

## Appendix V

(Issued together with Circular No. 96/2020/TT-BTC dated November 16, 2020 of the Minister of Finance)

HOA SEN GROUP

**THE SOCIALIST REPUBLIC OF VIET NAM**  
**Independence – Freedom – Happiness**

No.: 01/BC/HDQT/2026

Ho Chi Minh City, January 17, 2026

## REPORT ON CORPORATE GOVERNANCE

(Reporting period: From January 01 to December 31, 2025)

702

- The State Securities Commission of Vietnam;
- Ho Chi Minh Stock Exchange.

- Name of company: HOA SEN GROUP
- Address of head office: No. 9 Thong Nhat Boulevard, Song Than II Industrial Park, Di An Ward, Ho Chi Minh City, Vietnam
- Telephone: (028) 3 999 0111 Fax: (028) 3 847 9882
- Email: [lotushcm@hoasengroup.vn](mailto:lotushcm@hoasengroup.vn)
- Charter capital: VND 6,209,823,090,000 (*In words: Six trillion two hundred nine billion eight hundred twenty-three million ninety thousand dong*).
- Stock code: HSG
- Corporate Governance model: General Meeting of Shareholders, Board of Directors, General Director and Audit Committee under the Board of Directors (according to point b, clause 1, Article 137 of the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020).
- The implementation of internal audit: Implemented.

## I. GENERAL MEETING OF SHAREHOLDERS

On March 18, 2025, Hoa Sen Group ("Company") held the Annual General Meeting of Shareholders ("AGM") for the fiscal year ("FY") 2024 – 2025 at Unification Hall – No. 135 Nam Ky Khoi Nghia, Ben Thanh Ward, Ho Chi Minh City, Vietnam.

At the meeting, General Meeting of Shareholders reached a consensus and approved the following contents:

No.	Resolution Number	Date	Content
1	01/NQ/DHDCD/2025	18/03/2025	<ul style="list-style-type: none"> <li>- Approval of the full text of the Documents and amendments at the Annual General Meeting of Shareholders for the FY 2024 – 2025, including the reports and proposals of the BOD on the performance results in the FY 2023 – 2024 and the plan for the FY 2024 – 2025.</li> <li>- Approval of the consolidated business results report of the Group in the FY 2023 – 2024 and the consolidated indicators and business plans for the FY 2024 – 2025.</li> <li>- Approval of the orientation, roadmap and implementation plan for the Group's operational model restructuring policy.</li> <li>- Approval of Financial Contents, including: a) Approval of the separated financial statements of Hoa Sen Group and the consolidated financial statements of the Group in the FY 2023 – 2024, which have been audited by PwC Vietnam Co., Ltd; b) Approval of the transaction values with related parties, including: the values recorded in the audited financial statements and the values of arising transactions, will be recorded in the financial statements of the financial statements of the FY 2024 – 2025, in accordance with current legal regulation.</li> <li>- Approval of the Report on the dividend payment results of the FY 2022 – 2023; the official appropriation rate of funds implemented in the FY 2023 – 2024; the appropriation rate for remuneration and operating expenses of the BOD and positions under the BOD in the FY 2023 – 2024.</li> <li>- Approval of the dividend payment plan of the FY 2023 – 2024; the maximum appropriation rate of funds for the FY 2024 – 2025; the appropriation rate for remuneration and operating expenses of the BOD and positions under the BOD for the FY 2024 – 2025.</li> <li>- Approval of the Report by the Independent Member of the BOD and the Audit Committee including: a) Report of the Independent Member of the BOD and the Audit Committee on: Internal audit; the supervision of the BOD' operations; the approval and supervision of transactions with related parties have been carried out in the FY 2023 – 2024; b) Orientations and operational directions of Independent Members of the BOD and the Audit Committee, including plans to approve and supervise transactions expected to arise for the FY 2024 – 2025.</li> <li>- Approval of the list of independent auditing firms and authorize the BOD to select an independent auditing firm for the consolidated financial statements, the separate financial statements of Hoa Sen Group and its subsidiaries for the FY 2024 – 2025 from the following 04 (four) leading auditing firms in Vietnam.</li> <li>- Approval of the policy allowing the company to repurchase the shares.</li> </ul>

## II. BOARD OF DIRECTORS

### 1. Information about the members of the BOD

No.	Members	Position	Start date/Date no longer the member of the BOD/ independent member of the BOD	
			Date of appointment	Date of dismissal
1	Mr. Le Phuoc Vu	Chairman of the BOD	18/03/2024	
2	Mr. Tran Ngoc Chu	Executive - Standing Vice Chairman of the BOD ("Vice Chairman of the BOD")	18/03/2024	
3	Mr. Tran Quoc Tri	Non-executive member of the BOD	18/03/2024	
4	Mr. Ly Van Xuan	Non-executive member of the BOD	18/03/2024	
5	Mr. Nguyen Van Luan	Independent member of the BOD	18/03/2024	
6	Mr. Dinh Viet Duy	Independent member of the BOD	18/03/2024	

### 2. Meetings of the BOD

No.	Members	Number of BOD meetings attended	Attendance rate	Reasons for absence
1	Mr. Le Phuoc Vu	66	100%	
2	Mr. Tran Ngoc Chu	66	100%	
3	Mr. Tran Quoc Tri	66	100%	
4	Mr. Ly Van Xuan	66	100%	
5	Mr. Nguyen Van Luan	66	100%	
6	Mr. Dinh Viet Duy	66	100%	

### 3. Supervision activities of the BOD over the Board of Management

The supervision activity of the BOD was carried out closely, proactively, and continuously, ensuring the Board of Management operated in accordance with the strategies and objectives approved by the General Meeting of Shareholders. The BOD maintained a regular exchange mechanism, closely monitored the progress of key plans, and timely provided directions to handle arising issues, thereby ensuring the Group's activities were deployed consistently, transparently, and effectively.

The BOD strengthened supervision and direction of the Board of Management on the following core contents:

- Providing timely operational directions, helping the Group proactively respond to market fluctuations and maintain stable operations.
- Directing the promotion of specialization and operational optimization in key business segments such as: Steel Sheet, Steel Pipe, Plastic, and Hoa Sen Home Network, thereby enhancing governance efficiency, reducing costs, and consolidating competitive capacity.

- Supervising the launch of new product lines, especially high-quality MAG SHIELD products and exclusive Hoa Sen Home brand products, creating competitive advantages and expanding market share.
- Directing technical and technological upgrades, from production equipment to governance systems, to enhance productivity, reduce costs, and ensure safety and environmental standards.
- Deciding to promote R&D activities, focusing on quality improvement, researching new materials, and applying advanced technology to create product differentiation.
- Supervising full, accurate, and timely information disclosure, ensuring transparency according to legal regulations and protecting shareholder interests.
- Closely monitoring the implementation progress of Resolutions of the General Meeting of Shareholders and the BOD, ensuring all strategic directions are deployed consistently and effectively.

The Board of Management has successfully fulfilled the assigned duties, managing operations in accordance with the BOD's orientation. The implementation of solutions for production, business, new product development, strengthening R&D, and technological improvement was carried out proactively and effectively, directly contributing to the Group's positive business results, especially in maintaining profits in the context of a market with many challenges.

#### **4. Activities of the Committees under the BOD**

To ensure the effective performance of the functions, duties, and powers prescribed by law, the Company's Charter, and the current Group Corporate Governance Regulations, the Board of Directors has established specialized committees under its authority and is supported by dedicated functional divisions.

