

Hai Duong, January 30, 2026

REPORT ON CORPORATE GOVERNANCE
Year 2025

To: - The State Securities Commission;
- Hanoi Stock Exchange.

- Name of company: **HAI DUONG PUMP MANUFACTURING JOINT STOCK COMPANY**

- Address of headoffice: No. 2 Ngo Quyen Road - Cam Thuong Ward - Hai Duong City - Hai Duong Province, Vietnam (Effective from July 1, 2025: No. 2 Ngo Quyen Street, Thanh Dong Ward, Hai Phong City, Vietnam)

- Telephone: 0220 3853496/0220 3844876; Fax: 0220 3859336; Email: info@hapuma.com

- Charter capital: VND 205,199,600,000 (*Two hundred five billion one hundred ninety-nine million six hundred thousand dong*)

- Stock code: CTB

- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors, General Director (CEO).

- The implementation of internal audit: implemented.

The Board of Directors appointed Mrs. Nguyen Hai Yen as the Internal Auditor effective from May 1, 2021. In this role, Mrs. Nguyen Hai Yen is responsible for conducting inspections, evaluations and providing advisory services related to internal audit activities. She provides independent and objective assurance and offers recommendations concerning the internal control system of Hai Duong Pump Manufacturing Joint Stock Company. The objective is to ensure that the system is properly established and effectively operated to prevent, detect and mitigate risks; enhance the efficiency and effectiveness of management and risk management processes; assess the achievement of operational goals, strategic objectives and assigned plans and tasks of the Company and fulfill other duties as stipulated in Decree No. 05/2019/ND-CP

I. ACTIVITIES OF GENERAL MEETING OF SHAREHOLDERS

N o	Resolution/ Decision No.	Date	Content
1	194/NQ- ĐHĐCĐ/HA PUMA	03/4/2025	The 2025 Annual General Meeting of Shareholders: • Approval of the following reports: ○ The CEO's report on the business results of 2024 and the proposed targets and implementation measures for 2025;

No	Resolution/ Decision No.	Date	Content
			<ul style="list-style-type: none"> ○ The Board of Directors' report on activities in 2024 and orientation for the 2025 plan; ○ The Supervisory Board's report on activities in 2024. • Approval of the Board of Directors' proposal on the audited financial statements for 2024, audited by International Auditing and Valuation Co., Ltd.; • Approval of the Board of Directors' proposal on the profit after tax distribution plan for 2024; • Approval of the Board of Directors' proposal on the amendment of certain business lines and the maximum foreign ownership ratio; and the addition of Clause 4.3, Article 4 of the Company's Charter regarding the maximum foreign ownership ratio; • Approval of the Board of Directors' proposal on the share issuance plan to increase charter capital from owners' equity and the 2025 ESOP; • Approval of the Board of Directors' proposal on the business plan targets for 2025 and the selection of the auditing firm for the 2025 financial statements; • Authorization for the Board of Directors of Hai Duong Pump Manufacturing Joint Stock Company to enter into purchase/sale contracts and loan agreements with a maximum value of up to VND 2,000 billion, based on the principles of efficiency and capital preservation; • Approval of the Board of Directors' proposal on authorizing the Board to select and engage a service provider for managing the Company's unregistered securities on behalf of shareholders.
2	473/NQ-ĐHĐCĐ/HA PUMA	06/8/2025	<p>Extraordinary General Meeting of Shareholders 2025:</p> <ul style="list-style-type: none"> • Approval of the Board of Directors' proposal on the amendment of certain business lines of the Company and the maximum foreign ownership ratio; • Approval of the Board of Directors' proposal on the amendment of certain contents of ESOP 2025 under the share issuance plan to increase charter capital from owners' equity and the issuance of shares under the Employee Stock Ownership Plan 2025 (ESOP 2025).

II. BOARD OF DIRECTORS

1. Information about the members of the Board of Directors: 05 members

No.	Board of Directors' members	Position	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Mr. Nguyen Trong Tieu	Chairman	April 26, 2024	
2	Mr. Nguyen Trong Nam	Member	January 2010	
3	Mr. Pham Manh Ha	Member	April 26, 2024	
5	Mrs. Doan Thi Lan Phuong	Member	May 27, 2022	
6	Mr. Hoang Phuong	Member	May 27, 2022	

2. Meetings of the Board of Directors

No.	Board of Directors' members	Position	Number of meetings attended	Attendance rate	Reason for absence
1	Mr. Nguyen Trong Tieu	Chairman	19/19	100%	
2	Mr. Nguyen Trong Nam	Member	19/19	100%	
3	Mr. Pham Manh Ha	Member	19/19	100%	
5	Ms. Doan Thi Lan Phuong	Member	19/19	100%	
6	Mr. Hoang Phuong	Member	19/19	100%	

(5 offline meetings and 14 online meetings)

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

In 2025, the Board of Directors supervised the Board of Management and key executives in implementing the resolutions of the General Meeting of Shareholders and executing the resolutions and decisions of the Board of Directors; overseeing the management of production and business operations; and ensuring that the actions of the Board of Management were aligned with the Company's strategic direction, in compliance with applicable laws and the Company's Charter.

