho Chi Minh City University of Technology	Appointed on 22/5/2009; Resigned from 30/4/2024
4	Mr. Nguyễn Hùng Cường - Deputy General Manager	22/7/1981	Civil Engineer - Van Lang University	Appointed on 26/4/2019 Resigned from 21/9/2024
5	Mr. Nguyễn Khánh Hoàng - Deputy General Manager	10/9/1982	Civil Engineer - Ho Chi Minh City University of Technology	Appointed on 01/6/2023
6	Mr. Đinh Văn Thanh - Deputy General Manager	02/1/1975	Bridge and Tunnel Engineer - Hanoi University of Transport	Appointed on 17/8/2020
7	Mr. Lê Văn Viên - Deputy General Manager	22/12/1983	Civil Engineer - Ho Chi Minh City University of Technical Education	Appointed on 01/05/2024
8	Mr. Nguyễn Kinh Luân (Jerry Nguyen) - Deputy General Manager	02/11/1972	PhD in Civil Engineering - University of Queensland, Australia	Appointed on 01/11/2024

V. Chief Accountant

Name	Date of birth	Professional qualifications	Date of appointment/dismissal
Lê Thị Thu Trang	22/12/1982	Bachelor of Accounting – Saigon University	Appointed on 01/11/2024
Phan Thị Cẩm Hằng	28/1/1980	Bachelor of Economics – Danang University	Appointed on 01/7/2024 Resigned from 01/11/2024
Lê Thị Phương Uyên	14/11/1976	Bachelor of Financial Accounting – Ho Chi Minh City University of Economics	Appointed on 01/6/2023 Resigned from 30/6/2024

VI. Corporate Governance Training:

In order to strictly implement the obligation of Information Disclosure as prescribed, ensure transparency and protect the rights of shareholders and investors, members of the Board of Directors Office have studied and participated in training courses and seminars on Corporate Governance organized by agencies and departments to improve and update new knowledge on Corporate Governance, best perform professional work, and meet the requirements of systematic and effective Corporate Governance of HBC.

VII. List of related persons of the Public Company and transactions of related persons of the Company with the Company itself

- List of related persons of the Company: Details in attached Appendix 1.
- Transactions between the Company and related parties of the Company; or between the Company and major shareholders, insiders, and related persons of insiders: None.
- Transactions between insiders of the Company, related persons of insiders and Subsidiaries, Companies controlled by the Company: None.
- Transactions between the Company and other entities: Details in attached Appendix 2.

VIII. Stock transactions by insiders and related parties of insiders (2024)

- List of insiders and related persons of insiders: Details in attached Appendix 3.
- Transactions of insiders and related persons on the Company's shares:

No.	The person who makes the transaction	Insider Relations	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reason for increase, decrease (buy, sell, convert, reward ...)
			Number of shares	Rate (%)	Number of shares	Rate (%)	
1	Lê Thị Cát Tường	Mr. Le Viet Hai's sister – Chairman of the Board of Directors	55.818	0,0003%	45.818	0,0002%	Decrease (Sell)
2	Lê Việt Hưng	Mr. Le Viet Hai's brother – Chairman of the Board of Directors	857.680	0,25%	1.357.680	0,39%	Increase (Buy)

IX. Other issues to note:

1. HBC's stock issuances in 2024:

In 2024, HBC issued shares to convert debt approved by the 2024 Annual General Meeting of Shareholders in Resolution No. 02/2024/NQ-DHCD.HBC dated April 25th, 2024.

2. Change of Business Registration Certificate: Change of Business Registration Certificate for the 38th time - August 08th, 2024.

Recipient:

- As above
- Filed: Office of the BOD.

**CHAIRMAN OF
THE BOARD OF DIRECTORS**



LE VIET HAI

APPENDIX 1 - LIST OF RELATED PARTIES OF THE COMPANY
Attached is the Company Governance Report No. 03/2024/CV-HĐQT.HBC

No.	Name of organization/individual	Securities trading account (if any)	Position in company (if any)	Certificate Number, Date of Issue, Place of Issue	Head office address/Contact address	The starting point is the parties concerned	The point is no longer relevant	Reason	Relationship with the company
I. BOARD OF DIRECTORS & AUDIT COMMITTEE									
1	Mr. Lê Việt Hải		Chairman			1987			
2	Mr. Lê Việt Hiếu		Vice Chairman			03/05/2019			
3	Mr. Nguyễn Tường Bảo		Independent BOD Member/Chairman of Audit Committee			21/06/2021			
4	Mr. Lê Văn Nam		BOD Member			27/06/2023			