The establishment of these Board-level committees complies with the principles of public company governance in line with best-practice standards recommended by the State Securities Commission, and also reflects the Board's commitment to transparency and accountability in corporate governance and management.

Details about Committees and specialized Boards under the BOD:

No.	Committees under the BOD	Specialized Boards	Functions, duties
1	The Strategy Development Committee	Strategy & Investment Development Board <i>(Strategy – Development Board)</i>	<ul style="list-style-type: none"> <li>- Establishing the vision, planning business and investment strategies, proposing development plans to the BOD to ensure the Group's general orientation aligns with market trends.</li> <li>- Researching, analyzing, and finalizing plans and roadmaps for implementing restructuring strategies, specializing production and business segments, and supervising the execution of the Group's investment and development strategies.</li> </ul>

No.	Committees under the BOD	Specialized Boards	Functions, duties
2	The Governance & Appointment, Remuneration Committee <i>(Remuneration Committee)</i>	Restructuring & Resources Management Board <i>(Restructuring Board)</i>	<ul style="list-style-type: none"> <li>- Providing strategic advice, supervising, and executing resource restructuring plans and schemes for the BOD to ensure suitability with the Group's production and business activities according to objective developments in each period.</li> <li>- Researching and advising on issues related to the Company's Internal Governance system.</li> <li>- Supervising and evaluating the efficiency of performing functions and duties, and proposing remuneration and welfare for BOD Members.</li> <li>- Evaluating and recommending the appointment, dismissal, and removal of titles under the BOD's management.</li> <li>- Reviewing and proposing rewards and discipline for BOD Members and the Executive Board, as well as organizing the implementation of remuneration, welfare, and development schemes for all Group employees.</li> </ul>
3	The Audit Committee	Internal Audit Deployment Board	<ul style="list-style-type: none"> <li>- Independent supervision to ensure the integrity, objectivity, and transparency of financial statements and information disclosures related to the Group's financial situation.</li> <li>- Reviewing the internal control system and supervising the Group's audit function.</li> <li>- Reviewing, approving, monitoring, and reviewing related parties transactions under approval authority and providing recommendations on transactions requiring BOD or GMS approval.</li> <li>- Reviewing and proposing the selection of an independent auditing firm, remuneration levels, and advising on relevant terms in the audit contract for BOD approval before submission to the GMS for approval.</li> <li>- Monitoring and evaluating the independence and objectivity of the auditing firm and the effectiveness of the audit process.</li> </ul>
4	The Finance & Investor Relations Committee		<ul style="list-style-type: none"> <li>- Supervising and providing directional opinions on operations related to shareholders, investor relations, and information disclosure on the stock market.</li> <li>- Establishing, recommending, and advising the BOD in deciding on issues related to financial activities, capital mobilization, dividend payment, and issuance of shares/equity of the Company.</li> </ul>

The structure, personnel of Committees and specialized Boards under the BOD are as follows:

No.	Committees/Specialized Boards	Members	Position
1	Strategy Development Committee	Mr. LE PHUOC VU Chairman of the BOD	Head of Committee
		Mr. TRAN NGOC CHU Vice Chairman of the BOD	Deputy Head of Committee
		Mr. TRAN QUOC TRI Non-executive member of the BOD	Deputy Head of Committee
	Strategy – Development Board	Mr. LE PHUOC VU Chairman of the BOD	Head of Board
		Mr. TRAN NGOC CHU Vice Chairman of the BOD	Directing Deputy Head of Board
		Mr. TRAN QUOC TRI Non-executive member of the BOD	Implementing Deputy Head of Board
2	Governance & Appointment, Remuneration Committee	Mr. LE PHUOC VU Chairman of the BOD	Head of Committee
		Mr. TRAN NGOC CHU Vice Chairman of the BOD	Deputy Head of Committee
		Mr. TRAN QUOC TRI Non-executive member of the BOD	Deputy Head of Committee
		Mr. BUI THANH TAM Person in charge of Corporate Governance <i>(Resigned from date 24/02/2025)</i>	Implementing member of Committee
	Restructuring Board	Mr. LE PHUOC VU Chairman of the BOD	Head of Board
		Mr. TRAN NGOC CHU Vice Chairman of the BOD	Directing Deputy Head of Board
		Mr. TRAN QUOC TRI Non-executive member of the BOD	Monitoring Deputy Head of Board
3	Audit Committee	Mr. BUI THANH TAM Person in charge of Corporate Governance <i>(Resigned from date 24/02/2025)</i>	Standing – Implementing Deputy Head of Board
		Mr. NGUYEN VAN LUAN Independent member of the BOD	Head of Committee
		Mr. LY VAN XUAN Non-executive member of the BOD	Member of Committee
		Mr. DINH VIET DUY Independent member of the BOD	Member of Committee

No.	Committees/Specialized Boards	Members	Position
	Internal Audit Deployment Board	Mr. LE VU NAM (Resigned from date 07/08/2025)	Head of Board
		Mr. LE DINH HANH Internal Control Director	Deputy Head of Board
		Mrs. DONG THI THANH HANG Deputy Director of Internal Control	Member of Board
4	Finance & Investor Relations Committee	Mr. DINH VIET DUY Independent member of the BOD	Head of Committee
		Mr. LY VAN XUAN Non-executive member of the BOD	Member of Committee

The Committees under the BOD are units that directly propose and organize the implementation of policies and orientations given by the BOD related to production and business activities of the Group based on the opinions, advice and proposals of functional units under the Group; At the same time, on behalf of the BOD, the Committees monitor and supervise those units in implementing the Resolutions, policies approved by the BOD/General Meeting of Shareholders.

In 2025, Committees under the BOD implemented tasks as bellow:

Committee	Performance Result
Strategy Development Committee	<p>The Strategy Development Committee continued to affirm its role as the Board of Directors' specialized advisory body in planning, reviewing, and executing the Group's development strategy during the past fiscal year. With a vision towards sustainable growth, the Committee focused on deeply analyzing the market context, macroeconomic trends, and new investment opportunities to ensure the BOD's strategic decisions align with the long-term orientation and the Group's internal capabilities. The Committee's activities in the past year were as follows:</p> <ul style="list-style-type: none"> <li>- Analyzing the market context, evaluating the implementation efficiency of the operational model restructuring policy, assessing internal capabilities, and planning the Group's development strategy to ensure alignment with market fluctuations.</li> <li>- Expanding research and development (R&amp;D) activities for new products, innovating production techniques, and applying advanced technology in production and business activities, thereby strengthening competitive capacity, optimizing operational efficiency, and diversifying the supply of high-quality products to the market.</li> <li>- Planning the roadmap for specializing the building materials &amp; interior distribution segment and the long-term development strategy for the Hoa Sen Home system. Simultaneously, setting out sustainable development orientations, optimizing resources, expanding market scale, and enhancing core competitive values.</li> <li>- Proposing to the BOD to continue implementing investment promotion activities, project development, and expanding the strategic land bank to anticipate growth opportunities and effectively exploit future development potentials.</li> </ul>

