

No. : 03/2025/HĐQT

HCM city, date month 01 year 2025

REPORT ON CORPORATE GOVERNANCE 2024

To: - **The State Securities Commission of Viet Nam;**
- **The HaNoi Stock Exchange**

- Name of Company : Nha Be Garment Corporation - Joint Stock Company (NBC)
- Address of headoffice : No. 4, Ben Nghe Street, Tan Thuan Dong Ward, District 7, HCM
- Telephone : 028 38720077 Fax: 028 38725107
- Charter capital : VND 200,000,000,000.
- Stock symbol : MNB
- Governance model : General Meeting of Shareholders, Board of Directors, Board of Supervisors and General Director

I. Activities of the General Meeting of Shareholders

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

No.	Resolution/Decision No.	Date	Content
1	Resolution of the Extraordinary General Meeting of Shareholders 2024	01/03/2024	- Approval of the plan to issue shares under the Employee Stock Ownership Plan (ESOP)
2	Resolution of the Annual General Meeting of Shareholders 2024	28/06/2024	- Approval of the report on results of business operations in the year 2023 by the Board of Directors - Approval of the plans and solutions to implement the 2024 plan by the Board of Directors - Approval of the 2023 activity report and the strategic direction for 2024 by the Board of Directors - Approval of the report on results of business operations in the year 2023 and the supervision plan for 2024 by the Board of Supervisors. - Approval of the combined financial statements and audited consolidated financial statements for 2023 - Approval of the proposal to select an independent auditing firm to audit the 2024 financial statements of the Corporation - Approval of the proposal for profit distribution and fund allocation for 2023

			- Approval of the profit plan, fund allocation, and proposed dividend distribution for 2024 - Approval of the settlement report on remuneration for the Board of Directors and the Board of Supervisors for 2023, and the remuneration payment plan for the Board of Directors and the Board of Supervisors for 2024
3	Resolution of the Extraordinary General Meeting of Shareholders in 2024	31/10/2024	- Approval of the plan to issue convertible bonds to the public - Approval of the listing of publicly issued bonds

II. Board of Directors:

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

No.	Member of the Board of Directors	Position	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Mr. Pham Phu Cuong	Non-executive Member of the Board of Directors	30/06/2023	
2	Mr. Nguyen Ngoc Lan	Member of the Board of Directors – General Director	30/06/2023	
3	Mr. Doan Minh Duc	Member of the Board of Directors – Deputy General Director	30/06/2023	
4	Mr. Nguyen Xuan Dong	Non-executive Member of the Board of Directors	30/06/2023	
5	Mr. La Van Tot	Non-executive Member of the Board of Directors	30/06/2023	

2. Meetings of the Board of Directors:

No.	Member of the Board of Directors	Position	Number of meetings attended by Board of Directors	Attendance rate	Note
1	Mr. Pham Phu Cuong	Chairman of the Board of Directors	13/13	100%	
2	Mr. Nguyen Ngoc Lan	Member of the Board of Directors	13/13	100%	
3	Mr. Doan Minh Duc	Member of the Board of Directors	13/13	100%	
4	Mr. La Van Tot	Member of the Board of Directors	13/13	100%	
5	Mr. Nguyen Xuan Dong	Member of the Board of Directors	11/13	85%	

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

- In 2024, the Board of Directors (BoDs) held 13 meetings to exchange information, evaluate, and review the situation of production and business operations of the Corporation. Additionally, they issued decisions, resolutions, and provided direct instructions to manage business operations.

- To ensure compliance with corporate governance regulations and the timely and effective implementation of the Resolutions of the General Meeting of Shareholders (GmS), the Board of Directors (BoDs) has regularly inspected and supervised the implementation of the Resolutions and decisions of the GmS and the BoDs. Additionally, the BoDs has monitored the activities of General Director and the supporting apparatus in fulfilling the tasks assigned by the BoDs. Particular attention has been given to overseeing the implementation of the business and production plan, ensuring the interests of employees and shareholders in accordance with the law. All unusual issues arising in connection with the operations of the Corporation are promptly reported by the General Director to the BoDs, enabling the BoDs to fully grasp the situation and provide timely directives when necessary. As a result, in 2024, the Corporation's operations remained stable, secure, and compliant with legal regulations.