No.	Name of organization/individual	Securities trading account (if any)	Position in company (if any)	Certificate Number, Date of Issue, Place of Issue	Head office address/Contact address	The starting point is the parties concerned	The point is no longer relevant	Reason	Relationship with the company
5	Mrs. Vũ Thị Hòa		Independent BOD Member/ Member of Audit Committee			27/06/2023			
6	Mrs. Nguyễn Thị Lượ		Vice Chairman			27/06/2023			

II. BOARD OF DIRECTORS AND OTHER MANAGERS APPOINTED BY THE BOARD OF DIRECTORS

1	Mr. Lê Văn Nam		General Director			01/06/2023			
2	Mr. Lê Việt Hiếu		Permanent Deputy General Director			03/05/2019			
2	Mr. Nguyễn Tấn Thọ		Deputy General Manager			22/05/2009	30/04/2024		
3	Mr. Nguyễn Hùng Cường		Deputy General Manager			26/04/2019	21/09/2024		

No.	Name of organization/individual	Securities trading account (if any)	Position in company (if any)	Certificate Number, Date of Issue, Place of Issue	Head office address/Contact address	The starting point is the parties concerned	The point is no longer relevant	Reason	Relationship with the company
4	Mr. Đinh Văn Thanh		Deputy General Manager			17/08/2020			
5	Mr. Nguyễn Khánh Hoàng		Deputy General Manager			01/06/2023			
6	Mr. Lê Văn Viên		Deputy General Manager			01/05/2024			
7	Mr. Nguyễn Kinh Luân (Jerry Nguyen)		Deputy General Manager			01/11/2024			
8	Mr. Nguyễn Văn Tịnh		Authorized person to disclose information/ Company management officer			13/08/2019 08/07/2020	14/06/2024		
9	Mr. Lê Trung Kiên		Authorized person to disclose information/ Company management officer			15/06/2024			



No.	Name of organization/individual	Securities trading account (if any)	Position in company (if any)	Certificate Number, Date of Issue, Place of Issue	Head office address/Contact address	The starting point is the parties concerned	The point is no longer relevant	Reason	Relationship with the company
10	Mrs. Lê Thị Phương Uyên		Chief Accountant			01/06/2023	30/06/2024		
11	Mrs. Phan Thị Cẩm Hằng		Chief Accountant			01/07/2024	01/11/2024		
12	Mrs. Nguyễn Kim Loan		Chief Financial Officer			15/06/2024			
13	Mrs. Lê Thị Thu Trang		Chief Accountant			01/11/2024			

APPENDIX 2 – TRANSACTIONS BETWEEN THE COMPANY AND OTHER ENTITIES

2.1. Transactions between the company and companies in which members of the Board of Directors, members of the Board of Supervisors, Directors (General Directors) and other managers have been and are founding members or members of the Board of Directors, Directors (General Directors) operating within the past three (03) years (calculated at the time of reporting):

No.	Name of organization /individual	Relationship with the company	Certificate No., date of issue, place of issue	Head office address/Contact address	Time of transaction with the company	Transaction content	Notes
1	Anh Viet Mechanical & Aluminum Glass Joint Stock Company	Associated company holds 32.31% of charter capital	Business Registration Certificate No. 0301453003 issued by the Department of Planning and Investment of Ho Chi Minh City on August 14, 1993	No. 1700/3C National Highway 1A, An Phu Dong Ward, District 12, Ho Chi Minh City	01/1/2024 to 31/12/2024	Financial expenses Reversal of long-term investment provisions Subcontracting costs Income from liquidation	Mr. Le Viet Hai - Chairman of the Board of Directors, concurrently Chairman of the Board of Directors of Hoa Binh Construction Group Joint Stock Company
2	Jesco Hoa Binh Engineering Joint Stock Company	Associated company holds 47.82% of charter capital	Business Registration Certificate No. 0305486916 first issued by the Department of Planning and Investment of Ho Chi Minh City on February 2, 2008, 6th change, October 12, 2018	No. 235 Vo Thi Sau Street, Vo Thi Sau Ward, District 3, Ho Chi Minh City	01/1/2024 to 31/12/2024	Financial expenses Reversal of long-term investment provisions Subcontracting costs Other receivables	Mr. Le Viet Hai - Member of the Board of Directors and Chairman of the Board of Directors of Hoa Binh Construction Group Joint Stock Company
3	Hoa Binh Paint and Coatings Joint Stock Company (HBP)	Subsidiary, holding 92.86% of charter capital	Business Registration Certificate No.: 0302492460 issued by the Department of Planning and Investment of Ho Chi Minh City on December 24, 2001, 5th change, October 28, 2024	No. 37/5A, Quarter 5, Phan Van Hon, Tan Thoi Nhat Ward, District 12, Ho Chi Minh City	01/1/2024 to 31/12/2024	HBC's subcontracting costs, HBP's sales: HBP provides goods and painting services to HBC HBP lends to HBC Interest expense for the year	Mr. Le Viet Hieu - Member of the Board of Directors of Hoa Binh Construction Group Joint Stock Company, Permanent Deputy General Director of Hoa Binh Construction Group Joint Stock Company