4. Activities of the Board of Directors' subcommittees: None.

5. Resolutions/Decisions of the Board of Directors

No.	Resolution/Decision No.	Date	Content	Approval rate
I	Resolution			
1	01/2025/NQ-HĐQT/HAPUMA	21/01/2025	Approval of the Q4/2024 Financial Statements; approval of the investment proposal for the construction of a new workshop; approval of the advance payment from the 2024 Executive Bonus Fund; and approval of bonus allocation to outstanding individuals	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
2	02/2025/NQ-HĐQT/HAPUMA	06/02/2025	Convening of the 2025 Annual General Meeting of Shareholders	100%
3	03/2025/NQ-HĐQT/HAPUMA	11/03/2025	Approval of the audited 2024 Financial Statements; approval of the contents of the materials for the 2025 Annual General Meeting of Shareholder	100%
4	04/2025/NQ-HĐQT/HAPUMA	17/3/2025	Approval of the inclusion of the Board of Directors' proposal titled "Amendments to Certain Business Lines and the Maximum Foreign Ownership Ratio of the Company" in the materials for the 2025 Annual General Meeting of Shareholders	100%
5	05/2025/NQ-HĐQT/HAPUMA	04/4/2025	Approval of the final calculation and allocation of the Executive Bonus Fund for the fiscal year 2024	100%
6	06/2025/NQ-HĐQT/HAPUMA	04/4/2025	Approval of Dividend Payment for the Fiscal Year 2024	100%
7	07/2025/NQ-HĐQT/HAPUMA	09/4/2025	Amendment of the Company Charter (16th Revision)	100%
8	08/2025/NQ-HĐQT/HAPUMA	09/4/2025	Implementation of the Plan for Share Issuance to Increase Charter Capital from Owners' Equity	100%
9	09/2025/NQ-HĐQT/HAPUMA	23/4/2025	Approval of the Q1/2025 Financial Statements	100%
10	10/2025/NQ-HĐQT/HAPUMA	28/5/2025	Convening the Extraordinary General Meeting of Shareholders in 2025	100%
11	11/2025/NQ-HĐQT/HAPUMA	25/6/2025	Selection of the Independent Auditor for the Fiscal Year 2025	100%
12	12/2025/NQ-HĐQT/HAPUMA	25/6/2025	Approval of the Full Dossier for the 2025 Extraordinary General Meeting of Shareholders	100%
13	13/2025/NQ-HĐQT/HAPUMA	25/6/2025	Approval in Principle of the Investment Policy for Upgrading and Enhancing the Capacity of the Alphaset Steel Casting Line	100%
14	14/2025/NQ-HĐQT/HAPUMA	25/6/2025	Approval in Principle of the Establishment of a New Pump Testing Laboratory	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
15	15/2025/NQ-HĐQT/HAPUMA	25/6/2025	Approval of the Fifth Amendment to and Supplementation of Certain Provisions of the Salary Calculation Regulations for Indirect Divisions (Version V.23.09)	100%
16	16/2025/NQ-HĐQT/HAPUMA	20/7/2025	Change of the time for holding the Extraordinary General Meeting of Shareholders 2025	100%
17	17/2025/NQ-HĐQT/HAPUMA	20/7/2025	Approval of the Financial Statements for the Q2/2025	100%
18	18/2025/NQ-HĐQT/HAPUMA	29/8/2025	Approval of the reviewed Financial Statements for the first six months of 2025	100%
19	19/2025/NQ-HĐQT/HAPUMA	29/8/2025	Continuation of the implementation of the share issuance plan to increase charter capital from owners' equity	100%
20	20/2025/NQ-HĐQT/HAPUMA	17/10/2025	Approval of the record date for shareholders entitled to receive shares issued to increase charter capital from owners' equity	100%
21	21/2025/NQ-HĐQT/HAPUMA	22/10/2025	Approval of the Financial Statements for the Q3/2025; approval of the policy to continue the credit relationship with Shinhan Bank Vietnam	100%
22	22/2025/NQ-HĐQT/HAPUMA	07/11/2025	Approval of the results of the share issuance to increase charter capital from owners' equity in 2025	100%
23	23/2025/NQ-HĐQT/HAPUMA	03/12/2025	Approval of the policy to continue the credit relationship with VietinBank Hai Duong Branch	100%
24	24/2025/NQ-HĐQT/HAPUMA	04/12/2025	Implementation of the share issuance plan under the Employee Stock Ownership Plan 2025 ("ESOP 2025"); approval of the plan to ensure compliance with regulations on foreign ownership limits; approval of the ESOP 2025 Share Issuance Regulations; and approval of the list of employees eligible to purchase shares	100%
25	25/2025/NQ-HĐQT/HAPUMA	29/12/2025	Adjustment and supplementation of information in the list of employees selected to participate in ESOP 2025	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
			as stated in the Board of Directors' Resolution No. 24/2025/NQ-HĐQT/HAPUMA dated December 4, 2025	
26	26/2025/NQ-HĐQT/HAPUMA	31/12/2025	Approval of the policy to promulgate the Financial and Accounting management and control regulations.	100%
II	Decision			
1	01/2025/QĐ-HĐQT/HAPUMA	21/01/2025	Adjustment of fixed salary levels for executive personnel	100%
2	02/2025/QĐ-HĐQT/HAPUMA	24/02/2025	Appointment of Deputy General Director	100%
3	03/2025/QĐ-HĐQT/HAPUMA	24/02/2025	Appointment of Deputy General Director	100%
4	04/2025/QĐ-HĐQT/HAPUMA	24/02/2025	Decision on the Dismissal of the Secretary of the Board of Directors	100%
5	05/2025/QĐ-HĐQT/HAPUMA	24/02/2025	Appointment of the Secretary to the Board of Directors	100%
6	06/2025/QĐ-HĐQT/HAPUMA	29/8/2025	Appointment of General Director	100%