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

- The Board of Directors does not establish subcommittees but assigns each member to be responsible for specific areas under the supervision, promotion, and guidance of the Board of Directors in implementing the decisions and resolutions of the Board in their assigned fields.

5. Resolutions/Decisions of the Board of Directors:

No.	Resolution/Decision No.	Date	Content	Approval rate
1	01/2024/HĐQT	16/01/2024	Resolution on convening the Extraordinary General Meeting of Shareholders 2024	100%
2	06/2024/ HĐQT	03/04/2024	Decision on personnel representing NBC's capital management at Binh Dinh Garment Joint Stock Company	100%
3	07/2024/ HĐQT	03/04/2024	Decision on personnel representing NBC's capital management at An Nhon Garment Joint Stock Company	100%
4	08/2024/HĐQT	03/04/2024	Decision on personnel representing NBC's capital management at Song Tien Joint Stock Company	100%
5	09/2024/HĐQT	03/04/2024	Decision on personnel representing NBC's capital management at Dalat Garment Joint-Stock Company	100%
6	12/2024/HĐQT	05/04/2024	Resolution on determining the criteria and principles for allocating the number of shares to each participant, as well as the list of employees eligible to participate in the Employee Stock Issuance Program - Implementation timeline	100%
7	13/2024/HĐQT	05/04/2024	Resolution on implementing the plan to issue shares under the Employee Stock Ownership Plan (ESOP); approval of the plan to ensure the share issuance complies with regulations on foreign ownership ratio	100%
8	15/2024/HĐQT	05/04/2024	Resolution on extending the deadline for convening the Annual General Meeting of Shareholders 2024	100%
9	18/2024/HĐQT	09/05/2024	Resolution on holding the 2024 Annual General Meeting of Shareholders and paying the 2023 interim dividend in cash.	100%
10	20/2024/HĐQT	13/05/2024	Decision on NBC's capital representative personnel and nomination of personnel to join the Board of Directors and the Board of Supervisors at Tam Quan Garment Joint Stock Company	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
11	23/2024/HĐQT	04/06/2024	Resolution on approving the plan to handle shares not subscribed by employees during the issuance under the Employee Stock Ownership Plan (ESOP) within the Company.	100%
12	25/2024/HĐQT	10/06/2024	Resolution on approving the results of the share issuance under the Employee Stock Ownership Plan (ESOP).	100%
13	27/2024/HĐQT	21/06/2024	Resolution on registering an increase in the charter capital of the Corporation.	100%
14	29/2024/HĐQT	22/06/2024	Resolution on transferring the capital contribution of Nha Be Garment Corporation - Joint Stock Company at Nha Be Trading Joint Stock Company	100%
15	33/2024/HĐQT	23/07/2024	Resolution on personnel representing NBC's capital management at Nha Be Laundry Co. Ltd	100%
16	35/2024/HĐQT	09/09/2024	Resolution on approving the loan guarantee for Nha Be - Hau Giang Garment Joint Stock Company at Vietinbank – Ho Chi Minh City Branch	100%
17	37/2024/HĐQT	09/09/2024	Resolution on approving the loan guarantee for Nha Be - Hau Giang Garment Joint Stock Company at Vietinbank – Ho Chi Minh City Branch 4	100%
18	38/2024/HĐQT	10/09/2024	Resolution on convening the Extraordinary General Meeting of Shareholders 2024	100%
19	39/2024/HĐQT	02/10/2024	Resolution on the appointment of personnel	100%

