

**REPORT ON CORPORATE GOVERNANCE**

*(Promulgated with the Circular No 96/2020/TT-BTC on November 16, 2020 of the Minister of Finance)*

**VIET DUC WELDING  
ELECTRODE JOINT STOCK  
COMPANY**

**SOCIALIST REPUBLIC OF VIETNAM**

**Independence - Freedom - Happiness**

No.: 185/BC-QHD

Hanoi, July 20, 2026

**REPORT ON CORPORATE GOVERNANCE FOR THE FIRST  
SIX MONTHS OF 2026**

To: - The State Securities Commission;

- Stock Exchange.

- Company name: Viet Duc Welding Electrode Joint Stock Company

- Address of headoffice: Thuong Tin District, Hanoi City

- Telephone: 02433853361 Fax: 02433853653 Email:

Viwelcojsc@gmail.com

- Charter capital: 66.294.890.000VND

- Corporate governance model: General Meeting of Shareholders, Board of Directors, Supervisory Board, Director.

- Regarding the implementation of internal audit function:

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

Information on meetings and Resolutions/Decisions of the General Meeting of Shareholders (including Resolutions of the General Meeting of Shareholders approved in the form of written opinions):

| No | Resolution number, decision | Date       | Content                                                                                                                                                                                                                                                                                                                                                                                                                                |
|----|-----------------------------|------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1  | No. 77/NQ-DHĐCĐ             | 22/04/2026 | <p>- Approval of the following reports:</p> <ul style="list-style-type: none"><li>+ The 2025 Business Performance Report and the 2026 Business Plan and Objectives;</li><li>+ The Report of the Board of Directors;</li><li>+ The Report of the Board of Supervisors;</li><li>+ The Audited Financial Statements as of December 31, 2025.</li></ul> <p>- Approval of the 2025 profit distribution plan and the 2026 dividend plan.</p> |

|  |  |  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|--|--|--|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  |  |  | <ul style="list-style-type: none"> <li>- Approval of the authorization granted to the Board of Directors to determine the interim dividend payment for 2026 based on the Company's financial position and business performance in 2026.</li> <li>- Approval of the appointment of AASC Auditing Firm Company Limited as the independent auditor of the Company's financial statements for the fiscal year 2026.</li> <li>- Approval of the amendments and supplements to the Company's Charter.</li> <li>- Approval of the establishment of a bonus fund for the Company's executive management based on the Company's business performance.</li> </ul> |
|--|--|--|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

## II. Board of Directors

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

| No. | BOD members          | Position/<br>(independent<br>BOD<br>members,<br>non-executive<br>BOD<br>members) | Start date/no longer a<br>member of the BOD/<br>Independent BOD<br>members |                     |
|-----|----------------------|----------------------------------------------------------------------------------|----------------------------------------------------------------------------|---------------------|
|     |                      |                                                                                  | Appointment<br>date                                                        | Resignation<br>date |
| 1   | Mr. Ngo Duy Dong     | Chairman of<br>the BOD                                                           | 22/04/2022                                                                 |                     |
| 2   | Mr. Nguyen Huy Tien  | BOD member<br>– Director                                                         | 22/04/2022                                                                 |                     |
| 3   | Mr. Nguyen Huu Mai   | BOD member                                                                       | 22/04/2022                                                                 |                     |
| 4   | Mr. Nguyen Manh Khoi | BOD member                                                                       | 18/04/2023                                                                 |                     |
| 5   | Mr. Ngo Duc Dung     | BOD member<br>– Planning and<br>Materials<br>Department                          | 22/04/2022                                                                 |                     |

### 2. BOD meetings:

| No. | BOD members      | Number of BOD<br>meetings<br>attended | Meeting<br>attendance<br>rate | Reasons for<br>not attending<br>the meeting |
|-----|------------------|---------------------------------------|-------------------------------|---------------------------------------------|
| 1   | Mr. Ngo Duy Dong | 4/4                                   | 100%                          |                                             |

|   |                      |     |      |  |
|---|----------------------|-----|------|--|
| 2 | Mr. Nguyen Huy Tien  | 4/4 | 100% |  |
| 3 | Mr. Nguyen Huu Mai   | 4/4 | 100% |  |
| 4 | Mr. Nguyen Manh Khoi | 4/4 | 100% |  |
| 5 | Mr. Ngo Duc Dung     | 4/4 | 100% |  |

3- Supervisory activities of the Board of Directors toward the Board of Management:

- The Chairman of the Board of Directors attends meetings to manage the company's production and business activities

- Three of the remaining 4 members of the Board of Directors participate in the company's management and operation, so the implementation of the resolutions of the Shareholders' Meeting and the Board of Management's resolutions is always timely.