No.	Name of organization /individual	Relations hip with the company	Certificate No., date of issue, place of issue	Head office address/Contact address	Time of transaction with the company	Transaction content	Notes
4	Hoa Binh Infrastructure Construction Investment Joint Stock Company	Subsidiary directly holds 97.97% of charter capital	Business Registration Certificate No. 1100796764 issued by the Department of Planning and Investment of Long An province, first issued on March 19, 2008, changed for the 11th time, on June 15, 2020	Hamlet 7, Nhi Thanh Commune, Thu Thua District, Long An Province	01/1/2024 to 31/12/2024	Interest (HBC borrows from HBI) HBC borrowed from HBI during the period HBC pays off debt and offsets for HBI	Mr. Le Viet Hai - Chairman of the Board of Directors and Chairman of the Board of Directors of Hoa Binh Construction Group Joint Stock Company
5	479 Hoa Binh Joint Stock Company	Joint venture company holding 49.25% of charter capital	Business Registration Certificate No. 2900325124 issued by the Department of Planning and Investment of Nghe An province for the 16th change on July 12, 2024	No. 54, Nguyen Du Street, Ben Thuy Ward, Vinh City, Nghe An Province	01/1/2024 to 31/12/2024	+ Office rental costs + HBC must collect dividends from 479 HB	Mr. Le Viet Hieu, Vice Chairman of the Board of Directors; Permanent Deputy General Director at HBC, and also Chairman of the Board of Directors of 479 Hoa Binh Joint Stock Company
6	Hoa Binh Investment and Renewable Energy Joint Stock Company	Indirect subsidiary holds 86.73% of charter capital	Business Registration Certificate No. 0303159335 first issued by the Department of Planning and Investment of Ho Chi Minh City on December 24, 2003	No. 235 Vo Thi Sau Street, Vo Thi Sau Ward, District 3, Ho Chi Minh City	01/1/2024 to 31/12/2024	Interest expense (HRE loan HBC)	Mr. Le Viet Hai - Chairman of the Board of Directors of Hoa Binh Construction Group Joint Stock Company, and also a capital contributor

2.2. Transactions between a company and a company in which a related person of a member of the Board of Directors, member of the Board of Supervisors, Director (General Director) and other managers is a member of the Board of Directors, Executive Director (General Director)