Committee	Performance Result
Governance & Appointment, Remuneration Committee	<p>The Governance, Nomination and Remuneration Committee advised and proposed to the BOD to implement restructuring and optimize the governance model and human resource development. The Committee's activities aimed at enhancing the Group's operational efficiency and ensuring the rights of all employees, contributing to building a lean and effective governance system. The Committee's activities in the past FY were as follows:</p> <ul style="list-style-type: none"> <li>- Reviewing and evaluating implementation efficiency and recommending the BOD to adjust and perfect the Group's organizational and operational model in a direction suitable for the long-term development strategy, enhancing governance efficiency, optimizing resources, and reducing operating costs to ensure the Group's stability and sustainable development.</li> <li>- Evaluating and proposing to the BOD to consider and appoint a number of senior management titles to consolidate the Group's Governance and Executive apparatus.</li> <li>- Advising on the implementation of training and development programs regarding professional expertise and management capabilities, encouraging the staff to continuously learn, improve their qualifications, and meet development requirements in the era of breakthrough.</li> <li>- Organizing the development and recommendation to the BOD to approve policies related to social security, welfare, and caring for the material and spiritual life of employees. Recommending and supervising the implementation of policies on salary, welfare, social security, and health in a fair, objective, and transparent manner. Simultaneously, promoting the construction of a professional and humane working environment and creating motivation for employees to stick with the Group in the long term.</li> </ul>
Audit Committee	<p>The Audit Committee is responsible for deploying internal control activities and supervising the audit function to ensure transparency in financial operations and compliance in the Group's related party transactions. The Committee's activities in the past FY were as follows:</p> <ul style="list-style-type: none"> <li>- Proposing to the BOD to consider and approve the list of independent auditing firms for the Consolidated Financial Statements and Separate Financial Statements of the Parent Company and Subsidiaries in FY 2024 – 2025.</li> <li>- Organizing surveys and valuation of target assets that the Group intends to receive transfer for expansion investment activities.</li> <li>- Implementing reviews and assessments of the financial – accounting situation and the implementation status of business plans of the entire Group.</li> <li>- Inspecting and evaluating compliance with accounting processes, regulations, policies, and standards.</li> <li>- Supervising and evaluating the internal control system and internal audit work.</li> <li>- Reviewing, approving, and supervising the implementation of transactions with related parties arising in the year.</li> </ul>
Finance & Investor Relations Committee	<p>The Finance &amp; Investor Relations Committee is responsible for implementing key tasks to ensure financial transparency and effective management of the Group's resources. At the same time, the Committee plays a role in maintaining close relationships with shareholders, strategic investors, and the Group's financial partners. The Committee's actions in the past FY were as follows:</p>

Committee	Performance Result
	<ul style="list-style-type: none"> <li>- Recommending the BOD to consider and approve the dividend payment plan for FY 2023 – 2024 to ensure shareholder rights.</li> <li>- Supervising and directing the implementation of information disclosure to ensure transparency and timeliness in accordance with regulations.</li> <li>- Meeting, interacting, and answering inquiries and issues of concern to investors; supporting shareholders in depository registration procedures.</li> <li>- Reviewing, proposing, and advising the BOD to decide on capital contribution activities and cash flow coordination for subsidiaries, factories, and ongoing projects.</li> </ul>

## 5. Resolutions of the BOD

No.	Resolution No.	Date	Content	Approval rate
1	01/NQ/HDQT/2025	22/01/2025	Approving the policy on increasing the charter capital of Hoa Sen Ha Nam One Member Limited Liabilities Company.	100%
2	01A/NQ/HDQT/2025	22/01/2025	Approving the adjustment of the "Hoa Sen Ha Nam Plant" investment project invested by Hoa Sen Ha Nam Co., Ltd.	100%
3	02/NQ/HDQT/2025	22/01/2025	Approving the adjustment of the "Hoa Sen Nghe An Plant" investment project invested by Hoa Sen Nghe An One Member Limited Liabilities Company.	100%
4	03/NQ/HDQT/2025	06/02/2025	Changing the operation registration content of Hue City Branch.	100%
5	04/NQ/HDQT/2025	10/02/2025	Approving the policy on changing the seal samples of several Company-affiliated branches.	100%
6	04A/NQ/HDQT/2025	15/02/2025	Changing the operation registration content of the Company-affiliated Branch.	
7	05/NQ/HDQT/2025	18/02/2025	Periodic BOD Resolution for February 2025.	100%
8	06/NQ/HDQT/2025	24/02/2025	Approving the content of the BOD's Proposal on the orientation, roadmap, and implementation plan of the Group's operational model restructuring policy.	100%
9	07/NQ/HDQT/2025	24/02/2025	Changing management personnel.	100%
10	08/NQ/HDQT/2025	27/02/2025	Approving borrowing capital, mortgaging assets, and appointing a representative to execute relevant procedures at Vietcombank.	100%
11	09/NQ/HDQT/2025	27/02/2025	Approving the policy on establishing branches to replace certain business locations affiliated with the Group.	100%
12	09A/NQ/HDQT/2025	05/03/2025	Approving the update of information content of Subsidiaries/Branches affiliated with Hoa Sen Group headquartered in Phu My Industrial Park, Ba Ria – Vung Tau Province.	100%

No.	Resolution No.	Date	Content	Approval rate
13	10/NQ/HDQT/2025	11/03/2025	Approving certain policies related to the project in Dong Nai.	100%
14	11/NQ/HDQT/2025	11/03/2025	Approving the adjustment of the content of the Proposal on the orientation, roadmap, and implementation plan of the Group's operational model restructuring policy.	100%
15	12/NQ/HDQT/2025	13/03/2025	Approving the policy on establishing the Branch of Hoa Sen Group Joint Stock Company – Nghe An General Warehouse.	100%
16	13/NQ/HDQT/2025	14/03/2025	Approving the plan to expand the land bank to serve project development.	100%
17	14/NQ/HDQT/2025	19/03/2025	Approving the cash dividend payment for FY 2023 – 2024.	100%
18	15/NQ/HDQT/2025	19/03/2025	Approving the selection of an independent auditing firm for the Group's Financial Statements in FY 2024 – 2025.	100%
19	16/NQ/HDQT/2025	15/04/2025	Approving the policy on expediting legal procedures for social housing projects in Dong Nai province and Ba Ria – Vung Tau province.	100%
20	17/NQ/HDQT/2025	15/04/2025	Approving the dismissal of management officials.	100%
21	18/NQ/HDQT/2025	21/04/2025	Changing the Head of the branch of Hoa Sen Group Joint Stock Company – Hoa Sen Phu My Steel Sheet Plant.	100%
22	19/NQ/HDQT/2025	21/04/2025	Changing the legal representative of Hoa Sen Phu My One Member Limited Liabilities Company.	100%
23	20/NQ/HDQT/2025	21/04/2025	Changing the content of the adjustment of the "Hoa Sen Nghe An Plant" investment project invested by Hoa Sen Nghe An One Member Limited Liabilities Company.	100%
24	21/NQ/HDQT/2025	25/04/2025	Approving the adjustment of the "Hoa Sen Phu My Hot-Dip Galvanized Steel Pipe Plant" investment project invested by Hoa Sen Phu My One Member Limited Liabilities Company.	100%
25	21A/NQ/HDQT/2025	25/04/2025	Approving the policy on promoting, researching, and expanding the Hoa Sen Home General Warehouse and Store System.	100%
26	22/NQ/HDQT/2025	28/04/2025	Periodic BOD Resolution for April 2025.	100%
27	23/NQ/HDQT/2025	28/04/2025	Approving the L/C opening limit, capital borrowing, and appointing a Company representative to sign borrowing and debt acknowledgement procedures at Sacombank.	100%