**4- Activities of the subcommittees under the Board of Directors: None**

**5- Resolutions and decisions of the Board of Directors:**

| No. | Resolution/Decision No.   | Date              | Subject                                                                                                                |
|-----|---------------------------|-------------------|------------------------------------------------------------------------------------------------------------------------|
| 1   | Resolution No. 07/NQ-HĐQT | January 22, 2026  | On the appointment of Mr. Dang Viet Anh as Deputy General Director in charge of Corporate Strategy.                    |
| 2   | Decision No. 08/QĐ-HĐQT   | January 22, 2026  | On the appointment of Mr. Dang Viet Anh as Deputy General Director in charge of Corporate Strategy.                    |
| 3   | Resolution No. 23/NQ-HĐQT | February 26, 2026 | On the organization of the 2026 Annual General Meeting of Shareholders.                                                |
| 4   | Resolution No. 59/NQ-HĐQT | April 16, 2026    | On the approval of the 2026 business and production plan, borrowing plan, and credit facility arrangements with banks. |
| 5   | Decision No. 113/QĐ-QHD   | May 19, 2026      | On the appointment of Mr. Nguyen Huy Tien as General Director of the Company.                                          |

### III. Board of Supervisors.

#### 1. Information on members of the Board of Supervisors (BKS)

| No. | Board Member       | Position                        | Date of joining /leaving the Board of Supervisor | Number of Board of Supervisors meetings attended | Attendance rate | Reasons for not attending meetings |
|-----|--------------------|---------------------------------|--------------------------------------------------|--------------------------------------------------|-----------------|------------------------------------|
| 1   | Mr. Le Manh Hung   | Head of Supervisory Board       |                                                  | 2/2                                              | 100%            | -                                  |
| 2   | Mr. Dang Quoc Dung | Member of the Supervisory Board |                                                  | 2/2                                              | 100%            | -                                  |
| 3.  | Mr. Dao Tu Binh    | Member of the Supervisory Board |                                                  | 2/2                                              | 100%            | -                                  |

2. Supervisory activities of the Board of Supervisors toward the Board of Directors, the Executive Board and Shareholders:

- The Board of Directors held four (04) meetings during the first six months of 2026. Minutes of all meetings and the corresponding resolutions were duly prepared and signed in accordance with applicable regulations.

- The Company's Executive Board has properly performed its duties and responsibilities.

- The minutes of all Board of Directors meetings are kept at the headquarters as prescribed.

- No shareholder has been found to have violated the shareholder obligations stipulated in Article 13 of the Charter.

3. Coordination of activities between the Board of Supervisors in relation to the activities of the Board of Directors, the Executive Board and other management staff:

The Company's Board of Supervisors has regularly discussed with the Company's Executive Board to discuss issues within the Board of Supervisors' duties.

The Board of Supervisors has been facilitated by the Executive Board during its operations.

In general, the Board of Supervisors has received cooperation and favorable conditions from the Executive Management Board and the Board of Directors of the Company when performing its duties.

**4. Other activities of the Board of Directors (if any):** None

#### IV. Executive Board:

| No. | Board Member      | Date of Birth      | Professional Qualifications             | Date of Appointment/Removal |
|-----|-------------------|--------------------|-----------------------------------------|-----------------------------|
| 1   | Nguyen Huy Tien   | October 21, 1977   | Bachelor of Accounting                  | April 22, 2022              |
| 2   | Ngo Duy Dong      | November 12, 1980  | Bachelor of Accounting                  | April 22, 2022              |
| 3   | Nguyen Quoc Thanh | April 27, 1971     | Electronics Engineering                 | April 22, 2022              |
| 4   | Nguyen Quang Vinh | February 23, 1992  | Bachelor of Finance - Banking           | April 22, 2022              |
| 5   | Dang Viet Anh     | September 14, 1977 | Master of Business Administration (MBA) | February 1, 2026            |

#### V. Chief Accountant

| Full name        | Date of birth  | Professional qualifications | Date of appointment |
|------------------|----------------|-----------------------------|---------------------|
| Hoang Xuan Thanh | April 23, 1965 | Bachelor of Economics       | January 1, 2003     |

#### VI. Corporate governance training:

Corporate governance training programs attended by members of the Board of Directors, members of the Board of Supervisors, the General Director (Chief Executive Officer), other executives, and the Company Secretary in accordance with the regulations on corporate governance: None.

#### VII. List of related persons of public companies and transactions of related persons of the company with the Company itself.