III. BOARD OF SUPERVISORS

1. Information about members of Board of supervisors

No.	Members of Board of supervisors	Position	The date becoming/ceasing to be the member of the Board of supervisors	Qualification
1	Mrs. Tran Thu Ha	Head	Starting from May 27, 2022	Bachelor's degree in Industrial Accounting
2	Mr. Nguyen Ngoc Bao	Member	Starting from February 13, 2017	Metallurgical Engineer
3	Mr. Le Thanh Ha	Member	Starting from May 27, 2022	Materials and Metal Rolling Engineering

2. Meetings of the Board of supervisors

No.	Members of Board of supervisors	Number of meetings attended	Attendance rate	Voting rate	Reason for absence
1	Mrs. Tran Thu Ha	06/06	100%	100%	
2	Mr. Nguyen Ngoc Bao	06/06	100%	100%	
3	Mr. Le Thanh Ha	06/06	100%	100%	

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

- Review the appropriateness and legality of the resolutions and decisions issued by the Board of Directors and the Executive Board in relation to the Company's management and operational activities;
- Monitor and control the processes and procedures for issuing internal documents, ensuring strict compliance with applicable laws and the Company's Charter;
- Supervise the Company's overall compliance with legal and regulatory requirements.

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

The Board of Supervisors has received good cooperation and positive support from the Board of Directors, the Board of Management and various departments within the Company, as demonstrated by the following:

- The Board of Supervisors received documents and information in accordance with the provisions of the Law on Enterprises concerning the right to access corporate information;
- Upon request, the Board of Management provided the Board of Supervisors with information relevant to the Company's operations during the reporting period;
- The Head of the Board of Supervisors attended meetings of the Board of Directors.

In 2025, the Board of Supervisors did not receive any suggestions or complaints from shareholders regarding the Company's business operations or the management activities of the Board of Directors and the Board of Management.

5. Other activities of the Board of Supervisors: None.

IV. BOARD OF MANAGEMENT

No.	Members of Board of Management	Date of birth	Qualification	The date becoming/ceasing to be the member of Board of Management
1	Mr. Nguyen Trong Nam	November 10, 1959	Mechanical Engineer	start as a member from September 01, 2010
2	Mr. Dao Dinh Toan	December 29, 1965	Mechanical Manufacturing Engineer	start as a member from June 01, 2011
3	Mr. Nghiêm Trọng Văn	January 01, 1972	Bachelor's degree in Economics	start as a member from March 18, 2018
4	Mr. Nguyễn Tùng Lâm	September 23, 1997	Master's Degree in International Business	start as a member from March 01, 2025
5	Mrs. Doan Thi Lan Phuong	November 28, 1981	Bachelor's degree in Economics	start as a member from January 01, 2020
6	Mr. Tran Manh Ha	June 3, 1977	Mechanical Engineer	start as a member from November 01, 2020

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No.	Members of Board of Management	Date of birth	Qualification	The date becoming/ceasing to be the member of Board of Management
7	Mr. Truong Quang Hieu	October 12, 1985	Electrical and Electronics Engineer	start as a member from August 01, 2024

V. CHIEF ACCOUNTANT

Name	Date of birth	Qualification	Date of appointment/dismissal
Mrs. Doan Thi Lan Phuong	November 28, 1981	Bachelor's degree in Economics, majoring in Corporate Accounting	01/01/2020

VI. TRAINING COURSES ON CORPORATE GOVERNANCE

The members of the Board of Directors, the Board of Supervisors, the CEO, other managers and the individuals responsible for corporate governance have participated in training courses and workshops as required by corporate governance regulations.