III. Board of Supervisors:

1. Information about members of Board of Supervisors:

No.	Member of Board of Supervisors	Position	The date becoming/ceasing to be the member of the Board of Supervisors	Note
1	Mr. Phan Van Hai	Head of the Board of Supervisors	30/06/2023	
2	Mrs. Pham Thi Thanh Phuong	Member of Board of Supervisors	30/06/2023	
3	Mrs. Nguyen Thi Ngoc Thao	Member of Board of Supervisors	30/06/2023	

2. Meetings Board of Supervisors:

No.	Member of Board of Supervisor	Number of meetings attended	Attendance rate	Voting rate
1	Mr. Phan Van Hai	04/04	100%	100%
2	Mrs. Pham Thi Thanh Phuong	04/04	100%	100%
3	Mrs. Nguyen Thi Ngoc Thao	04/04	100%	100%

3. Supervising the Board of Directors, the Board of Management, Shareholders by the Board of Supervisors:

- In 2024, the Board of Supervisors performed its oversight function on the management activities of the Board of Directors, the General Director, and the Corporation's business operations in compliance with the provisions of the law and the Corporation's Charter by attending and providing input at the Board of Directors' meetings.
- Reviewing the Corporation's quarterly financial statements;
- Assessing the effectiveness of the management and operations of the Board of Directors, the General Director, and the Corporation's business performance through financial statements and reports from the Board of Directors and the Board of Managements.

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

- The Board of Supervisors, along with members of the Board of Directors, the Board of Managements, and relevant units, actively exchanged information and coordinated efforts during the implementation of inspection and supervision activities.
- The Board of Directors' meetings consistently invited members of the Board of Supervisors and the Board of Managements to participate in jointly developing solutions for the Corporation's business operations.
- The Board of Directors, the Board of Supervisors, the Board of Managements, and the management personnel of the Corporation maintained a close and coordinated relationship in the management and operation of business activities. During its activities, the Board of Supervisors

was provided with all relevant documents and information in full compliance with the Corporation's Charter and internal governance regulations.

5. Other activities of the Board of Supervisors:

The Board of Supervisors regularly collaborated with specialized departments to provide feedback on the development, issuance, or amendment of governance regulations. Additionally, it frequently monitored the compliance of these departments during business operations to ensure that activities were implemented correctly, comprehensively, and promptly in accordance with current legal regulations.

IV. Board of Directors:

No.	Member of Board of Management	Date of birth	Qualification
1	Mr. Nguyen Ngoc Lan	09/09/1971	Bachelor of Economic
2	Mrs. Le Thi Ngoc Dieu	25/12/1969	College of Sewing Technology
3	Mr. Mai Van Hoang Dung	03/05/1967	Bachelor of Economic
4	Mrs. Le Thi Ha Chi	24/04/1971	Bachelor of Economic
5	Mr. Doan Minh Duc	13/07/1971	Bachelor of Economic
6	Mrs. Duong Thi Tuyet	21/02/1966	Technical College
7	Mr. Le Thanh Hoang	15/03/1964	Bachelor of Economic
8	Mr. Dao Duy Le	20/05/1963	Bachelor of Economic
9	Mr. Nguyen Huu Tam	05/09/1974	Bachelor of Economic

V. Chief Accountant:

Name	Date of birth	Qualification
Mr. Dang Minh Tuyen	23/09/1983	Bachelor of Economic

VI. Training courses on corporate governance:

Members of the Board of Directors, the Board of Supervisors, the Board of Management, Chief Accountant, and the Company Secretary have participated in corporate governance training courses.