1. List of related persons of the Company: Appendix 1 (*attached*).

2. Transactions between the company and related persons of the company; or between the company and major shareholders, insiders, related persons of insiders: None

3. Transactions between insiders of the company, related persons of insiders and subsidiaries, companies controlled by the company: None

4. Transactions between the company and other entities: None

4.1. 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 preparing the report): None

4.2. Transactions between the company and companies in which related persons of members of the Board of Directors, members of the Board of Supervisors, Directors (General Directors) and other managers are members of the Board of Directors, Directors (General Directors) and other managers: None

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

**VIII. Transactions of shares by insiders and related persons of insiders**

1. List of insiders and related persons of insiders: Appendix 2 (attached).

2. Transactions of insiders and related persons on company shares: None

**IX. Other matters to note.** None.

**Recipients:**

- State Securities Commission
- Hanoi Stock Exchange
- Archives of Accounting and Finance Dept., Office

**CHAIRMAN OF THE BOARD OF  
DIRECTORS**

*(Signed, full name and seal)*



**Ngo Duy Dong**



# APPENDIX 1. LIST OF RELATED PERSONS OF THE COMPANY

| No.  | Organization/Individual Name | Securities Trading Account (if any) | Position at the Company (if any)                       | National ID/Tax ID Number*, Issuing Authority | Head Office Address/Contact Address | Start Date as a Related Person | End Date as a Related Person | Reason | Nature of Relationship with the Company |
|------|------------------------------|-------------------------------------|--------------------------------------------------------|-----------------------------------------------|-------------------------------------|--------------------------------|------------------------------|--------|-----------------------------------------|
| 1    | Ngo Duy Dong                 |                                     | Chairman of the Board of Directors                     |                                               |                                     | 22/04/2022                     |                              |        |                                         |
| 1.01 | Ngo Ba Viet                  |                                     |                                                        |                                               |                                     |                                |                              |        | Father                                  |
| 1.02 | Ngo Thi Chien                |                                     |                                                        |                                               |                                     |                                |                              |        | Mother                                  |
| 1.03 | Tran Van Ve                  |                                     |                                                        |                                               |                                     |                                |                              |        | Father-in-law                           |
| 1.04 | Luong Thi Tuyet              |                                     |                                                        |                                               |                                     |                                |                              |        | Mother-in-law                           |
| 1.05 | Tran Thuy Quynh              |                                     |                                                        |                                               |                                     |                                |                              |        | Wife                                    |
| 1.06 | Ngo Huong Giang              |                                     |                                                        |                                               |                                     |                                |                              |        | Daughter                                |
| 1.07 | Ngo Anh Kiet                 |                                     |                                                        |                                               |                                     |                                |                              |        | Son                                     |
| 1.08 | Ngo Ba Nam                   |                                     | Foreman of the coating & drying workshop               |                                               |                                     |                                |                              |        | Older Brother                           |
| 1.09 | Nguyen Thi Viet Ha           |                                     |                                                        |                                               |                                     |                                |                              |        | Sister-in-law                           |
| 1.10 | Ngo Duc Dung                 |                                     | Board Member/Head of Science and Technology Department |                                               |                                     |                                |                              |        | Younger Brother                         |





|      |                     |  |              |  |  |            |  |  |  |                |
|------|---------------------|--|--------------|--|--|------------|--|--|--|----------------|
| 3.08 | Nguyen Thi Viet Ha  |  |              |  |  |            |  |  |  | Sister-in-law  |
| 3.09 | Vu Khanh Ly         |  |              |  |  |            |  |  |  | Wife           |
| 3.10 | Ngo Dai Quang       |  |              |  |  |            |  |  |  | Son            |
| 3.11 | Ngo Khanh An        |  |              |  |  |            |  |  |  | Daughter       |
| 4    | Nguyen Huu Mai      |  | Board Member |  |  | 22/04/2022 |  |  |  |                |
| 4.01 | Nguyen Thi Hao      |  |              |  |  |            |  |  |  | Wife           |
| 4.02 | Nguyen Thi Hue      |  |              |  |  |            |  |  |  | Daughter       |
| 4.03 | Nguyen Van Dung     |  |              |  |  |            |  |  |  | Son            |
| 4.04 | Nguyen Huu Sang     |  |              |  |  |            |  |  |  | Old Brother    |
| 4.05 | Nguyen Thi Suot     |  |              |  |  |            |  |  |  | Old Sister     |
| 4.06 | Nguyen Huu Chung    |  |              |  |  |            |  |  |  | Old Brother    |
| 4.07 | Nguyen Thi Thanh    |  |              |  |  |            |  |  |  | Old Sister     |
| 5    | Nguyen Manh Khoi    |  | Board Member |  |  | 18/04/2023 |  |  |  |                |
| 5.01 | Tong Hanh Dung      |  |              |  |  |            |  |  |  | Wife           |
| 5.02 | Nguyen Duc Thanh    |  |              |  |  |            |  |  |  | Father         |
| 5.03 | Nguyen Thi Kim Hang |  |              |  |  |            |  |  |  | Mother         |
| 5.05 | Nguyen Thao Vy      |  |              |  |  |            |  |  |  | Younger sister |
| 5.06 | Nguyen Minh Trung   |  |              |  |  |            |  |  |  | Brother-in-law |
| 5.08 | Tran Thi Mang       |  |              |  |  |            |  |  |  | Mother in law  |
| 5.09 | Tong Viet Hanh      |  |              |  |  |            |  |  |  | Father in law  |