No.	Resolution No.	Date	Content	Approval rate
28	24/NQ/HDQT/2025	28/04/2025	Approving the policy on changing information regarding the social housing project in Phuoc An Commune, Nhon Trach District, Dong Nai Province.	100%
29	25/NQ/HDQT/2025	28/04/2025	Approving the expansion of project scale.	100%
30	25A/NQ/HDQT/2025	16/05/2025	Approving borrowing capital and mortgaging at Vietnam Joint Stock Commercial Bank for Industry and Trade (VietinBank).	100%
31	26/NQ/HDQT/2025	30/05/2025	Approving borrowing capital and using assets as security measures at BIDV.	100%
32	26A/NQ/HDQT/2025	18/06/2025	Approving for Hoa Sen Nhon Hoi Binh Dinh One Member Limited Liabilities Company to borrow capital and use assets to secure the loan at Vietnam Joint Stock Commercial Bank for Industry and Trade (VietinBank).	100%
33	27/NQ/HDQT/2025	19/06/2025	Approving the change of legal representative of Hoa Sen Phu My One Member Limited Liabilities Company.	100%
34	27A/NQ/HDQT/2025	01/07/2025	Changing the Heads of several Company-affiliated branches.	100%
35	28/NQ/HDQT/2025	03/07/2025	Adjusting the "Hoa Sen Binh Dinh Steel Pipe Plant" investment project invested by Hoa Sen Binh Dinh One Member LLC	100%
36	28A/NQ/HDQT/2025	09/07/2025	Adjusting the investment project "Song Than steel sheet and purlin manufacturing plant"	100%
37	29/NQ/HDQT/2025	10/07/2025	Officially appointing Senior Governance - Executive Officers.	100%
38	30/NQ/HDQT/2025	17/07/2025	Using the Company's credit limit at Asia Commercial Joint Stock Bank (ACB) – Tan Thuan Branch.	100%
39	31/NQ/HDQT/2025	21/07/2025	Approving and guaranteeing the debt obligation of Hoa Sen Phu My One Member Limited Liabilities Company at Joint Stock Commercial Bank for Foreign Trade of Vietnam (Vietcombank) – South Binh Duong Branch.	100%
40	32/NQ/HDQT/2025	24/07/2025	Periodic BOD Resolution for July 2025.	100%
41	33/NQ/HDQT/2025	01/08/2025	Changing the Heads of several Company-affiliated branches.	100%
42	34/NQ/HDQT/2025	07/08/2025	Dismissing the title of Head of Internal Audit Deployment Board.	100%
43	34A/NQ/HDQT/2025	07/08/2025	Approving and guaranteeing the debt repayment obligation of Hoa Sen Plastics Joint Stock Company at Vietnam Joint Stock Commercial Bank for Industry and Trade (VietinBank) – Ba Ria – Vung Tau Branch.	100%

No.	Resolution No.	Date	Content	Approval rate
44	35/NQ/HDQT/2025	16/08/2025	Changing the corporate seal of Hoa Sen Group Company.	100%
45	36/NQ/HDQT/2025	18/08/2025	Investing in the implementation of the "Hoa Sen Home Binh Dinh" project.	100%
46	37/NQ/HDQT/2025	29/09/2025	Approving the investment policy for the Steel Sheet Rolling, Purlin Plant and Hoa Sen Group General Warehouse project in Can Tho City.	100%
47	38/NQ/HDQT/2025	30/09/2025	Approving transactions with Related Parties.	100%
48	39/NQ/HDQT/2025	30/09/2025	Approving the official appropriation level for Funds and Remuneration, operating expenses of the BOD in FY 2024 – 2025.	100%
49	40/NQ/HDQT/2025	30/09/2025	Approving the policy on distributing and transferring the entire undistributed profit in FY 2024 – 2025 of affiliated Subsidiaries to Hoa Sen Group	100%
50	41/NQ/HDQT/2025	01/10/2025	Changing the heads of several branches of the Company	100%
51	42/NQ/HDQT/2025	02/10/2025	Dissolution of Hoa Sen International Port Joint Stock Company	100%
52	43/NQ/HDQT/2025	03/10/2025	Policy on leasing premises at the M2 Sarimi Commercial Podium	100%
53	44/NQ/HDQT/2025	11/11/2025	Periodic BOD Resolution for November 2025.	100%
54	45/NQ/HDQT/2025	11/11/2025	Extension of the timeline for holding the Annual General Meeting of Shareholders for Fiscal Year 2025–2026	100%
55	46/NQ/HDQT/2025	11/11/2025	Policy on holding the Annual General Meeting of Shareholders for Fiscal Year 2025–2026	100%
56	47/NQ/HDQT/2025	11/11/2025	Official appointment of Senior Management and Executive Officers	100%
57	48/NQ/HDQT/2025	11/11/2025	Establishment of Hoa Sen Home Joint Stock Company	100%
58	49/NQ/HDQT/2025	13/11/2025	Establishment of a business location under the Company	100%
59	50/NQ/HDQT/2025	17/11/2025	Lease of land at the Non-Tax Zone and Nam Dinh Vu Industrial Park for investment project implementation	100%
60	51/NQ/HDQT/2025	24/11/2025	Updating the business lines of Hoa Sen Group	100%
61	51A/NQ/HDQT/2025	02/12/2025	Policy on the transfer of the 'Hoa Sen Binh Dinh Plastic Pipe Plant' project from Hoa Sen Binh Dinh One-Member LLC to Hoa Sen Plastic Joint Stock Company	100%

No.	Resolution No.	Date	Content	Approval rate
62	52/NQ/HDQT/2025	15/12/2025	Updating the business lines of Hoa Sen Nghe An One Member LLC	100%
63	53/NQ/HDQT/2025	17/12/2025	Adjustment of the investment project "Hoa Sen Phu My Hot Dip Galvanized Steel Pipe Plant" with Hoa Sen Phu My One Member LLC as the investor	100%
64	54/NQ/HDQT/2025	19/12/2025	Establishment of Hoa Sen Hai Phong One Member LLC	100%
65	55/NQ/HDQT/2025	22/12/2025	Policy on renewing the validity of delegation and authorization documents for certain leadership and management-executive positions within the Group	100%
66	56/NQ/HDQT/2025	22/12/2025	Assignment of tasks related to credit and banking activities	100%
67	57/NQ/HDQT/2025	22/12/2025	Assignment of tasks related to business registration	100%
68	58/NQ/HDQT/2025	24/12/2025	Policy on the establishment of a branch under the Company	100%

### III. AUDIT COMMITTEE

#### 1. Information on members of Audit Committee ("AC")

No.	Members	Position	Start date/Date no longer the member of AC	Qualification
1	Mr. Nguyen Van Luan	Head of Committee	18/03/2024	Associate Professor, Ph.D. in Economics
2	Mr. Ly Van Xuan	Member of Committee	18/03/2024	Associate Professor, Ph.D, Medical Doctor
3	Mr. Dinh Viet Duy	Member of Committee	18/03/2024	Master of Project Management, Civil Engineer

#### 2. Meetings of Audit Committee

No.	Members	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Mr. Nguyen Van Luan	4	100%	100%	
2	Mr. Ly Van Xuan	4	100%	100%	
3	Mr. Dinh Viet Duy	4	100%	100%	