No.	Name of organization/individual	Relationship with the company	Certificate No., date of issue, place of issue	Head office address/Contact address	Time of transaction with the company	Transaction content	Notes
3	Tien Phat Real Estate Investment Joint Stock Company	Indirect subsidiary holds 99.74% of charter capital	Business Registration Certificate No. 0310521080 issued by the Department of Planning and Investment of Ho Chi Minh City on December 16, 2010	No. 235 Vo Thi Sau Street, Ward 7, District 3, Ho Chi Minh City	01/1/2024 to 31/12/2024	HBC financial revenue and Tien Phat interest expense	Mr. Le Viet Hoa - Chairman of the Board of Directors is a related person (son) of Mr. Le Viet Hai - Chairman of the Board of Directors of Hoa Binh Construction Group Joint Stock Company; brother of Mr. Le Viet Hieu - Vice Chairman of the Board of Directors, Permanent Deputy General Director of Hoa Binh Construction Group Joint Stock Company.
4	Tien Phat Sanyo Homes Joint Stock Company	Indirect subsidiary holds 99.36% of charter capital	Business Registration Certificate No. 0313635632 issued by the Department of Planning and Investment of Ho Chi Minh City on January 25, 2016	No. 235 Vo Thi Sau Street, Vo Thi Sau Ward, District 3, Ho Chi Minh City	01/1/2024 to 31/12/2024	Construction revenue	Mr. Le Viet Hoa - Chairman of the Board of Directors is a related person (son) of Mr. Le Viet Hai - Chairman of the Board of Directors of Hoa Binh Construction Group Joint Stock Company; ; brother of Mr. Le Viet Hieu - Vice Chairman of the Board of Directors, Permanent Deputy General Director of Hoa Binh Construction Group Joint Stock Company
5	Saigon New Day Company Limited	Indirect subsidiary holds 99.74% of charter capital	Business Registration Certificate No. 0309478 465 issued by the Department of Planning and Investment of Ho Chi Minh City on October 5,	No. 235 Vo Thi Sau Street, Vo Thi Sau Ward, District 3, Ho Chi Minh City	01/1/2024 to 31/12/2024	HBC financial revenue and interest expense Saigon New Day	Mr. Le Viet Hoa - Chairman of the Board of Directors is a related person (son) of Mr. Le Viet Hai - Chairman of the Board of Directors of Hoa Binh Construction Group Joint Stock Company; ; brother of Mr. Le Viet Hieu - Vice Chairman of the Board

No.	Name of organization/individual	Relationship with the company	Certificate No., date of issue, place of issue	Head office address/Contact address	Time of transaction with the company	Transaction content	Notes
			2009				of Directors, Permanent Deputy General Director of Hoa Binh Construction Group Joint Stock Company
6	Tien Phat Dong Bac Company Limited	Indirect subsidiary holds 99.74% of charter capital	Business Registration Certificate No. 0313635632 issued by the Department of Planning and Investment of Ho Chi Minh City on January 25, 2016	No. 235 Vo Thi Sau Street, Vo Thi Sau Ward, District 3, Ho Chi Minh City	01/1/2024 to 31/12/2024	HBC financial revenue and interest expense Tien Phat Dong Bac	Mr. Le Viet Hoa - Chairman of the Board of Directors is a related person (son) of Mr. Le Viet Hai - Chairman of the Board of Directors of Hoa Binh Construction Group Joint Stock Company; brother of Mr. Le Viet Hieu - Vice Chairman of the Board of Directors, Permanent Deputy General Director of Hoa Binh Construction Group Joint Stock Company.
7	Hoa Binh House Joint Stock Company (HBH)	Subsidiary, holding 99.96% of charter capital	Business Registration Certificate No.: 0305084406 issued by the Department of Planning and Investment of Ho Chi Minh City, changed for the 13th time on March 5, 2021	No. 235 Vo Thi Sau Street, Vo Thi Sau Ward, District 3, Ho Chi Minh City	01/1/2024 to 31/12/2024	+ Interest from HBC loan to HBH + HBC's office rental costs + HBC's debt to HBH	Mr. Mai Huu Thung was appointed as Chairman of the Board of Directors of HBH from June 1, 2023 - he is the husband of Ms. Nguyen Thi Luot - Vice Chairman of the Board of Directors of HBC (Ms. Luot was appointed from June 30, 2023).