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

No.	Name of organization/individual	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Relationship with the Company
1	Vietnam National Textile And Garment Group		0100100008	41A Ly Thai To Street, Hanoi	State shareholder
2	4M Joint Stock Company		0312575412	No. 9, Street No. 8, M-Building, Tan Phu Ward, District 7, Ho Chi Minh City	Major shareholders

3	Tran Linh Trang		001170008907	27 Hang Chuoi Street, Pham Dinh Ho Ward, Hai Ba Trung District, Hanoi	Major shareholders
4	La Van Toi	Member of the Board of Directors	075078000118	No. 02, My Phu 3A Residential Area, Quarter 6, Tan Phu Ward, District 7, Ho Chi Minh City	Major shareholders

2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons: None

3. Transaction 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: None

VII. Share transactions of internal persons and their affiliated persons:

1. The list of internal persons and their affiliated persons

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1	Pham Phu Cuong		Chairman of the Board of Directors	049070022499, 24/11/2021, Police Department for Administrative Management of Social Order	01 Le Quoc Trinh Street, Quarter 4, Phu Tho Hoa Ward, Tan Phu District, HCM	325.622	1,63%	Representative of State Capital
	Huynh Thi Nhung							Mother
	Nguyen Thi Hong Hue							Wife
	Pham Quoc Bao							Child
	Pham Nguyen Thai An							Child
	Pham Thanh Hung							Older Sibling
	Pham Thanh Vu							Younger Sibling
	Pham Thi Thanh Trang							Younger Sibling
	Pham Thi Thanh Nhan			049179021936, 02/11/2021, Police Department for Administrative Management of Social Order	101 Street 10, KP1A, Tan Thuan Dong Ward, District 7, Ho Chi Minh City	16.100	0,08%	Younger Sibling

2	Nguyen Ngoc Lan		Member of the Board of Directors, General Director	079071042831, 18/07/2023, Police Department for Administrative Management of Social Order	227 Vo Thanh Trang, Ward 11, Tan Binh District, HCM	176.700	0,88%	Representative of State Capital
	Nguyen Ngoc Hong							Father
	Nguyen Thi Trinh							Mother
	Nguyen Duc Phuong							Child
	Nguyen Thi Tuy Hoa							Older Sibling
	Nguyen Thi Kim Thinh							Older Sibling
	Nguyen Thi Xuan Don							Older Sibling
	Nguyen Van Son							Older Sibling
	Nguyen Ngoc Duy Khuong							Younger Sibling
3	Doan Minh Duc		Member of the Board of Directors, Deputy General Director	079071046810, 22/11/2021 - Issued in Ho Chi Minh City	484/2 Le Quang Dinh, Ward 11, Binh Thanh, Ho Chi Minh City	56.100	0,28%	
	Doan Minh Anh							Child
	Doan Minh Thinh							Child
	Le Thi Thanh Xuan							Mother
	Doan Khanh Linh							Older Sibling
	Doan Minh Truong							Older Sibling
	Doan Minh Vu							Older Sibling



	Doan Minh Loc							Sibling
4	La Van Tot		Member of the Board of Directors	074078000118, 03/03/2022, Police Department for Administrative Management of Social Order	No. 2 My Phu 3A Internal Road, My Phu 3 Area, Tan Phu Ward, District 7, Ho Chi Minh City	1.694.720	8,47%	
	Liem Tu Phuong			079180002374				Wife
	La Anh Kiet			079204038738				Child
	La Kien Minh							Child
	La Kien Gia							Child
	La Thi Tuoi			075177000135				Older Sibling
	La Van Them			075080007750				Younger Sibling
5	Nguyen Xuan Dong		Member of the Board of Directors	001070048919, 23/07/2021, Police Department for Administrative Management of Social Order	Lot 76, A2, My Dinh Ward, Nam Tu Liem District, Hano	20.500	0,01%	
	Nguyen Xuan Binh							Father
	Ngo Thi Than							Mother
	Tran Huong Nga							Wife
	Nguyen Nhat Ha							Child
	Nguyen Tran Xuan An							Child
	Nguyen An Ha Anh							Child
	Nguyen Thi Anh Dao			011910580, 04/02/2004, Hanoi Police Department		398.900	1,99%	Younger Sibling