### **3. Supervising activities of the Audit Committee over the Board of Directors, the Board of Management and Shareholders**

In 2025, the Audit Committee focused on in-depth supervision of finance, accounting, internal audit, and legal compliance, ensuring the Group's operations are transparent, compliant with regulations, and truthfully reflect the production and business situation. The actual supervision contents were implemented as follows:

- Reviewing financial statements periodically, reconciling data with management reports, cash flow reports, and operational indicators; thereby evaluating the reasonableness of provisions, production costs, cost price fluctuations, and the efficiency of the Group's working capital usage.
- Directly monitoring the working process of the independent auditing firm, reviewing audit files, discussing material issues arising during the annual audit; paying special attention to areas with significant fluctuations such as inventory, provisioning, financial expenses, and export revenue.
- Receiving and reviewing internal audit reports by topic, including: checking inventory at factories, controlling debts at the Hoa Sen Home distribution system, checking compliance with sales – promotion processes, and conducting surprise inspections at some branches with abnormal fluctuations in sales or inventory.
- Monitoring post-audit remediation, requiring units to explain the causes of discrepancies and the deadline for completion, especially in contents related to inventory discrepancies, selling expenses, management of materials – accessories, and invoice control processes.
- Reviewing important internal control processes, including approving raw material purchase contracts, sales processes at Hoa Sen Home Network, customer credit limit approval processes, and debt reconciliation processes.
- Monitor related-party transactions, verify the validity of supporting documentation, the transaction value, and compliance with the approval procedures set out in the Company's Charter; report to the Board of Directors on high-value transactions.
- Monitor compliance with disclosure obligations, including financial statements, changes in senior management, Board resolutions, information relating to investment projects, and restructuring activities.
- Periodically working with the Board of Management to evaluate financial issues arising during the period: input material price fluctuations, financial cost pressures, consumption situation at the Hoa Sen Home system, progress of restructuring the plastics segment, and the implementation status of the production and business plan quarterly.
- Assessing actual operational risks, including: risk of slow-moving inventory, discrepancies between book and actual inventory, debt risks at Hoa Sen Home Network in some areas, and exchange rate risks regarding material import activities.

In 2025, the Audit Committee conducted in-depth oversight of key areas affecting the Group's financial performance and operational risk management. This oversight was implemented on an ongoing basis through reviewing and evaluating reports in combination with post-review follow-up, urging the implementation of remedial recommendations, and closely coordinating with relevant functional departments. Accordingly, the Audit Committee provided timely advice to the BOD in management and governance matters, ensured compliance, and maximized the protection of shareholders' interests.

#### **4. Coordinating between the Audit Committee and the activities of the Board of Directors, the Board of Management and other managers**

In 2025, the Audit Committee maintained a close coordination mechanism with the Board of Directors, the Board of Management, and specialized units to ensure supervision work is deployed synchronously, accurately, and scientifically.

- The Committee attended all the BOD meetings, timely updating the Group's production, business, financial, and risk management situation. Based on the provided data, the Committee provided critical opinions and professional recommendations, supporting the BOD in reviewing and approving important contents in accordance with the General Meeting of Shareholders resolutions and legal regulations.

- The Board of Management and functional departments coordinated actively, providing full documents, reports, and information as requested, helping the Audit Committee have sufficient basis to objectively evaluate, review material issues, and provide timely assessments. Information exchange was carried out continuously and in a controlled manner, facilitating supervision work and enhancing governance efficiency.

#### **5. Other activities of the Audit Committee**

##### ***5.1. Results of monitoring the Financial and Accounting Performance of the Group***

In 2025, the Audit Committee continued to perform independent supervision of financial – accounting tasks, ensuring that data is recorded in accordance with regulations, transparently, and truthfully reflects the operational situation.

The Committee periodically reviewed financial statements, worked with the independent auditing firm (PwC Vietnam), and coordinated with the Board of Management to evaluate key financial indicators serving the Board of Directors' decision-making process.

###### **❖ *Regarding the financial situation***

Amid ongoing market volatility, the Group has continued to maintain a sound and secure financial foundation.

- Financial – accounting task was performed in accordance with legal regulations and Vietnamese Accounting Standards (VAS).

- The system for managing documents, books, and reports is organized scientifically, ensuring accuracy and the ability to check and reconcile.

- Key financial ratios such as debts, loans, liquidity, and owners' equity were all controlled within safe limits.

- The Group continued to promote cost management, optimize operations, and enhance capital usage efficiency, helping to improve cash flow and financial balance.

- Although the business environment remains challenging, the Group maintained stable operating results and ensured solvency.

###### **❖ *Regarding Financial Statements***

- The Group's periodic financial statements (including separate and consolidated reports) were prepared truthfully, clearly, and in compliance with current regulations.

- The Board of Management maintained prudence in organizing accounting, statistical, and reporting work.
- The reports were submitted to the Board of Directors for periodic review and discussion and were confirmed by the independent auditing firm to truthfully reflect the Group's financial reality. This affirms the transparency and discipline in financial governance – a factor the Group has maintained consistently over the years.

### ***5.2. Report on the control activities of branches/outlets and business units***

In 2025, the Group's internal audit activities were expanded in scope and increased in depth of evaluation. The Internal Audit Deployment Board shifted its focus from compliance checking to analyzing risks related to profit, operational efficiency, and activity quality at the retail system, consistent with the Group's governance orientation. Key implementation contents include:

- Internal Control evaluated all expenditures at stores, ensuring spending is realistic, transparent, and effective. In parallel, inventory management was strictly checked to optimize goods rotation and reduce storage costs.
- The monitoring and handling of substandard goods and downgraded goods were performed strictly to limit losses and protect the profit margin of the retail system.
- The Internal Audit Deployment Board coordinated with the Internal Control Department to perform periodic and unscheduled inventories inspect at all business units. The process from receiving goods, acceptance, storage to selling and payment was synchronously reviewed, contributing to enhancing transparency and consistency throughout the system.

### ***5.3. Report on inspection and supervision of transactions with related parties***

In 2025, the Group continued to maintain a strict control mechanism for transactions with related parties, clearly demonstrating the Board of Directors' commitment to protecting shareholder interests and ensuring transparency in governance and management.

The transaction approval system is established in a tiered, multi-level control manner, helping decisions to be reviewed objectively and in compliance with legal regulations:

- For transactions of an important or special nature: The Board of Directors organizes extraordinary meetings to discuss, pass separate Resolutions, and perform information disclosure in accordance with the Law on Enterprises and the Law on Securities.
- For recurring transactions: The Board of Management prepares proposal dossiers, which are reviewed by the Head of the Internal Audit Implementation Board, and then submitted to the Audit Committee for review and approval before implementation.

All transactions are performed on the principles of equality, voluntary basis, transparency, and have clear written documents, complying with the Charter and Governance Regulations of the Group, affirming legality, transparency, and ensuring harmonized interests between the Group and related parties.

In 2025, the BOD reviewed and approved policies on transactions with Related Parties of the Company. These policies were also disclosed in accordance with current securities laws. Specifically:

No.	Resolution No.	Date	Content
1	38/NQ/HDQT/2025	30/09/2025	Approval of related party transactions entered into and executed during the FY 2024 – 2025, and approval of the policy for entering into and executing related party transactions arising in the FY 2025 – 2026.