|      |                      |  |                              |  |  |            |  |  |                |
|------|----------------------|--|------------------------------|--|--|------------|--|--|----------------|
| 5.10 | Nguyen Tong Duc Huy  |  |                              |  |  |            |  |  | Son            |
| 5.11 | Nguyen Tong The Duy  |  |                              |  |  |            |  |  | Son            |
| 5.12 | Nguyen Tong Minh Son |  |                              |  |  |            |  |  | Son            |
| 6    | Nguyen Quang Vinh    |  | Deputy Director<br>of Sales  |  |  | 22/04/2022 |  |  |                |
| 6.01 | Nguyen Hong Vinh     |  |                              |  |  |            |  |  | Father         |
| 6.02 | Nguyen Thi Chuc      |  |                              |  |  |            |  |  | Mother         |
| 6.03 | Nguyen Quoc Tuan     |  |                              |  |  |            |  |  | Old Brother    |
| 7    | Nguyen Quoc Thanh    |  | Deputy Technical<br>Director |  |  | 22/04/2022 |  |  |                |
| 7.01 | Nguyen Quoc Tham     |  |                              |  |  |            |  |  | Father         |
| 7.02 | Nguyen Thi Oanh      |  |                              |  |  |            |  |  | Mother         |
| 7.03 | Tran Thanh Nhan      |  |                              |  |  |            |  |  | Father-in-law  |
| 7.04 | Su Thi Thanh         |  |                              |  |  |            |  |  | Mother-in-law  |
| 7.05 | Tran Bich Yen        |  |                              |  |  |            |  |  | Wife           |
| 7.06 | Nguyen Quoc Hieu     |  |                              |  |  |            |  |  | Son            |
| 7.07 | Nguyen Thuy Dung     |  |                              |  |  |            |  |  | Daughter       |
| 7.08 | Nguyen Quoc Doan     |  |                              |  |  |            |  |  | Old Brother    |
| 7.09 | Vu Phuong Lan        |  |                              |  |  |            |  |  | Sister-in-law  |
| 7.10 | Nguyen Thi Huong     |  |                              |  |  |            |  |  | Old Sister     |
| 7.11 | Luu Trung Ha         |  |                              |  |  |            |  |  | Brother-in-law |

|      |                      |  |                                                         |  |  |                  |  |  |                  |
|------|----------------------|--|---------------------------------------------------------|--|--|------------------|--|--|------------------|
| 8    | Dang Viet Anh        |  | Deputy General Director in charge of Corporate Strategy |  |  | February 1, 2026 |  |  | Insider          |
| 8.01 | Dang Thanh Binh      |  |                                                         |  |  |                  |  |  | Father           |
| 8.02 | Dao Thi Vinh         |  |                                                         |  |  |                  |  |  | Mother           |
| 8.03 | Dang Cong Can        |  |                                                         |  |  |                  |  |  | Father-in-law    |
| 8.04 | Pham Thi Nga         |  |                                                         |  |  |                  |  |  | Mother-in-law    |
| 8.05 | Dang Hieu Hau        |  |                                                         |  |  |                  |  |  | Spouse (Wife)    |
| 8.06 | Dang Nguyen Minh Tri |  |                                                         |  |  |                  |  |  | Child (Son)      |
| 8.07 | Dang Gia Han         |  |                                                         |  |  |                  |  |  | Child (Daughter) |
| 8.08 | Dang Thi Mai Anh     |  |                                                         |  |  |                  |  |  | Younger Sister   |
| 8.09 | Dang Thi Phuong Anh  |  |                                                         |  |  |                  |  |  | Younger Sister   |
| 8.10 | Tran Hoang Anh       |  |                                                         |  |  |                  |  |  | Brother-in-law   |
| 9    | Hoang Xuan Thanh     |  | Chief Accountant                                        |  |  |                  |  |  |                  |
| 9.01 | Hoang Xuan Thu       |  |                                                         |  |  |                  |  |  | Father           |
| 9.02 | Bui Thi Hong         |  |                                                         |  |  |                  |  |  | Mother           |
| 9.03 | Nguyen Huu Nam       |  |                                                         |  |  |                  |  |  | Father-in-law    |
| 9.04 | Vuong Thi Tinh       |  |                                                         |  |  |                  |  |  | Mother-in-law    |
| 9.05 | Nguyen Thi Quy       |  |                                                         |  |  |                  |  |  | Wife             |