VII. THE LIST OF AFFILIATED PERSONS OF THE PUBLIC COMPANY AND TRANSACTIONS OF AFFILIATED PERSONS OF THE COMPANY

- 1. The list of affiliated persons of the Company: List No.01 attached.*
- 2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons: None.*
- 3. Transactions between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power: None.*
- 4. Transactions between the Company and other objects*

4.1. Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, General Director have been founding members or members of Board of Directors, or CEOs in three (03 latest years (calculated at the time of reporting): *Transactions with Related Parties of Internal Persons: In 2025, the Company engaged in a procurement transaction (transformer) with Dong Anh Electrical Equipment Corporation - Joint Stock Company, where Mr. Nguyen Trong Tieu, Chairman of the Company's Board of Directors, concurrently serves as Vice Chairman of the Board of Directors. This transaction was conducted in compliance with relevant regulations on related party transactions and was reported to the Board of Directors in accordance with internal governance procedures.*

4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, General Director and other managers as a member of Board of Directors, General Director or CEO: *None.*

4.3. Other Transactions of the Company (if any) may bring material or non-material benefits for members of Board of Directors, members of Board of Supervisors, General Director and other managers: *None.*

VIII. SHARE TRANSACTIONS OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS

1. The list of internal persons and their affiliated persons: List No.2 attached.
2. Transactions of internal persons and affiliated persons with shares of the Company:
None.

IX. Other significant issues: None. ✓

CHAIRMAN OF THE
BOARD OF DIRECTORS



LIST NO.1: LIST OF AFFILIATED PERSONS OF THE COMPANY

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	No *, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
1	Nguyen Trong Tieu	003C210099	Chairman of the Board of Directors			April 25, 2024			Internal person of the Company
2	Nguyen Trong Nam	005C155622	Member of the Board of Directors, CEO			January 15, 2010			Internal person of the Company
3	Pham Manh Ha	005C235885	Member of the Board of Directors			March 29, 2012			Internal person of the Company
4	Doan Thi Lan Phuong	003C209435	Member of the Board of Directors, Chief Accountant			January 01, 2020			Internal person of the Company
5	Hoang Phuong	003C108829	Member of the Board of Directors			May 27, 2022			Internal person of the Company
6	Tran Thu Ha	003C115449	Head of the Board of Supervisors			May 27, 2022			Internal person of the Company
7	Le Thanh Ha	007C436602	Member of the Board of Supervisors			May 27, 2022			Internal person of the Company
8	Nguyen Ngoc Bao		Member of the Board of Supervisors			March 16, 2017			Internal person of the Company
9	Dao Dinh Toan		Deputy CEO			June 1, 2011			Internal person of the Company
10	Nghiem Trong Van	001C105252	Deputy CEO			March 15, 2018			Internal person of the Company
11	Nguyen Tung Lam	003C212336	Deputy CEO			March 01, 2025		Appointed	Internal person of the Company
12	Tran Manh Ha	002C140300	Sales Director			November 01, 2020			Internal person of the Company
13	Truong Quang Hieu		Southern Regional Sales Director			August 01, 2024			Internal person of the Company
14	Nguyen Thi Thu Thuy	002C140518	Corporate Governance Officer, Company Secretary, Information Disclosure Representative			May 27, 2022			Internal person of the Company

LIST NO.2 - LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS

STT	Mã CK	Name	Securities trading account (if any)	Position at the company (if any)	Relationship with Internal Persons	Legal Identification Document (*) (Citizen ID / Passport / Business Registration Certificate)			Head Office Address/ Contact Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note (regarding the absence of NSH number and other relevant remarks)
						Legal Document Number (*)	Date of Issuance	Place of Issuance				
1	2	3	4	5	6	7	8	9	10	11	12	13
1	CTB	Nguyen Trong Tieu	005C210099	Chairman of the Board of Directors						693.000	3,38%	
1.1	CTB	Tran Kim Chau	003C210098		Wife of Mr. Nguyen Trong Tieu - Chairman of the Board of Directors					982.752	4,79%	
1.2	CTB	Nguyen Thanh Tung	003C209381		Son of Mr. Nguyen Trong Tieu - Chairman of the Board of Directors					930.124	4,53%	
1.3	CTB	Nguyen Hong Ngoc			Daughter-in-law of Mr. Nguyen Trong Tieu - Chairman of the Board of Directors							
1.4	CTB	Nguyen Tung Lam	003C212336		Son of Mr. Nguyen Trong Tieu - Chairman of the Board of Directors					950.400	4,63%	
1.5	CTB	Nguyen Quynh Nhu			Daughter-in-law of Mr. Nguyen Trong Tieu - Chairman of the Board of Directors							
1.6	CTB	Tran Thi Dieu Cong			Mother-in-law of Mr. Nguyen Trong Tieu - Chairman of the Board of Directors							
1.7	CTB	Nguyen Trong Su			Brother of Mr. Nguyen Trong Tieu - Chairman of the Board of Directors							
1.8	CTB	Nguyen Trong Oanh			Brother of Mr. Nguyen Trong Tieu - Chairman of the Board of Directors							
1.9	CTB	Tran Thi Tham			Daughter-in-law of Mr. Nguyen Trong Tieu - Chairman of the Board of Directors							
1.10	CTB	Nguyen Thi Uyen			Sister of Mr. Nguyen Trong Tieu - Chairman of the Board of Directors							
1.11	CTB	Nguyen Trong Dung			Brother of Mr. Nguyen Trong Tieu - Chairman of the Board of Directors							