6	Phan Van Hai	006C013710	Head of the Board of Supervisors	052067000226 08/10/2018, Department of Registration and National Database on Population Management	16/10Z Bui Van Ba, Tan Thuan Dong Ward, District 7, HCM	212.857	1.06%	
	Ta Thanh Truc	006C087184				10.000	0.05%	Wife
	Phan Thanh Huong Thuy							Child
	Phan Thien Nhan							Child
	Ho Loi							Older Brother-in-law
7	Nguyen Thi Ngoc Thao	001C537940	Member of the Board of Supervisors	082179000522, 29/05/2018, Department of Registration and National Database on Population Management	87/73, Street No. 3, BHH Ward, Binh Tan District, HCM	55.600	0.28%	
	Nguyen Van Hoi							Father
	Nguyen Thi Dieu							Mother
	Huynh Thanh Phung							Husband
	Nguyen Thi Ngoc Anh							Older Sibling
	Nguyen Thi Thu Hong							Older Sibling
	Nguyen Thi Tuyet Loan							Older Sibling
	Nguyen Minh Chanh							Older Sibling
	Nguyen Minh Tinh							Younger Sibling

	Tran Thi Mong Tuyen							Younger Sister-in-law
	Phan Ngoc Hoa							Older Brother-in-law
	Pham Van Dung							Older Brother-in-law
	Dinh Nhut Dung							Older Brother-in-law
8	Pham Thi Thanh Phuong		Member of the Board of Supervisors	056175007259 issued 10/07/2021	No. 10 Nguyen Hue, Ben Nghe Ward, District 1, HCM	6.000	0,03%	
	Pham Thi Bich Thuan							Older Sibling
	Nguyen Van Hao							Older Brother-in-law
	Pham Thi Van							Older Sibling
	Tran Nhu Lua							Older Brother-in-law
	Pham Thi Thanh Tuyen							Older Sibling
	Do Huu Nhan							Older Brother-in-law
	Pham Tan Dung							Older Sibling

	Nguyen Thi Quynh Chi							Older Sister-in-law
	Pham Thi Trinh							Older Sibling
	Nguyen Huu Thuan							Older Brother-in-law
	Pham Tan Duan							Older Sibling
	Tran Thi Huong Giang							Sister-in-law
	Pham Tan Quang							Older Sibling
	Dinh Kim Loan							Older Sister-in-law
	Huynh Nhu Bao Chau							Child
9	Le Thi Ngoc Dieu		Deputy General Director	079169002651	272/4 Doan Van Bo, Ward 16, District 4, Ho Chi Minh City.	137.162	0.69%	
	To Thi Dieu			089150000130				Mother
	Le Ngoc Nha			079070004640				Younger Sibling
	Nguyen Ngoc Thuy			079172004522				Younger Sister-in-law
	Le Ngoc Nhan			079073025950				Younger Sibling
	Phan Thi Ngoc Linh			079177013412				Younger Sister-in-law

	Le Thi Ngoc Hien			079179003163				Younger Sibling
	Giap Hoang Minh			079077006433				Younger Brother-in-law
10	Duong Thi Tuyet		Deputy General Director	021594064, 23-03-2009, Ho Chi Minh Police	21A Ton That Thuyet, Ward 18, District 4, HCMC	31.355	0.16%	
	Duong Van Luong							Father
	Phan Thi Giu							Mother
	Duong Xuan Chi							Younger Sibling
	Dang Vu Hoi							Younger Brother-in-law
	Duong Mong Hung							Younger Sibling
	Nguyen Thi Phuong							Younger Sister-in-law
	Duong Xuan Trang							Younger Sibling
	Duong Huu Phuoc							Younger Sibling
	Huynh Thi Khanh Van							Younger Sister-in-law
	Duong Xuan Lan							Younger Sibling
	Uong Sy Sinh							Younger Brother-in-law