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

APPENDIX 3: LIST OF INSIDERS AND RELATED PARTIES OF HOA BINH CONSTRUCTION GROUP JOINT STOCK COMPANY

Closing date: December 31st, 2024

Stt No.	Stock code	Name	Position in the company (if any)	Relationship with company/insider	Type of Certificate (*) (ID card/Passport/Business registration certificate)	NSH Certificate Number (*)	Date of issue	Number of shares owned at the end of the period	End of period share ownership ratio	Starting point is company related person/insider	Time of no longer being a related person of the company/insider
1	2	3	5	6	7	8	9	12	13	14	
1	HBC	Lê Viết Hải	Chủ tịch HĐQT		CCCD	046058000275	27/11/2021	46,987,699	13.53%	1987	
1.01		Bùi Ngọc Mai		Wife				4,756,612	1.37		
1.02		Lê Viết Hiếu	Vice Chairman of the Board of Directors, Permanent Deputy General Director	Son				1,214,264	0.35	1/5/2019	
1.03		Lê Viết Hòa	General Director of Subsidiary	Son				-	-		
1.04		Lê Thị Kim Thoa		Sister				323,006	0.09		
1.05		Lê Thị Bích Chi		Sister				318,512	0.09		
1.06		Lê Thị Cát Tường		Sister				45,818	0.01		
1.07		Nguyễn Hoàng Thái		brother in law							
1.08		Lê Viết Hưng	Senior Advisor	Brother				1,357,680	0.39		
1.09		Đoàn Thị Kim Nhung		Sister in law				-			
1.10		Lê Viết Hào (LE HAO VIET)		Brother				318,512	0.09		
1.11		Lê Hòa Mỹ		Sister in law				-			
1.12		LE THI TINH THUY		Sister				318,512	0.09		
1.13		Nguyễn Khoa Khanh		brother in law							
1.14		Lê Thị Diệu Tịnh (BRANDER THI DIEU TINH)		Sister				318,512	0.09		
1.15		Lê Viết Hà		Brother				1,201,351	0.35		
1.16		Nguyễn Mộng Thu		Sister in law				-			
1.17		Lê Thị Anh Thư		Sister				2,005,784	0.58		
1.18		Lê Quang Thanh		brother in law				-			
1.19		Lê Thị Cẩm Tú		Sister				324,129	0.09		
1.20		Lâm Vĩnh Phát		brother in law				-			
1.21		Hoa Binh Hanoi Construction and Real Estate Company Limited		Related Organizations							
1.22		Hoa Binh Myanmar Company Limited		Related Organizations							
1.23		Hoa Binh Renewable Energy and Investment Joint Stock Company		Related Organizations							



Stt No.	Stock code	Name	Position in the company (if any)	Relationship with company/insider	Type of Certificate (*) (ID card/Passport/Business registration certificate)	NSH Certificate Number (*)	Date of issue	Number of shares owned at the end of the period	End of period share ownership ratio	Starting point is company related person/insider	Time of no longer being a related person of the company/insider
1.24		Hoa Binh Hue Investment and Development Joint Stock Company		Related Organizations							
2	HBC	Lê Viết Hiếu	Vice Chairman of the Board of Directors, Permanent Deputy General Director	Child				1,214,264	0.35%	1/5/2019	
2.01		Lê Viết Hải	Chairman	Father							
2.02		Bùi Ngọc Mai		Mother				46,987,699	13.53	1987	
2.03		Lê Viết Hòa	General Director of Subsidiary	Brother				4,756,612	1.37		
2.04		Lê Ngọc An Di		Child							
2.05		Công ty Cổ phần 479 Hòa Bình		Related Organizations							
3	HBC	Nguyễn Tường Bảo	Independent Board Member/Chairman of Audit Committee					0	0	21/6/2021	
3.01		Võ Thị Tâm		Mother							
3.02		Trương Thị Ngọc Bích		Wife							
3.03		Nguyễn Tường Bảo Vy		Child							
4	HBC	Nguyễn Tấn Thọ	Deputy General Manager					404,303	0.12%	22/5/2009	30/04/2024
4.01		Nguyễn Thị Anh Thư		Wife							
4.02		Nguyễn Kim Cương		Daughter				-	-		30/04/2024
4.03		Nguyễn Bảo Trân		Daughter				-	-		30/04/2024
4.04		Nguyễn Tấn Minh Đạt		Son				-	-		30/04/2024
4.05		Nguyễn Thị Hưng		Mother				-	-		30/04/2024
4.06		Nguyễn Kim Hồng		Sister				-	-		30/04/2024
4.07		Trần Văn Tươi		Brother in law				-	-		30/04/2024
4.08		Nguyễn Kim Anh		Sister				-	-		30/04/2024
4.09		Nguyễn Văn Long		Brother in law				-	-		30/04/2024
4.10		Nguyễn Tấn Phước		Brother				-	-		30/04/2024
4.11		Trần Trọng Lan		Sister in law				-	-		30/04/2024
4.12		Nguyễn Tấn Lộc		Brother				-	-		30/04/2024
4.13		Nguyễn Thị Ngọc Trâm		Sister in law				-	-		30/04/2024
4.14		Nguyễn Tấn Hiếu		Brother				-	-		30/04/2024
4.15		Nguyễn Thu Trang		Sister in law				-	-		30/04/2024
4.16		Nguyễn Kim Thảo		Sister				-	-		30/04/2024
4.17		Nguyễn Trọng Chu		Brother in law				-	-		30/04/2024
5		Nguyễn Hùng Cường	Deputy General Manager					271,506	0.08	26/4/2019	21/9/2024
5.01		Đỗ Thị Cẩm		Mother				-	-		21/9/2024
5.02		Nguyễn Trọng Tú		Brother				-	-		21/9/2025
5.03		Nguyễn Thị Thanh Tuyên		Sister				-	-		21/9/2026
5.04		Nguyễn Thị Kim Tuyên		Sister				-	-		21/9/2027
5.05		Nguyễn Thị Ngọc Tuyên		Sister				-	-		21/9/2028
5.06		Nguyễn Quang Vinh		Brother				-	-		21/9/2029
5.07		Nguyễn Trung Hưng		Brother				-	-		21/9/2030
5.08		Nguyễn Thị Cẩm Tú		Wife				-	-		21/9/2031
5.09		Nguyễn Thị Quỳnh Anh		Sister in law				-	-		21/9/2032
5.10		Nguyễn Phương Bình Minh		child				-	-		21/9/2033