1	2	3	4	5	6	7	8	9	10	11	12	13
1.12	CTB	Dinh Thi Thanh			Daughter-in-law of Mr. Nguyen Trong Tieu - Chairman of the Board of Directors							
1.13	CTB	Nguyen Thuy Bich			Sister of Mr. Nguyen Trong Tieu - Chairman of the Board of Directors							
1.14	CTB	Nguyen Thuy Lieu			Sister of Mr. Nguyen Trong Tieu - Chairman of the Board of Directors							Cá nhân định cư tại nước ngoài, đây là số hộ chiếu
1.15	CTB	Nguyen Trong Tuyen			Brother of Mr. Nguyen Trong Tieu - Chairman of the Board of Directors							
1.16	CTB	Tran Thi Sinh			Sister-in-law of Mr. Nguyen Trong Tieu - Chairman of the Board of Directors							
1.17	CTB	Tong cong ty Thiet bi dien Dong Anh - CTCP			The company where Mr. Tieu serves as Vice Chairman of the Board of Directors of Mr. Nguyen Trong Tieu Chairman of the Board of Directors							
2	CTB	Nguyen Trong Nam	005C155622	Member of the Board of Directors, CEO						560.847	2,73%	
2.1	CTB	Nguyen Trong Lau			Father of Mr. Nguyen Trong Nam - Member of the Board of Directors, CEO							
2.2	CTB	Nguyen Thi Tam			Mother of Mr. Nguyen Trong Nam - Member of the Board of Directors, CEO							
2.3	CTB	Vu Van Quy			Father-in-law of Mr. Nguyen Trong Nam - Member of the Board of Directors, CEO							
2.4	CTB	Vu Hong Loan			Wife of Mr. Nguyen Trong Nam - Member of the Board of Directors, CEO							
2.5	CTB	Nguyen Hong Phuong			Daughter of Mr. Nguyen Trong Nam Member of the Board of Directors, CEO							
2.6	CTB	Nguyen Hoang Viet			Son of Mr. Nguyen Trong Nam - Member of the Board of Directors, CEO					375.000	1,83%	
3	CTB	Pham Manh Ha	005C235885	Member of the Board of Directors						1.011.000	4,93%	

1	2	3	4	5	6	7	8	9	10	11	12	13
3.1	CTB	Phung Nha Hanh			Wife of Mr. Pham Manh Ha - Member of the Board of Directors							
3.2	CTB	Pham Ha Trang			Daughter of Mr. Pham Manh Ha - Member of the Board of Directors							
3.3	CTB	Le Thanh Trung			Son-in-law of Mr. Pham Manh Ha - Member of the Board of Directors							
3.4	CTB	Pham Ha Thanh			Daughter of Mr. Pham Manh Ha - Member of the Board of Directors							
3.5	CTB	Pham Thi Lien			Sister of Mr. Pham Manh Ha - Member of the Board of Directors							
3.6	CTB	Do Xuan Tuyen			Brother-in-law of Mr. Pham Manh Ha - Member of the Board of Directors							
3.7	CTB	Pham Manh Hai			Brother of Mr. Pham Manh Ha - Member of the Board of Directors							
3.8	CTB	Bui Thuy Nga			Sister-in-law of Mr. Pham Manh Ha - Member of the Board of Directors							
4	CTB	Doan Thi Lan Phuong	003C209435	Member of the Board of Directors, Chief Accountant						240.000	1,17%	
4.1	CTB	Doan Nhat Tien			Father of Ms. Doan Thi Lan Phuong - Member of the Board of Directors, Chief Accountant							
4.2	CTB	Truong Thi Hoa Binh	003C2094481		Mother of Ms. Doan Thi Lan Phuong - Member of the Board of Directors, Chief Accountant					191.974	0,94%	
4.3	CTB	Doan Nhat Minh			Brother of Ms. Doan Thi Lan Phuong - Member of the Board of Directors, Chief Accountant							
4.4	CTB	Nguyen Thu Thao Nguyen			Sister-in-law of Ms. Doan Thi Lan Phuong - Member of the Board of Directors, Chief Accountant							
5	CTB	Hoang Phuong	003C108829	Member of the Board of Directors						150.000	0,73%	
5.1	CTB	Vuong Thu Ninh	003C109899		Wife of Mr. Hoang Phuong - Member of the Board of Directors					300.000	1,46%	
5.2	CTB	Hoang Phuong Nhi			Daughter of Mr. Hoang Phuong - Member of the Board of Directors							
5.3	CTB	Phan Minh Thien Nhan			Son in law of Mr. Hoang Phuong - Member of the Board of Directors							
5.4	CTB	Hoang Phuong Linh			Daughter of Mr. Hoang Phuong - Member of the Board of Directors							