|       |                      |  |                                                                          |  |  |                |  |  |                 |
|-------|----------------------|--|--------------------------------------------------------------------------|--|--|----------------|--|--|-----------------|
| 9.06  | Hoang Xuan Tan       |  |                                                                          |  |  |                |  |  | Young brother   |
| 9.07  | Hoang Thi Ha         |  |                                                                          |  |  |                |  |  | Daughter-in-law |
| 9.08  | Hoang Thi Kim Thanh  |  |                                                                          |  |  |                |  |  | Old Sister      |
| 9.09  | Pham Van Nhuan       |  |                                                                          |  |  |                |  |  | Brother-in-law  |
| 9.10  | Hoang Xuan Bao Lam   |  |                                                                          |  |  |                |  |  | Son             |
| 9.11  | Hoang Thi Thanh Thuy |  |                                                                          |  |  |                |  |  | Daughter        |
| 9.12  | Nguyen Anh Huyen My  |  |                                                                          |  |  |                |  |  | Daughter-in-law |
| 9.13  | Van Dinh Ngoc Anh    |  |                                                                          |  |  |                |  |  | Son-in-law      |
| 10    | Le Manh Hung         |  | Head of Supervisory Board /Deputy Head of Technical - Quality Department |  |  | April 22, 2022 |  |  |                 |
| 10.01 | Do T Phuong Thoa     |  |                                                                          |  |  |                |  |  | Wife            |
| 10.02 | Le Trong Tung        |  |                                                                          |  |  |                |  |  | Father          |
| 10.03 | Le Thi Hoi           |  |                                                                          |  |  |                |  |  | Mother          |
| 10.04 | Le Thi Ha            |  |                                                                          |  |  |                |  |  | Old Sister      |
| 10.05 | Le Trong Dat         |  |                                                                          |  |  |                |  |  | Son             |
| 10.06 | Le Gia Han           |  |                                                                          |  |  |                |  |  | Daughter        |
| 10.07 | Le Thi Ha            |  |                                                                          |  |  |                |  |  | Old Sister      |
| 10.08 | Nguyen Van Sang      |  |                                                                          |  |  |                |  |  | Brother-in-law  |
| 11    | Dang Quoc Dung       |  | Board Member                                                             |  |  | April 22, 2022 |  |  |                 |
| 11.01 | Dang Tran Luong      |  | Head of Research                                                         |  |  |                |  |  | Father          |

|       |                       |  |                      |  |  |                   |  |  |                 |
|-------|-----------------------|--|----------------------|--|--|-------------------|--|--|-----------------|
| 11.02 | Nguyen Thi Thanh Thao |  |                      |  |  |                   |  |  | Mother          |
| 11.03 | Le Duc Phai           |  |                      |  |  |                   |  |  | Father-in-law   |
| 11.04 | Nguyen Thi Thom       |  |                      |  |  |                   |  |  | Mother-in-law   |
| 11.05 | Le Thi Phuong         |  |                      |  |  |                   |  |  | Wife            |
| 11.06 | Dang Nguyen Duc       |  |                      |  |  |                   |  |  | Old Brother     |
| 11.07 | Nguyen Thi Ha Thao    |  |                      |  |  |                   |  |  | Sister-in-law   |
| 11.08 | Dang Tran Phuc        |  |                      |  |  |                   |  |  | Son             |
| 11.09 | Dang Mia              |  |                      |  |  |                   |  |  | Daughter        |
| 12    | Dao Tu Binh           |  | Board Member         |  |  | April 22,<br>2022 |  |  |                 |
| 12.01 | Dao Duy Bat           |  |                      |  |  |                   |  |  | Father          |
| 12.02 | Nguyen Thi Suot       |  |                      |  |  |                   |  |  | Mother          |
| 12.03 | Trinh Viet Khanh      |  |                      |  |  |                   |  |  | Father-in-law   |
| 12.04 | Duong Thi Nga         |  |                      |  |  |                   |  |  | Mother-in-law   |
| 12.05 | Trinh Thi Thu Huong   |  |                      |  |  |                   |  |  | Wife            |
| 12.06 | Dao Duy Thai          |  |                      |  |  |                   |  |  | Son             |
| 12.07 | Dao Duy Ninh          |  |                      |  |  |                   |  |  | Son             |
| 12.08 | Dao Duy Minh          |  |                      |  |  |                   |  |  | Younger brother |
| 12.09 | Chu Thi Thuy Duong    |  |                      |  |  |                   |  |  | Sister-in-law   |
| 13    | Do Duc Le             |  | Company<br>Secretary |  |  |                   |  |  |                 |