**5.4. Evaluating the audit environment, internal control, and independent audit services**

❖ ***Internal Control System operating effectively:***

In 2025, the Audit Committee noted that the Group's internal control system continued to operate stably and increasingly effectively. Outstanding results include:

- Risk identification and assessment work was performed periodically, helping the Group proactively respond to market fluctuations.
- Operational processes were issued and updated regularly, with a specialized department supervising compliance.
- Through the Audit Committee and advisory units, the Board of Directors identified material risks, reviewed production and business processes with high potential risks, and simultaneously evaluated the suitability and effectiveness of the internal control system.

❖ ***Transparent audit environment***

In 2025, internal audit activities achieved positive results in both quality and scope of work:

- Internal Audit has fully implemented the annual plan, focusing on high-risk areas such as selling expenses, inventory management, store transactions, and operational efficiency at the Hoa Sen Home Network.
- Audit recommendations were accepted and seriously implemented by the units; many existing issues were completely resolved, helping to reduce losses and improve operational performance.
- The audit team not only checked but also played a consulting role, supporting units to improve processes, enhance risk management, and standardize operational activities.

❖ ***Supervision of Independent Audit services***

The Audit Committee performed strict supervision of the independent auditing firm, PwC (Vietnam), recording specific results as follows:

- PwC fully complied with auditing standards, ensuring independence, objectivity, and no conflict of interest during the working process.
- Through exchanges with PwC, the Audit Committee clarified material issues, especially in items with large fluctuations, helping to enhance the reliability of financial statements.
- The auditing firm has completed its tasks, met the expectations of the Audit Committee and ensured the reliability and accuracy of the financial statements provided by the Group.

#### IV. GROUP EXECUTIVE BOARD

No.	Members	Date of birth	Qualification	Date of appointment/dismissal/removal of Executive Board Member position
1	<b>Mr. Tran Ngoc Chu</b> Executive - Standing Vice Chairman of the BOD; Vice Chairman of the Committees under the BOD; Deputy Head of specialized Boards under the BOD; Chairman/Chairman of the BOD of subsidiaries	10/05/1962	Bachelor of Finance and Accounting	18/03/2024
2	<b>Mr. Vu Van Thanh</b> General Director; Vice Chairman of the BOD of subsidiaries	29/07/1966	Master of Economics	12/04/2024
3	<b>Mr. Nguyen Ngoc Huy</b> Standing Deputy General Director; Chairman/Chairman of the Member Council of the subsidiaries	08/07/1978	Bachelor of Foreign Language	01/05/2024
4	<b>Mr. Hoang Duc Huy</b> Deputy General Director	23/07/1958	Bachelor	18/03/2024
5	<b>Mr. Tran Quoc Pham</b> Deputy General Director	07/03/1973	Civil and Industrial Construction Engineer	18/03/2024
6	<b>Mr. Tran Thanh Nam</b> Deputy General Director	22/04/1988	Master of Business Administration	18/03/2024
7	<b>Mr. Nguyen Minh Phuc</b> Deputy General Director; Chairman of subsidiaries	15/08/1981	Bachelor of Industrial Technology/Faculty of Mechanical Engineering and Manufacturing	18/03/2024
8	<b>Mr. Nguyen Tan Hoa</b> Deputy General Director	14/10/1978	Bachelor of Mechanical Dynamics Engineer	01/05/2024
9	<b>Mr. Tran Dinh Tai</b> Deputy General Director	16/11/1979	Bachelor of Business Administration – Marketing	10/07/2025
10	<b>Mr. Nguyen Le Manh Tung</b> Deputy General Director	25/02/1988	Bachelor of International Commerce	01/12/2025
11	<b>Mr. Nguyen Tran Dai</b> Acting Deputy General Director	28/09/1985	Bachelor of Foreign Economics	01/12/2025
12	<b>Mr. Pham Dinh</b> Acting Deputy General Director	15/08/1980	Industrial Engineering Engineer	15/04/2025 (Resigned as Acting Deputy Director)

No.	Members	Date of birth	Qualification	Date of appointment/dismissal/removal of Executive Board Member position
13	<b>Mr. Cao Quang Sang</b> Acting Deputy General Director	25/07/1986	Master of Business Administration	24/02/2025
14	<b>Mr. Bui Thanh Tam</b> Person in charge of Corporate Governance; Deputy Head of Specialized Board under the BOD	04/04/1957	Vocational Diploma in Accounting for Forestry Enterprises	24/02/2025 (Resigned as Person in charge of Corporate Governance; Deputy Head of Specialized Board under the BOD)
15	<b>Mr. Nguyen Van Dung</b> Person in charge of Corporate Governance	16/04/1979	Bachelor of Law	24/02/2025
16	<b>Mrs. Nguyen Thi Ngoc Lan</b> Chief Accountant	21/01/1969	Bachelor of Accounting – Auditing	18/03/2024
17	<b>Mr. Le Vu Nam</b> Head of Internal Audit Deployment Board	20/06/1969	Associate Professor, PhD. of Economic Laws	07/08/2025 (Resigned as Head of Internal Audit Deployment Board)
18	<b>Mr. Le Dinh Hanh</b> Deputy Head of Internal Audit Deployment Board	02/08/1980	Bachelor in Finance – Monetary and Credit	18/03/2024

## V. CHIEF ACCOUNTANT

Full name	Date of birth	Qualification	Date of appointment
Mrs. Nguyen Thi Ngoc Lan	21/01/1969	Bachelor of Accounting – Auditing	18/03/2024

## VI. TRAINING COURSES ON CORPORATE GOVERNANCE

In 2025, the Board of Directors encouraged and facilitated the participation of personnel involved in legal and corporate governance in conferences, seminars, and training courses, contributing opinions in the field of corporate governance, including:

- Conferences organized by the State Securities Commission: Forum “For a Innovative Shareholders’ General Meeting Season”; Conference “Disseminating the content of amendments and supplements to the Securities Law and detailed implementing regulations”; Seminar introducing the “Green Bond Information Disclosure Handbook”; Conference “Disseminating the content of amendments and supplements to the Securities Law and detailed implementing regulations”;
- Conferences organized by the Ho Chi Minh City Stock Exchange, including “From Vietnam to Wall Street – Opportunities to Attract International Investment Capital”;
- Specialized governance workshops organized by the Company.

**VII. THE LIST OF RELATED PARTIES OF THE PUBLIC COMPANY AND TRANSACTIONS OF RELATED PARTIES OF THE COMPANY**

**1. The list related parties of the Company**

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issuance, place of issuance	Contact address	Time of starting to be related parties	Time of ending to be related parties	Reasons	Relationship with the Company	Notes
1	Le Phuoc Vu		Chairman of the BOD; Head of Strategy Development Committee and Governance & Appointment, Remuneration Committee			18/03/2024			Insider /Individual owning more than 10% voting shares of the Company	Ownership percentage: 16.96%
2	Tran Ngoc Chu		Standing & Executive Vice Chairman of the BOD; Deputy Head of Strategy Development Committee and Governance & Appointment, Remuneration Committee			18/03/2024			Insider	Ownership percentage: 0.09%
3	Tran Quoc Tri		Non-executive member of the BOD			18/03/2024			Insider	Ownership percentage: 0.18%
4	Ly Van Xuan		Non-executive member of the BOD; Member of Audit Committee and Finance & Investor Relations Committee			18/03/2024			Insider	Ownership percentage: 0.14%