1	2	3	4	5	6	7	8	9	10	11	12	13
6	CTB	Tran Thu Ha	003C115449	Head of the Board of Supervisors								
6..1	CTB	Tran Van Tu			Father of Mrs. Tran Thu Ha - Head of the Board of Supervisors							
6..2	CTB	Do Thi Kim Dung			Mother of Mrs. Tran Thu Ha - Head of the Board of Supervisors							
6..3	CTB	Tran Duc Suu			Father-in-law of Mrs. Tran Thu Ha - Head of the Board of Supervisors							
6..4	CTB	Tran Quang Huy			Husband of Mrs. Tran Thu Ha - Head of the Board of Supervisors							
6..5	CTB	Tran Khoi Nguyen			Son of Mrs. Tran Thu Ha - Head of the Board of Supervisors							
6..6	CTB	Tran Minh Khanh			Son of Mrs. Tran Thu Ha - Head of the Board of Supervisors							
6..7	CTB	Tran Huong Giang			Sister of Mrs. Tran Thu Ha - Head of the Board of Supervisors							
6..8	CTB	Pham Canh Huy			Brother-in-law of Mrs. Tran Thu Ha - Head of the Board of Supervisors							
6..9	CTB	Tran Hoai Nam			Brother of Mrs. Tran Thu Ha - Head of the Board of Supervisors							
7	CTB	Le Thanh Ha	007C436602	Member of the Board of Supervisors								
7..1	CTB	Le Van Huong			Father of Mr. Le Thanh Ha - Member of the Board of Supervisors							
7..2	CTB	Pham Thi Van			Mother of Mr. Le Thanh Ha - Member of the Board of Supervisors							
7..3	CTB	Tran Van Hau			Father-in-law of Mr. Le Thanh Ha - Member of the Board of Supervisors							
7..4	CTB	Tran Thi Min			Mother-in-law of Mr. Le Thanh Ha - Member of the Board of Supervisors							
7..5	CTB	Tran Thi Hoan			Wife of Mr. Le Thanh Ha - Member of the Board of Supervisors							
7..6	CTB	Le Tran Phong			Son of Mr. Le Thanh Ha - Member of the Board of Supervisors							
7..7	CTB	Le Thi To Phuong			Daughter of Mr. Le Thanh Ha - Member of the Board of Supervisors							

1	2	3	4	5	6	7	8	9	10	11	12	13
7..8	CTB	Le Van Tinh			Brother of Mr. Le Thanh Ha - Member of the Board of Supervisors							
7..9	CTB	Tran Thi Thanh			Sister-in-law of Mr. Le Thanh Ha - Member of the Board of Supervisors							
8	CTB	Nguyen Ngoc Bao		Member of the Board of Supervisors						4.357	0,02%	
8..1	CTB	Nguyen Ngoc Ban			Father of Mr. Nguyen Ngoc Bao - Member of the Board of Supervisors							
8..2	CTB	Nguyen Thi Minh Ha			Mother of Mr. Nguyen Ngoc Bao - Member of the Board of Supervisors							
8..3	CTB	Doan Chi Lan			Father-in-law of Mr. Nguyen Ngoc Bao - Member of the Board of Supervisors							
8..4	CTB	Hoang Thi Bau			Mother-in-law of Mr. Nguyen Ngoc Bao - Member of the Board of Supervisors							
8..5	CTB	Doan Thi Mai Khang			Wife of Mr. Nguyen Ngoc Bao - Member of the Board of Supervisors							
8..6	CTB	Nguyen Thi Minh Ngoc			Daughter of Mr. Nguyen Ngoc Bao - Member of the Board of Supervisors							
8..7	CTB	Nguyen Minh Chien			Son of Mr. Nguyen Ngoc Bao - Member of the Board of Supervisors							
8..8	CTB	Nguyen Thi Thu Hang			Sister of Mr. Nguyen Ngoc Bao - Member of the Board of Supervisors							
8..9	CTB	Nguyen The Lich			Brother-in-law of Mr. Nguyen Ngoc Bao - Member of the Board of Supervisors							
8..10	CTB	Nguyen Thi Thu Huong			Sister of Mr. Nguyen Ngoc Bao - Member of the Board of Supervisors							
8..11	CTB	Vu Chi Phuong			Brother-in-law of Mr. Nguyen Ngoc Bao - Member of the Board of Supervisors							
9	CTB	Dao Dinh Toan		Deputy CEO						57.339	0,28%	
9..1	CTB	Vu Thi Bau			Mother of Mr. Dao Dinh Toan - Deputy CEO							
9..2	CTB	Do Van Anh			Father-in-law of Mr. Dao Dinh Toan - Deputy CEO							