Stt No.	Stock code	Name	Position in the company (if any)	Relationship with company/insider	Type of Certificate (*) (ID card/Passport/Business registration certificate)	NSH Certificate Number (*)	Date of issue	Number of shares owned at the end of the period	End of period share ownership ratio	Starting point is company related person/insider	Time of no longer being a related person of the company/insider
6	HBC	Đình Văn Thanh	Deputy General Manager					87,850	0.03%	17/8/2020	
6.01		Đình Văn Bình		Mother				-	-		
6.02		Nguyễn Thị Chiên		Father				-	-		
6.03		Đình Văn Thủy		Brother				-	-		
6.04		Đình Văn Thành		Brother				-	-		
6.05		Trần Anh Đức		Sister in law				-	-		
6.06		Vũ Thị Mai		Sister in law				-	-		
6.07		Công ty Cổ phần 479 Hòa Bình		Related Organizations				1,985	0.001		
7	HBC	Nguyễn Văn Tịnh	Authorized person to disclose information/ Person in charge of corporate governance					280,666	0.08%	7/8/2019	14/06/2024
7.01		Nguyễn Văn Thanh		Father				-	-		14/06/2024
7.02		Nguyễn Lê Minh Thao		Daughter				36	0.00		14/06/2024
7.03		Trần Nguyễn Hoàng Minh		Son in law				-	-		14/06/2024
7.04		Nguyễn Văn Quang Huy		Son				41	0.00		14/06/2024
7.05		Trần Nguyễn Thúy My		daughter in law				-	-		14/06/2024
7.06		Nguyễn Văn Đai		Brother				-	-		14/06/2024
7.07		Phạm Thị Mỹ Đức		Sister in law				-	-		14/06/2024
7.08		Nguyễn Thị Hoa		Sister				-	-		14/06/2024
7.09		Lê Thanh Minh		Brother in law				-	-		14/06/2024
7.10		Nguyễn Văn Song		Brother				-	-		14/06/2024
7.11		Lê Thị Hoài Thu		Sister in law				-	-		14/06/2024
7.12		Nguyễn Thị Xuân Lan		Sister				-	-		14/06/2024
7.13		Nguyễn Thị Xuân Sang		Sister				-	-		14/06/2024
7.14		Trần Văn Tín		Brother in law				-	-		14/06/2024
7.15		Công ty CP Trang trí nội thất ONWA Tech		Related Organizations				-	-		14/06/2024
7.16		Công ty TNHH Sơn Hòa Bình		Related Organizations				-	-		14/06/2024
8	HBC	Lê Văn Nam	General Director					623,700	0	1/6/2023	
8.01		Lê Hải		Father				-	-		
8.02		Đào Thị Gái		Mother				-	-		
8.03		Nguyễn Văn Thí		Father-in-law				-	-		
8.04		Đặng Thị Yến		Mother-in-law				-	-		
8.05		Nguyễn Thị Vân		Wife				-	-		
8.06		Lê Khánh An		child				-	-		
8.07		Lê Văn Khánh Hưng		child				-	-		
8.08		Lê Thị Hoa		Sister				-	-		
8.09		Lê Văn Khiển (Lê Khiển Kenny)		Brother in law				-	-		
8.10		Lê Thị Mâu		Sister				-	-		