## APPENDIX 2. LIST OF INTERNAL PERSONNEL AND THEIR RELATIVES OR AFFILIATES.



|      | Full Name              | Securities Trading Account (if any) | Position at the company (if any)                       | ID/Passport Number, Issue Date, Issuing Authority | Contact Address | Number of Shares Owned at the End of the Period | Ownership Percentage at the End of the Period | Note |
|------|------------------------|-------------------------------------|--------------------------------------------------------|---------------------------------------------------|-----------------|-------------------------------------------------|-----------------------------------------------|------|
| 1    | <b>Ngo Duy Dong</b>    |                                     | <b>Chairman of the Board of Directors</b>              |                                                   |                 | 270.925                                         | 4,90%                                         |      |
| 1.01 | Ngo Ba Viet            |                                     |                                                        |                                                   |                 | 284.645                                         | 5,15%                                         |      |
| 1.02 | Ngo Thi Chien          |                                     |                                                        |                                                   |                 |                                                 |                                               |      |
| 1.03 | Tran Van Ve            |                                     |                                                        |                                                   |                 |                                                 |                                               |      |
| 1.04 | Luong Thi Tuyet        |                                     |                                                        |                                                   |                 |                                                 |                                               |      |
| 1.05 | Tran Thuy Quynh        |                                     |                                                        |                                                   |                 |                                                 |                                               |      |
| 1.06 | Ngo Huong Giang        |                                     |                                                        |                                                   |                 | 5.000                                           | 0,95%                                         |      |
| 1.07 | Ngo Anh Kiet           |                                     |                                                        |                                                   |                 |                                                 |                                               |      |
| 1.08 | Ngo Ba Nam             |                                     | Foreman of the coating & drying workshop               |                                                   |                 |                                                 |                                               |      |
| 1.09 | Nguyen Thi Viet Ha     |                                     |                                                        |                                                   |                 |                                                 |                                               |      |
| 1.10 | Ngo Duc Dung           |                                     | Board Member/Head of Science and Technology Department |                                                   |                 |                                                 |                                               |      |
| 1.11 | Vu Khanh Ly            |                                     |                                                        |                                                   |                 |                                                 |                                               |      |
| 2    | <b>Nguyen Huy Tien</b> |                                     | <b>Board Member/General Director</b>                   |                                                   |                 | 71.363                                          | 1,29%                                         |      |
| 2.01 | Nguyen Huy Dat         |                                     |                                                        |                                                   |                 |                                                 |                                               |      |
| 2.02 | Le Thi Ngoc Bich       |                                     |                                                        |                                                   |                 |                                                 |                                               |      |
| 2.03 | Vu Tuan Nghi           |                                     |                                                        |                                                   |                 |                                                 |                                               |      |
| 2.04 | To Thi Phuong          |                                     |                                                        |                                                   |                 |                                                 |                                               |      |