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issuance, place of issuance	Contact address	Time of starting to be related parties	Time of ending to be related parties	Reasons	Relationship with the Company	Notes
5	Nguyen Van Luan		Independent member of the BOD; Head of Audit Committee			18/03/2024			Insider	Ownership percentage: 0.01%
6	Dinh Viet Duy		Independent member of the BOD; Head of Finance & Investor Relations Committee, Member of Audit Committee			18/03/2024			Insider	Ownership percentage: 0.005%
7	Vu Van Thanh		General Director/ Authorized Representative for Information Disclosure			18/03/2024			Insider	Ownership percentage: 0.03%
8	Nguyen Ngoc Huy		Standing Deputy General Director			18/03/2024			Insider	Ownership percentage: 0.06%
9	Hoang Duc Huy		Deputy General Director			18/03/2024			Insider	Ownership percentage: 0.07%

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issuance, place of issuance	Contact address	Time of starting to be related parties	Time of ending to be related parties	Reasons	Relationship with the Company	Notes
10	Tran Quoc Pham		Deputy General Director			18/03/2024			Insider	Ownership percentag: 0.04%
11	Tran Thanh Nam		Deputy General Director			18/03/2024			Insider	Ownership percentag: 0.01%
12	Nguyen Minh Phuc		Deputy General Director			18/03/2024			Insider	Ownership percentag: 0.03%
13	Nguyen Tan Hoa		Deputy General Director			01/05/2024			Insider	Ownership percentag: 0.01%
14	Nguyen Le Manh Tung		Deputy General Director			01/12/2025			Insider	Ownership percentag: 0.004%
15	Tran Dinh Tai		Deputy General Director			10/07/2025			Insider	Ownership percentag: 0.004%

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issuance, place of issuance	Contact address	Time of starting to be related parties	Time of ending to be related parties	Reasons	Relationship with the Company	Notes
16	Pham Dinh		Acting Deputy General Director			01/05/2024	15/04/2025		Insider	Ownership percentage: 0.01%
17	Nguyen Tran Dai		Deputy General Director			01/12/2025			Insider	Ownership percentage: 0.004%
18	Cao Quang Sang		Acting Deputy General Director			24/02/2025			Insider	Ownership percentage: 0.003%
19	Nguyen Thi Ngoc Lan		Chief Accountant			18/03/2024			Insider	Ownership percentage: 0.08%
20	Bui Thanh Tam		Person in charge of Corporate Governance; Standing – Implementation Deputy Head of Restructuring Board			18/03/2024	24/02/2025		Insider	Ownership percentage: 0%
21	Nguyen Van Dung		Person in charge of Corporate Governance			24/02/2025			Insider	Ownership percentage: 0.01%

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issuance, place of issuance	Contact address	Time of starting to be related parties	Time of ending to be related parties	Reasons	Relationship with the Company	Notes
22	Le Vu Nam		Head of Internal Audit Implementation Board			18/03/2024	07/08/2025		Insider	Ownership percentage: 0.09%
23	Le Dinh Hanh		Deputy Head of Internal Audit Implementation Board			18/03/2024			Insider	Ownership percentage: 0.12%
24	Hoa Sen Yen Bai Building Materials One Member LLC					06/01/2017			Subsidiary	100% owned by Hoa Sen Group
25	Hoa Sen Ha Nam One Member LLC					15/09/2015			Subsidiary	100% owned by Hoa Sen Group
26	Hoa Sen Nghe An One Member LLC					12/06/2015			Subsidiary	100% owned by Hoa Sen Group

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issuance, place of issuance	Contact address	Time of starting to be related parties	Time of ending to be related parties	Reasons	Relationship with the Company	Notes
27	Hoa Sen Nhon Hoi – Binh Dinh One Member LLC					26/11/2015			Subsidiary	100% owned by Hoa Sen Group
28	Hoa Sen Binh Dinh Sole Member Limited Company					14/05/2014			Subsidiary	100% owned by Hoa Sen Group
29	Hoa Sen Phu My One Member LLC					08/08/2016			Subsidiary	100% owned by Hoa Sen Group
30	Hoa Sen Steel One Member Co., Ltd.					24/12/2007			Subsidiary	100% owned by Hoa Sen Group
31	Hoa Sen Hai Phong One Member LLC					24/12/2025			Subsidiary	100% owned by Hoa Sen Group

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issuance, place of issuance	Contact address	Time of starting to be related parties	Time of ending to be related parties	Reasons	Relationship with the Company	Notes
32	Hoa Sen Plastics JSC					18/12/2007			Subsidiary	99.95% owned by Hoa Sen Group
33	Hoa Sen Yen Bai JSC					05/05/2016			Subsidiary	97.3% owned by Hoa Sen Group
34	Hoa Sen Sai Gon JSC					21/02/2024			Associated Company	40% owned by Hoa Sen Group
35	Hoa Sen Holdings Group					12/07/2010			The company is owned by Mr. Le Phuoc Vu - Chairman of the BOD	Mr. Le Phuoc Vu holds controlling power
36	Hoa Sen Nghe An Investment Company Limiteds					17/02/2017			Company indirectly controlled by the Chairman of the BOD	Mr. Le Phuoc Vu holds controlling power

No.	Name of organization/ individual	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issuance, place of issuance	Contact address	Time of starting to be related parties	Time of ending to be related parties	Reasons	Relationship with the Company	Notes
37	Dash LLC					18/7/2024			The company is owned by Ms. Le Hoang Dieu Tam - a related person of the Chairman of the BOD	Ms. Le Hoang Dieu Tam holds controlling power of Dash LLC

*Notes: The NSH No.\* is the ID Card/Passport number (for individuals) or the Enterprise Registration Certificate Number, Business License, or equivalent legal documents (for organizations).).*

## 2. Transactions between the Company and its related persons or between the Company and its major shareholders, insiders and related persons

No.	Name of organization/ individual	Relationship with the Company	NSH No., date of issuance, place of issuance	Contact address	Time of transaction with the Company	No. of approving Resolution/ Decision of the BOD/AGM (if any)	Content, quantity, total value of transaction		
1	Hoa Sen Steel One Member Co., Ltd.	Affiliated person of the Company	3700763651, 24/12/2007, Binh Duong Department of Planning and Investment	No. 9 Thong Nhat Avenue, Song Than II Industrial Park, Di An Ward, Ho Chi Minh City	From 01/01/2025 to 31/12/2025	Resolution No. 35/NQ/HDQT/2024 dated September 30, 2024 Resolution No. 38/NQ/HDQT/2025 dated September 30, 2025	<p><b>Sales transactions:</b></p> <ul style="list-style-type: none"> <li>- Sales of goods and services: VND 9,934,674,245,648</li> <li>- Provision of processing services: VND 5,164,220</li> <li>- Rental income: VND 1,429,000,000</li> <li>- Utilities collected on behalf (electricity, water, gas): VND 160,786,494,689</li> <li>- Sales returns: (VND 1,580,856,825)</li> </ul> <p><b>Purchase transactions:</b></p> <ul style="list-style-type: none"> <li>- Purchase of goods and services: VND 11,254,125,018,346</li> <li>- Other services received: VND 6,670,000</li> <li>- Purchase returns: (VND 2,496,542,800)</li> </ul> <p><b>Receivables and Payables:</b></p> <ul style="list-style-type: none"> <li>- Trade receivables: VND 1,019,821,928,829</li> </ul>		