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9.3	CTB	Quan Thi Kim			Mother-in-law of Mr. Dao Dinh Toan - Deputy CEO							
9.4	CTB	Do Thi Lam Thuy			Wife of Mr. Dao Dinh Toan - Deputy CEO							
9.5	CTB	Dao Thu Giang			Daughter of Mr. Dao Dinh Toan - Deputy CEO							
9.6	CTB	Nguyen Nhat Minh			Son-in-law of Mr. Dao Dinh Toan - Deputy CEO							
9.7	CTB	Dao Mai Anh			Daughter of Mr. Dao Dinh Toan - Deputy CEO							
9.8	CTB	Dao Dinh An			Brother of Mr. Dao Dinh Toan - Deputy CEO							
9.9	CTB	Vu Thi Hang			Sister-in-law of Mr. Dao Dinh Toan - Deputy CEO							
9.10	CTB	Dao Truc Thanh			Sister of Mr. Dao Dinh Toan - Deputy CEO							
9.11	CTB	Nguyen Van Khang			Brother-in-law of Mr. Dao Dinh Toan - Deputy CEO							
9.12	CTB	Dao Thanh Lich			Brother of Mr. Dao Dinh Toan - Deputy CEO							
9.13	CTB	Tran Quang Thanh			Brother-in-law of Mr. Dao Dinh Toan - Deputy CEO							
9.14	CTB	Dao Truc Quynh			Sister of Mr. Dao Dinh Toan - Deputy CEO							
10	CTB	Nghiem Trong Van	001C105252	Deputy CEO						7.609	0,04%	
10.1	CTB	Nghiem Trong Trung	002C140653		Father of Mr. Nghiem Trong Van - Deputy CEO					7.740	0,04%	
10.2	CTB	Dinh Thi Chung			Mother of Mr. Nghiem Trong Van - Deputy CEO							
10.3	CTB	Bui Huu Son			Father-in-law of Mr. Nghiem Trong Van - Deputy CEO							
10.4	CTB	Nguyen Thi Tuyen			Mother-in-law of Mr. Nghiem Trong Van - Deputy CEO							
10.5	CTB	Bui Thi Van Anh	002C140275		Wife of Mr. Nghiem Trong Van - Deputy CEO					184	0,00%	
10.6	CTB	Nghiem Ngoc Mai			Daughter of Mr. Nghiem Trong Van - Deputy CEO							
10.7	CTB	Nghiem Ngoc Diep			Daughter of Mr. Nghiem Trong Van - Deputy CEO							
10.8	CTB	Nghiem Minh Triet			Son of Mr. Nghiem Trong Van - Deputy CEO							
10.9	CTB	Nghiem Trong Tiep			Brother of Mr. Nghiem Trong Van - Deputy CEO							
10.10	CTB	Le Thu Ha			Sister-in-law of Mr. Nghiem Trong Van - Deputy CEO							
11	CTB	Nguyen Tung Lam	003C212336	Deputy CEO						950.400	4,63%	

1	2	3	4	5	6	7	8	9	10	11	12	13
11.1	CTB	Nguyen Quynh Nhu			Wife of Mr. Nguyen Tung Lam - Deputy CEO							
11.2	CTB	Nguyen Minh Vu			Son of Mr. Nguyen Tung Lam - Deputy CEO							
11.3	CTB	Nguyen Trong Tieu	005C210099	Chairman of the Board of Directors						693.000	3,38%	
11.4	CTB	Tran Kim Chau	003C210098		Mother of Mr. Nguyen Tung Lam - Deputy CEO					982.752	4,79%	
11.5	CTB	Nguyen Thanh Tung	003C209381		Brother of Mr. Nguyen Tung Lam - Deputy CEO					930.124	4,53%	
11.6	CTB	Nguyen Hong Ngoc			Daughter-in-law of Mr. Nguyen Tung Lam - Deputy CEO							
11.7	CTB	Tran Linh Trang			Mother-in-law of Mr. Nguyen Tung Lam - Deputy CEO							
12	CTB	Tran Manh Ha	002C140300	Sales Director						4.131	0,02%	
12.1	CTB	Pham Thi Nhe			Mother of Mr. Tran Manh Ha - Sales Director							
12.2	CTB	Nguyen Viet Chinh			Father-in-law of Mr. Tran Manh Ha - Sales Director							
12.3	CTB	Nguyen Thi Quy			Mother-in-law of Mr. Tran Manh Ha - Sales Director							
12.4	CTB	Nguyen Thi Quynh Chi	002C153349		Wife of Mr. Tran Manh Ha - Sales Director					4.050	0,02%	
12.5	CTB	Tran Minh Quang			Son of Mr. Tran Manh Ha - Sales Director							
12.6	CTB	Tran Minh Son			Son of Mr. Tran Manh Ha - Sales Director							
12.7	CTB	Tran Minh Thuong			Brother of Mr. Tran Manh Ha - Sales Director							
12.8	CTB	Doan Thi Ha			Sister-in-law of Mr. Tran Manh Ha - Sales Director							
12.9	CTB	Tran Thi Nham			Sister of Mr. Tran Manh Ha - Sales Director							
12.10	CTB	Bui Quy Canh			Brother-in-law of Mr. Tran Manh Ha - Sales Director							
13	CTB	Truong Quang Hieu		Southern Regional Sales Director								
13.1	CTB	Luong Thi Thom			Wife of Mr. Truong Quang Hieu - Southern Regional Sales Director							
13.2	CTB	Truong Truc Quynh Huong			Daughter of Mr. Truong Quang Hieu - Southern Regional Sales Director							
13.3	CTB	Truong Quang Hoang Long			Son of Mr. Truong Quang Hieu - Southern Regional Sales Director							