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8.11		Trần Văn Sơn		Brother in law							
8.12		Lê Văn Doãn		Brother				-	-		
8.13		Lê Thị Huệ		Sister				-	-		
8.14		Lê Thị Huệ (Lê Huệ Mandy)		Sister				-	-		
9	HBC	Nguyễn Khánh Hoàng	Deputy General Manager					13,829	0.00%	1/6/2023	
9.01		Lê Thị Bích Hiền		Wife							
9.02		Mai Thị Hồng		Mother							
9.03		Nguyễn Hoàng Lê Khánh		Daughter							
9.04		Nguyễn Lê Nguyễn Đức		Son							
9.05		Lê Văn Yên		Father-in-law							
9.06		Nguyễn Thị Lan		Mother-in-law							
9.07		Nguyễn Thị Xuân Hương		Sister							
9.08		Văn Hồng Phước		Brother in law							
9.09		Nguyễn Quang Hùng		Brother							
9.10		Đỗ Thị Hoa		Sister in law							
9.11		Nguyễn Thị Sen		Sister							
9.12		Nguyễn Viết Cường		Brother							
9.13		Nguyễn Thị Hồng Hạnh		Sister in law							
9.14		Nguyễn Quang Minh		Brother							
9.15		Huỳnh Thị Ngọc Lan		Sister in law							
9.16		Nguyễn Thị Hiền		Sister							
9.17		Nguyễn Khắc Huy		Brother in law							
9.18		Nguyễn Hữu Phước		Brother							
9.19		Trương Hàng Nghi		Sister in law							
9.20		Nguyễn Thị Thùy Trang		Sister							
9.21		Ngô Đức Hùng		Brother in law							
10	HBC	Lê Thị Phương Uyên	Chief Accountant							1/6/2023	30/06/2024
10.01		Nguyễn Duy Phước Nhật		Husband							
10.02		Nguyễn Lê Gia Hân		Daughter							30/06/2024
10.03		Nguyễn Duy Nhật Minh		Son							30/06/2024
10.04		Nguyễn Duy Nhật Huy		Son							30/06/2024
10.05		Lê Ngọc Vân		Father							30/06/2024
10.06		Nguyễn Thị Thanh		Mother							30/06/2024
10.07		Lê Ngọc Hưng		Brother							30/06/2024
10.08		Lê Viết Ngọc Bảo		Brother							30/06/2024
10.09		Lê Viết Ngọc Phương		Brother							30/06/2024
10.10		Phạm Thị Trà My		Sister in law							30/06/2024
10.11		Nguyễn Thị Ý		Sister in law							30/06/2024
10.12		Nguyễn Hữu Kim Nguyên		Sister in law							30/06/2024
11	HBC	Vũ Thị Hòa	Independent Board Member/ Audit Committee Member							27/6/2023	
11.01		(Đã mất)		Husband							
11.02		Hoàng Thị Thanh Thủy		Daughter							



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11.03		Hoàng Thiện Thanh		Son							
11.04		Nguyễn Thị Thảo Quyên		daughter in law							
11.05		Hoàng Thị Thanh Thúy		Daughter							
12	HBC	Nguyễn Thị Lượ	Vice Chairman of Board of Directors							27/6/2023	
12.01		Mai Hữu Thung		Husband							
12.02		Mai Nguyễn Châu Ngân		Daughter							
12.03		Mai Nguyễn Hoàng Ngân		Daughter							
12.04		Mai Nhật Hoàng		Daughter							
12.05		(Đã mất)		Father							
12.06		Lê Thị Lậu		Mother							
12.07		Nguyễn Văn Lực		Brother							
12.08		Nguyễn Văn Nho		Brother							
12.09		Trương Thị Lâm		Sister in law							
13	HBC	Lê Văn Viên	Deputy General Manager							1/5/2024	
13.01		Hoàng Thị Lê		wife							
13.02		Lê Hoàng Tina		Child							
13.03		Lê Hoàng Lân		Child							
13.04		Lê A		Father							
13.05		Hoàng Anh Lụa		Father-in-law							
13.06		Lê Văn Nghĩa		Brother							
13.07		Lý Tiểu Phụng		Sister in law							
13.08		Lê Văn Trung		Brother							
13.09		Nguyễn Thị Thu Hồng		Sister in law							
13.10		Lê Thị Nha		Sister							
13.11		Trần Thới		Brother in law							
13.12		Lê Thị Tâm		Sister							
13.13		Nguyễn Khắc Nước		Brother in law							