11	Dao Duy Le		Deputy General Director	210593246	Hoai Hao Ward, Hoai Nhon Town, Binh Dinh	11.300	0.06%	
	Vo Thi A							Wife
	Dao Duy Hoai							Child
	Dao Duy Huy							Child
	Trinh Thi Thuy Kieu							Children-in-law
12	Le Thanh Hoang		Deputy General Director	260 859 674, 15/11/2011, Binh Thuan	17 Tran Nhat Duat, Binh Hung, Phan Thiet, BT	24.600	0.12%	
	Nguyen Thi Hong Loan							Wife
	Le Ngoc Dang							Child
	Nguyen Nhat Lai							Mother-in-law
	Le Thi Hai Yen							Younger Sibling
	Trinh Van Tuan							Younger Brother-in-law
	Le Hoai Thuong							Older Sibling
	Duong Thi Thuy Loan							Younger Sister-in-law
	Le Tien Dang							Older Sibling
13	Mai Van Hoang Dung	006C87687	Deputy General Director	079067034753. 20/12/2021/HCM	No. 81-Road 5-KP3-An Phu Ward-Thu Duc City-HCMC.	79.404	0.40%	
	Nguyen Thi Dong							Mother

	Thuong Cong Chanh							Father-in-law
	Thuong Thi Ngoc Tuyet							Wife
	Mai Thuong Hoang Duy							Child
	Mai Kim Dung							Older Sibling
	Mai Thi Kim Hoang							Older Sibling
	Mai Van Kiet							Younger Sibling
	Mai Thi Kim Oanh							Younger Sibling
	Mai Thi Kim Yen							Younger Sibling
	Pham Van Tu							Older Brother-in-law
	Dao Xuan Truong							Younger Brother-in-law
	Tran Minh Quang							Younger Brother-in-law
14	Le Thi Ha Chi		Deputy General Director	079171017993	350/1/6L Huynh Tan Phat, Binh Thuan Ward, District 7, HCM	81.200	0.41%	
	Le Thanh Van							Older Sibling
	Le Thi Ha Thanh							Older Sibling
	Le Thi Ha Phuong							Older Sibling

	Le Thi Ha Ngoc					3.000	0.02%	Younger Sibling
	Le Thi Ha Chau							Younger Sibling
	Pham Thi Tuyet Thanh							Older Sister-in-law
	Nguyen Kim Thong							Older Brother-in-law
	Vo Chi Dung							Younger Brother-in-law
	Dao Ngoc Tu							Younger Brother-in-law
15	Nguyen Huu Tam		Deputy General Director	083074005678	B401 Hung Vuong 1, Quarter 3, Tan Phong Ward, District 7, HCM	71.400	0.36%	
	Nguyen Van Truc			083052000522	35/1 Le Thi Hong Gam, Ward 6, My Tho Tien Giang			Father
	Nguyen Thi Hoa			082152008223	35/1 Le Thi Hong Gam, Ward 6, My Tho Tien Giang			Mother
	Nguyen Van Minh			079058002959	774/8 Dien Bien Phu, Ward 10, District 10, Ho Chi Minh City			Father-in-law
	Tran Thi My Phuoc			079158006349	774/8 Dien Bien Phu, Ward 10, District 10, Ho Chi Minh City			Mother-in-law
	Nguyen Thi My Tran			079180010507	B401, Hung Vuong 1, KP3, Tan Phong Ward, District 7, Ho Chi Minh City			Wife

	Nguyen Huu Minh An			P02860066	B401, Hung Vuong 1, KP3, Tan Phong Ward, District 7, Ho Chi Minh City			Child
	Nguyen Lam An Nhen			P02860065	B401, Hung Vuong 1, KP3, Tan Phong Ward, District 7, Ho Chi Minh City			Child
	Nguyen Van Cuong			082071009429	35/1 Le Thi Hong Gam, Ward 6, My Tho Tien Giang			Older Sibling
	Bui Thi Kim Phuong			083177007298	Tan Xuan, Ba Tri, Ben Tre			Older Sister-in-law
	Nguyen Thi Dieu Huyen			082173001600	35/1 Le Thi Hong Gam, Ward 6, My Tho Tien Giang			Older Sibling
	Nguyen Huy Thuong			044064002588	35/1 Le Thi Hong Gam, Ward 6, My Tho Tien Giang			Older Brother-in-law
	Nguyen Huu Tri			082076009110	1191/6 Hamlet 2, Phuoc Kien, Nha Be, Ho Chi Minh City			Older Sibling
	Tran Huynh Ngoc Quang			080181000569	1191/6 Hamlet 2, Phuoc Kien, Nha Be, Ho Chi Minh City			Younger Sister-in-law
	Nguyen Huu Tram			082079019806	30/90 Lam Van Ben, Tan Kieng, District 7, Ho Chi Minh City			Sibling
	Nguyen Hoang Bich Thao			079181019358	30/90 Lam Van Ben, Tan Kieng, District 7, Ho Chi Minh City			Younger Sister-in-law