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13.4	CTB	Truong Quang Dang Long			Son of Mr. Truong Quang Hieu - Southern Regional Sales Director							
13.5	CTB	Truong Quang Phung			Father of Mr. Truong Quang Hieu - Southern Regional Sales Director							
13.6	CTB	Nguyen Thi Lien			Mother of Mr. Truong Quang Hieu - Southern Regional Sales Director							
13.7	CTB	Luong Cao Dung			Father-in-law of Mr. Truong Quang Hieu - Southern Regional Sales Director							
13.8	CTB	Bui Thi Thin			Mother-in-law of Mr. Truong Quang Hieu - Southern Regional Sales Director							
13.9	CTB	Truong Thi Thu Hien			Sister of Mr. Truong Quang Hieu - Southern Regional Sales Director							
13.10	CTB	Truong Thi Kim Thu			Sister of Mr. Truong Quang Hieu - Southern Regional Sales Director							
13.11	CTB	Phan Dinh Phu			Brother-in-law of Mr. Truong Quang Hieu - Southern Regional Sales Director							
13.12	CTB	Truong Thi Thu Trang			Sister of Mr. Truong Quang Hieu - Southern Regional Sales Director							
13.13	CTB	Phung Gia Trung			Brother-in-law of Mr. Truong Quang Hieu - Southern Regional Sales Director							
13.14	CTB	Truong Thi Kim Hoa			Sister of Mr. Truong Quang Hieu - Southern Regional Sales Director							
13.15	CTB	Tran Quang Dat			Brother-in-law of Mr. Truong Quang Hieu - Southern Regional Sales Director							
14	CTB	Nguyen Thi Thu Thuy	002C140518	Corporate Governance Officer, Company Secretary, Information Disclosure Representative						216	0,00%	
14.1	CTB	Nguyen Van Tuyen			Father of Mrs. Nguyen Thi Thu Thuy - Corporate Governance Officer, Company Secretary, Information Disclosure Representative							

1	2	3	4	5	6	7	8	9	10	11	12	13
14.2	CTB	Nguyen Thi Lien			Mother of Mrs. Nguyen Thi Thu Thuy - Corporate Governance Officer, Company Secretary, Information Disclosure Representative							
14.3	CTB	Nguyen Van Minh			Father-in-law of Mrs. Nguyen Thi Thu Thuy - Corporate Governance Officer, Company Secretary, Information Disclosure Representative							
14.4	CTB	Pham Thi Duong			Mother-in-law of Mrs. Nguyen Thi Thu Thuy - Corporate Governance Officer, Company Secretary, Information Disclosure Representative							
14.5	CTB	Nguyen The Cuong			Husband of Mrs. Nguyen Thi Thu Thuy - Corporate Governance Officer, Company Secretary, Information Disclosure Representative							
14.6	CTB	Nguyen The Hung			Son of Mrs. Nguyen Thi Thu Thuy - Corporate Governance Officer, Company Secretary, Information Disclosure Representative							
14.7	CTB	Nguyen Quoc Quan			Son of Mrs. Nguyen Thi Thu Thuy - Corporate Governance Officer, Company Secretary, Information Disclosure Representative							
14.8	CTB	Nguyen Trung Kien			Brother of Mrs. Nguyen Thi Thu Thuy - Corporate Governance Officer, Company Secretary, Information Disclosure Representative							
14.9	CTB	Vu Anh Quynh			Sister-in-law of Mrs. Nguyen Thi Thu Thuy - Corporate Governance Officer, Company Secretary, Information Disclosure Representative							