|      |                    |  |                                                                    |  |  |  |  |  |  |
|------|--------------------|--|--------------------------------------------------------------------|--|--|--|--|--|--|
| 2.05 | Vu Hai Phuong      |  |                                                                    |  |  |  |  |  |  |
| 2.06 | Nguyen Thanh Truc  |  |                                                                    |  |  |  |  |  |  |
| 2.07 | Nguyen Huy Tung    |  |                                                                    |  |  |  |  |  |  |
| 3    | Ngo Duc Dung       |  | Board<br>Member/Head of<br>Science and<br>Technology<br>Department |  |  |  |  |  |  |
| 3.01 | Ngo Ba Viet        |  |                                                                    |  |  |  |  |  |  |
| 3.02 | Ngo Thi Chien      |  |                                                                    |  |  |  |  |  |  |
| 3.03 | Vu The Hai         |  |                                                                    |  |  |  |  |  |  |
| 3.04 | Le Thi Thu Hang    |  |                                                                    |  |  |  |  |  |  |
| 3.05 | Ngo Duy Dong       |  |                                                                    |  |  |  |  |  |  |
| 3.06 | Tran Thuy Quynh    |  |                                                                    |  |  |  |  |  |  |
| 3.07 | Ngo Ba Nam         |  |                                                                    |  |  |  |  |  |  |
| 3.08 | Nguyen Thi Viet Ha |  |                                                                    |  |  |  |  |  |  |
| 3.09 | Vu Khanh Ly        |  |                                                                    |  |  |  |  |  |  |
| 3.10 | Ngo Dai Quang      |  |                                                                    |  |  |  |  |  |  |
| 3.11 | Ngo Khanh An       |  |                                                                    |  |  |  |  |  |  |
| 4    | Nguyen Huu Mai     |  | Board Member                                                       |  |  |  |  |  |  |
| 4.01 | Nguyen Thi Hao     |  |                                                                    |  |  |  |  |  |  |
| 4.02 | Nguyen Thi Hue     |  |                                                                    |  |  |  |  |  |  |
| 4.03 | Nguyen Van Dung    |  |                                                                    |  |  |  |  |  |  |
| 4.04 | Nguyen Huu Sang    |  |                                                                    |  |  |  |  |  |  |
| 4.05 | Nguyen Thi Suot    |  |                                                                    |  |  |  |  |  |  |
| 4.06 | Nguyen Huu Chung   |  |                                                                    |  |  |  |  |  |  |
| 4.07 | Nguyen Thi Thanh   |  |                                                                    |  |  |  |  |  |  |
| 5    | Nguyen Manh Khoi   |  | Board Member                                                       |  |  |  |  |  |  |
| 5.01 | Tong Hanh Dung     |  |                                                                    |  |  |  |  |  |  |

|      |                      |  |                                      |  |       |       |  |  |
|------|----------------------|--|--------------------------------------|--|-------|-------|--|--|
| 5.02 | Nguyen Duc Thanh     |  |                                      |  |       |       |  |  |
| 5.03 | Nguyen Thi Kim Hang  |  |                                      |  |       |       |  |  |
| 5.05 | Nguyen Thao Vy       |  |                                      |  |       |       |  |  |
| 5.06 | Nguyen Minh Trung    |  |                                      |  |       |       |  |  |
| 5.08 | Tran Thi Mang        |  |                                      |  |       |       |  |  |
| 5.09 | Tong Viet Hanh       |  |                                      |  |       |       |  |  |
| 5.10 | Nguyen Tong Duc Huy  |  |                                      |  |       |       |  |  |
| 5.11 | Nguyen Tong The Duy  |  |                                      |  |       |       |  |  |
| 5.12 | Nguyen Tong Minh Son |  |                                      |  |       |       |  |  |
| 6    | Nguyen Quang Vinh    |  | Deputy Director<br>of Sales          |  |       |       |  |  |
| 6.01 | Nguyen Hong Vinh     |  |                                      |  |       |       |  |  |
| 6.02 | Nguyen Thi Chuc      |  |                                      |  |       |       |  |  |
| 6.03 | Nguyen Quoc Tuan     |  |                                      |  |       |       |  |  |
| 7    | Nguyen Quoc Thanh    |  | Deputy Technical<br>Director         |  | 3.222 | 0,06% |  |  |
| 7.01 | Nguyen Quoc Tham     |  |                                      |  |       |       |  |  |
| 7.02 | Nguyen Thi Oanh      |  |                                      |  |       |       |  |  |
| 7.03 | Tran Thanh Nhan      |  |                                      |  |       |       |  |  |
| 7.04 | Su Thi Thanh         |  |                                      |  |       |       |  |  |
| 7.05 | Tran Bich Yen        |  |                                      |  |       |       |  |  |
| 7.06 | Nguyen Quoc Hieu     |  |                                      |  |       |       |  |  |
| 7.07 | Nguyen Thuy Dung     |  |                                      |  |       |       |  |  |
| 7.08 | Nguyen Quoc Doan     |  |                                      |  |       |       |  |  |
| 7.09 | Vu Phuong Lan        |  |                                      |  |       |       |  |  |
| 7.10 | Nguyen Thi Huong     |  |                                      |  |       |       |  |  |
| 7.11 | Luu Trung Ha         |  |                                      |  |       |       |  |  |
| 8    | Dang Viet Anh        |  | Deputy General<br>Director in charge |  |       |       |  |  |