Stt No.	Stock code	Name	Position in the company (if any)	Relationship with company/insider	Type of Certificate (*) (ID card/Passport/Business registration certificate)	NSH Certificate Number (*)	Date of issue	Number of shares owned at the end of the period	End of period share ownership ratio	Starting point is company related person/insider	Time of no longer being a related person of the company/insider
13.14		Lê Thị Kim Trâm		Sister							
13.15		Khâu Thành Khánh		Brother in law							
14	HBC	Phan Thị Cẩm Hằng	Chief Accountant							1/7/2024	1/11/2024
14.01		Trương Hồng Long		Husband							1/11/2024
14.02		Trương Quốc Thiên Minh		Child							1/11/2024
14.03		Trương Ngọc Thiên My		Child							1/11/2024
14.04		Phan Văn Cơ		Father							1/11/2024
14.05		Nguyễn Thị Thúy Hồng		Mother							1/11/2024
14.06		Trương Văn Lai		Father-in-law							1/11/2024
14.07		Tăng Thị Hồng		Mother-in-law							1/11/2024
14.08		Phan Văn Gô		Brother							1/11/2024
14.09		Nguyễn Thị Mơ		Sister in law							1/11/2024
14.10		Phan Văn Anh		Brother							1/11/2024
14.11		Nguyễn Thị Hồng Thắm		Sister in law							1/11/2024
14.12		Phan Thị Kim Chi		sister							1/11/2024
15	HBC	Nguyễn Kim Loan	Chief Financial Officer							15/06/2024	
15.01		Nguyễn Danh Hợi		Husband							
15.02		Nguyễn Danh Gia Hưng		Child							
15.03		Nguyễn Quỳnh Anh		Child							
15.04		Nguyễn Phúc Long		Father							
15.05		Vũ Thị Hồng Vân		Mother							
15.06		Nguyễn Hồng Xuân		Sister							
15.07		Trần Trung Kiên		Brother in law							
15.08		Nguyễn Hùng Sơn		Brother							



 BINH PHU THUAN COMPANY LIMITED

Stt No.	Stock code	Name	Position in the company (if any)	Relationship with company/insider	Type of Certificate (*) (ID card/Passport/Business registration certificate)	NSH Certificate Number (*)	Date of issue	Number of shares owned at the end of the period	End of period share ownership ratio	Starting point is company related person/insider	Time of no longer being a related person of the company/insider
15.09		Vũ Thị Tuyết		Sister in law							
15.10		Nguyễn Danh Hiệp		Father-in-law							
15.11		Nguyễn Thị Vóc		Mother-in-law							
16	HBC	Lê Trung Kiên	Authorized person to disclose information/ Person in charge of corporate governance							15/6/2024	
16.01		Lê Đình Ngoạn		Father							
16.02		Trần Thị Bé Tư		Mother							
16.03		Phạm Thành Nhân		Father-in-law							
16.04		Nguyễn Thị Liên		Mother-in-law							
16.05		Phạm Thị Yên		Wife							
16.06		Lê Phạm Yên Khánh		Child							
16.07		Lê Yên Mây Khanh		Child							
16.08		Lê Thị Hương Giang		Sister							
16.09		Ngoc Thach PHAM		Brother in law							
17	HBC	Lê Thị Thu Trang	Chief Accountant					-	-	1/11/2024	
17.01		Trần Văn Thu		Husband							
17.02		Trần Việt Anh		Child							
17.03		Trần Phương Anh		Child							
17.04		Lê Văn Tỷ		Father							
17.05		Nguyễn Thị Thu Vân		Mother							
17.06		Trần Văn Đào		Father-in-law							
17.07		Vũ Thị Đàm		Mother-in-law							
17.08		Lê Thanh Bảo		Brother							
17.09		Lê Thị Ngọc		Sister in law							
17.10		HH Construction - Trade - Interior Joint Stock Company		shareholder							

Stt No.	Stock code	Name	Position in the company (if any)	Relationship with company/insider	Type of Certificate (*) (ID card/Passport/Business registration certificate)	NSH Certificate Number (*)	Date of issue	Number of shares owned at the end of the period	End of period share ownership ratio	Starting point is company related person/insider	Time of no longer being a related person of the company/insider
17.11		IC Engineering Company Limited		shareholder							
18	HBC	Nguyễn Kinh Luân	Deputy General Manager					-	-	1/11/2024	
18.01		Summer Nguyen		Child							
18.02		Daniel Nguyen		Child							
18.03		River Nguyen		Child							
18.04		London Nguyen		Child							
18.05		Nguyễn Thị Xuân Oanh		Sister							