16	Dang Minh Tuyen		Chief Accountant	072083002573,23/02/2021 – Police Department for Administrative Management of Social Order	41/36/19 Special use 9, Phu My Ward, District 7, Ho Chi Minh City	35.100	0,18%	
	Dang Van Thach							Father
	Vo Thi My Tuyen							Mother
	Nguyen Mai Khanh Trang							Wife
	Dang Nguyen Ha My							Child
	Dang Minh Khoa							Child
	Dang Vo Phuong Hang							Younger Sibling
	Dang Vo Hue Chi							Younger Sibling

2. Transactions of internal persons and affiliated persons with shares of the company

No.	Transaction executor	Relationship with internal persons	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increasing, decreasing (buying, selling, converting, rewarding, etc.)
			<i>Number of shares</i>	<i>Percentage</i>	<i>Number of shares</i>	<i>Percentage</i>	
1	Pham Phu Cuong		235.622	1,23%	325.622	1,63%	Executing rights to purchase ESOP shares
	Pham Thi Thanh Nhan	Younger Sibling	10.100	0,05%	16.100	0,08%	Executing rights to purchase ESOP shares
2	Nguyen Ngoc Lan		91.700	0,48%	176.700	0,88%	Executing rights to purchase ESOP shares
3	Doan Minh Duc		21.100	0,11%	56.100	0,28%	Executing rights to purchase ESOP shares

4	La Van Tot		1.684.720	8,82%	1.694.720	8,47%	Executing rights to purchase ESOP shares
5	Nguyen Xuan Dong		10.500	0,05%	20.500	0,10%	Executing rights to purchase ESOP shares
	Nguyen Thi Anh Dao	Younger Sibling	398.900	2,09%	398.900	1,99%	Executing rights to purchase ESOP shares
6	Duong Thi Tuyet		95.961	0.50%	212.857	1,06%	Executing rights to purchase ESOP shares
7	Dao Duy Le		30.600	0.16%	55.600	0,28%	Executing rights to purchase ESOP shares
8	Le Thi Ngoc Dieu		3.000	0.02%	6.000	0,03%	Executing rights to purchase ESOP shares
9	Le Thanh Hoang		31.355	0,17%	31.355	0,16%	
10	Mai Van Hoang Dung		11.300	0.06%	11.300	0,06%	
11	Le Thi Ha Chi		137.162	0.72%	137.162	0,69%	
12	Le Thi Ha Ngoc		24.600	0.13%	24.600	0,12%	
13	Nguyen Huu Tam		44.404	0.23%	79.404	0,40%	Executing rights to purchase ESOP shares
14	Dang Minh Tuyen		46.200	0.24%	81.200	0,41%	Executing rights to purchase ESOP shares
	Duong Thi Tuyet	Younger Sibling			3.000	0,02%	Executing rights to purchase ESOP shares
15	Dao Duy Le		21.400	0.11%	71.400	0,36%	Executing rights to purchase ESOP shares
16	Le Thi Ngoc Dieu		10.100	0,05%	35.100	0,18%	Executing rights to purchase ESOP shares

IV. Other significant issues: None

CHAIRMAN OF THE BOARD OF DIRECTORS

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PHAM PHU CUONG