[illegible]

|           |                       |  |                                                                                 |  |  |  |               |              |  |
|-----------|-----------------------|--|---------------------------------------------------------------------------------|--|--|--|---------------|--------------|--|
| <b>10</b> | <b>Le Manh Hung</b>   |  | <b>Head of Supervisory Board /Deputy Head of Technical - Quality Department</b> |  |  |  | <b>807</b>    | <b>0,01%</b> |  |
| 10.01     | Do T Phuong Thoa      |  |                                                                                 |  |  |  |               |              |  |
| 10.02     | Le Trong Tung         |  |                                                                                 |  |  |  |               |              |  |
| 10.03     | Le Thi Hoi            |  |                                                                                 |  |  |  |               |              |  |
| 10.04     | Le Thi Ha             |  |                                                                                 |  |  |  |               |              |  |
| 10.05     | Le Trong Dat          |  |                                                                                 |  |  |  |               |              |  |
| 10.06     | Lee Gia Han           |  |                                                                                 |  |  |  |               |              |  |
| 10.07     | Le Thi Ha             |  |                                                                                 |  |  |  |               |              |  |
| 10.08     | Nguyen Van Sang       |  |                                                                                 |  |  |  |               |              |  |
| <b>11</b> | <b>Dang Quoc Dung</b> |  | <b>Board Member</b>                                                             |  |  |  | <b>15.000</b> | <b>0,27%</b> |  |
| 11.01     | Dang Tran Luong       |  | <b>Head of the Research Department</b>                                          |  |  |  |               |              |  |
| 11.02     | Nguyen Thi Thanh Thao |  |                                                                                 |  |  |  |               |              |  |
| 11.03     | Le Duc Phai           |  |                                                                                 |  |  |  |               |              |  |
| 11.04     | Nguyen Thi Thom       |  |                                                                                 |  |  |  |               |              |  |
| 11.05     | Le Thi Phuong         |  |                                                                                 |  |  |  |               |              |  |
| 11.06     | Dang Nguyen Duc       |  |                                                                                 |  |  |  |               |              |  |
| 11.07     | Nguyen Thi Ha Thao    |  |                                                                                 |  |  |  |               |              |  |
| 11.08     | Dang Tran Phuc        |  |                                                                                 |  |  |  |               |              |  |
| 11.09     | Dang Mia              |  |                                                                                 |  |  |  |               |              |  |
| <b>12</b> | <b>Dao Tu Binh</b>    |  | <b>Board Member</b>                                                             |  |  |  | <b>1.300</b>  | <b>0.02%</b> |  |

|       |                     |  |                                                              |  |  |       |       |  |  |
|-------|---------------------|--|--------------------------------------------------------------|--|--|-------|-------|--|--|
| 12.01 | Dao Duy Bat         |  |                                                              |  |  |       |       |  |  |
| 12.02 | Nguyen Thi Suot     |  |                                                              |  |  |       |       |  |  |
| 12.03 | Trinh Viet Khanh    |  |                                                              |  |  |       |       |  |  |
| 12.04 | Duong Thi Nga       |  |                                                              |  |  |       |       |  |  |
| 12.05 | Trinh Thi Thu Huong |  |                                                              |  |  |       |       |  |  |
| 12.06 | Dao Duy Thai        |  |                                                              |  |  |       |       |  |  |
| 12.07 | Dao Duy Ninh        |  |                                                              |  |  |       |       |  |  |
| 12.08 | Dao Duy Minh        |  |                                                              |  |  |       |       |  |  |
| 12.09 | Chu Thi Thuy Duong  |  |                                                              |  |  |       |       |  |  |
| 13    | Do Duc Le           |  | Secretary, Person<br>in charge of<br>Corporate<br>Governance |  |  | 2.492 | 0,04% |  |  |
| 13.01 | Do Van Trang        |  |                                                              |  |  |       |       |  |  |
| 13.02 | Nguyen Thi Van      |  |                                                              |  |  |       |       |  |  |
| 13.03 | Nguyen Dinh Dien    |  |                                                              |  |  |       |       |  |  |
| 13.04 | Dinh Thi Hop        |  |                                                              |  |  |       |       |  |  |
| 13.05 | Nguyen Thi Nguyet   |  |                                                              |  |  |       |       |  |  |
| 13.06 | Do Thuy Nga         |  |                                                              |  |  |       |       |  |  |
| 13.07 | Do Tien Cong        |  |                                                              |  |  |       |       |  |  |
| 13.08 | Do Duc Long         |  |                                                              |  |  |       |       |  |  |
| 13.09 | Do Van Viet         |  |                                                              |  |  |       |       |  |  |
| 13.10 | Do Thi Hoa          |  |                                                              |  |  |       |       |  |  |
| 13.11 | Nguyen Manh Hung    |  |                                                              |  |  |       |       |  |  |