No.	Name of organization/individual	Relationship with the Company	NSH No., date of issuance, place of issuance	Contact address	Time of transaction with the Company	No. of approving Resolution/Decision of the BOD/AGM (if any)	Content, quantity, total value of transaction	Notes
2	Hoa Sen Plastics JSC	Affiliated person of the Company	3500786179, 18/12/2007, Ba Ria – Vung Tau Department of Planning and Investment	Road 2B, Phu My I Industrial Park, Phu My Ward, Ho Chi Minh City, Vietnam	From 01/01/2025 to 31/12/2025	Resolution No. 35/NQ/HDQT/2024 dated September 30, 2024 Resolution No. 38/NQ/HDQT/2025 dated September 30, 2025	<b>Sales transactions:</b> <ul style="list-style-type: none"> <li>- Sales of goods and services: VND 1,703,400,838</li> <li>- Rental income: VND 875,115,552</li> <li>- Interest income on loans: VND 20,088,071,233</li> <li>- Late payment interest income: VND 2,699,264,196</li> <li>- Income from disposal of fixed assets: VND 99,545,454</li> </ul> <b>Purchase transactions:</b> <ul style="list-style-type: none"> <li>- Purchases of goods and services: VND 3,920,554,851</li> <li>- Operating lease expenses: VND 1,248,528,468</li> <li>- Purchases of tools and instruments: VND 230,400,000</li> </ul> <b>Receivables and Payables:</b> <ul style="list-style-type: none"> <li>- Trade receivables: VND 939,879,632</li> <li>- Other receivables: VND 327,369,849,903</li> <li>- Short-term loan receivables: VND 458,500,000,000</li> <li>- Trade payables: VND 431,858,469</li> <li>- Prepayments to suppliers: VND 2,527,675</li> </ul>	
3	Hoa Sen Binh Dinh Sole Member LLC	Affiliated person of the Company	4101425750, 14/05/2014, Binh Dinh Department of Planning and Investment	Lot A1.1 and TT 6.2 & 7, Nhon Hoa Industrial Park, An Nhon Nam Ward, Gia Lai Province	From 01/01/2025 to 31/12/2025	Resolution No. 35/NQ/HDQT/2024 dated September 30, 2024 Resolution No. 38/NQ/HDQT/2025 dated September 30, 2025	<b>Sales transactions:</b> <ul style="list-style-type: none"> <li>- Sales of goods and services: VND 486,660,643</li> </ul> <b>Purchase transactions:</b> <ul style="list-style-type: none"> <li>- Purchases of goods and services: VND 1,392,641,562,271</li> <li>- Freight and transportation services: VND 114,428,680</li> <li>- Operating lease expenses: VND 2,274,000,000</li> <li>- Utilities expenses (electricity, water, and gas): VND 88,720,112</li> <li>- Purchase discounts received: (VND 3,272,728)</li> </ul> <b>Receivables and Payables:</b> <ul style="list-style-type: none"> <li>- Trade payables: VND 269,372,875,430</li> </ul>	

No.	Name of organization/individual	Relationship with the Company	NSH No., date of issuance, place of issuance	Contact address	Time of transaction with the Company	No. of approving Resolution/Decision of the BOD/AGM (if any)	Content, quantity, total value of transaction	Notes
4	Hoa Sen Nghe An One Member LLC	Affiliated person of the Company	2901788319, 12/06/2015, Nghe An Department of Planning and Investment	Lot CN 1-8, Dong Hoi Industrial Park, Tan Mai Ward, Nghe An Province	From 01/01/2025 to 31/12/2025	Resolution No. 35/NQ/HDQT/2024 dated September 30, 2024 Resolution No. 38/NQ/HDQT/2025 dated September 30, 2025	<b>Sales transactions:</b> <ul style="list-style-type: none"> <li>- Sales of goods and services: VND 8,809,110,254,061</li> <li>- Rental income: VND 264,000,000</li> <li>- Income from disposal of fixed assets: VND 752,955,136</li> <li>- Processing service revenue: VND 10,807,979</li> <li>- Sales returns: (VND 8,429,500)</li> </ul> <b>Purchase transactions:</b> <ul style="list-style-type: none"> <li>- Purchases of goods and services: VND 6,960,446,401,579</li> <li>- Freight and transportation services: VND 30,218,867</li> <li>- Processing service expenses: VND 8,381,614,958</li> <li>- Container stuffing services: VND 180,458,539</li> <li>- Operating lease expenses: VND 2,141,867,044</li> <li>- Purchases of tools and instruments: VND 200,000,000</li> <li>- Purchase returns: (VND 4,636,731,579)</li> <li>- Purchase discounts received: (VND 380,003,385)</li> </ul> <b>Receivables and Payables:</b> <ul style="list-style-type: none"> <li>- Trade receivables: VND 3,512,157,848,304</li> <li>- Trade payables: VND 680,926,642,054</li> </ul>	
5	Hoa Sen Nhon Hoi - Binh Dinh One Member LLC	Affiliated person of the Company	4101453370, 26/11/2015, Binh Dinh Department of Planning and Investment	Hoi Tan Quarter, Quy Nhon Dong Ward, Gia Lai Province	From 01/01/2025 to 31/12/2025	Resolution No. 35/NQ/HDQT/2024 dated September 30, 2024 Resolution No. 38/NQ/HDQT/2025 dated September 30, 2025	<b>Sales transactions:</b> <ul style="list-style-type: none"> <li>- Sales of goods and services: VND 3,388,625,426,812</li> <li>- Processing service revenue: VND 3,008,573</li> <li>- Income from disposal of fixed assets: VND 526,112,913</li> </ul> <b>Purchase transactions:</b> <ul style="list-style-type: none"> <li>- Purchases of goods and services: VND 2,666,810,322,977</li> <li>- Freight and transportation services: VND 50,172,023</li> <li>- Processing service expenses: VND 19,445,011,321</li> <li>- Operating lease expenses: VND 664,800,000</li> <li>- Purchase returns: (VND 5,102,851,161)</li> </ul>	

No.	Name of organization/individual	Relationship with the Company	NSH No., date of issuance, place of issuance	Contact address	Time of transaction with the Company	No. of approving Resolution/Decision of the BOD/AGM (if any)	Content, quantity, total value of transaction	Notes
							<b>Receivables and Payables:</b> - Trade receivables: VND 2,291,501,911,533 - Trade payables: VND 171,920,809,163 - Prepayments to suppliers: VND 609,955,817	
6	Hoa Sen Ha Nam One Member LLC	Affiliated person of the Company	0700759219, 15/09/2015, Ha Nam Department of Planning and Investment	Thanh Liem Industrial Park, Chau Son Ward, Ninh Binh Province	From 01/01/2025 to 31/12/2025	Resolution No. 35/NQ/HDQT/2024 dated September 30, 2024 Resolution No. 38/NQ/HDQT/2025 dated September 30, 2025	<b>Sales transactions:</b> - Sales of goods and services: VND 4,269,609,052 - Rental income: VND 213,903,224 <b>Purchase transactions:</b> - Purchases of goods and services: VND 510,269,340,723 - Freight and transportation services: VND 115,400,000 - Operating lease expenses: VND 4,222,000,000 - Purchase discounts received: (VND 3,818,182) <b>Receivables and Payables:</b> - Trade receivables: VND 425,104,879 - Trade payables: VND 131,378,077,672 - Other receivables: VND 34,862,986,390 - Prepayments to suppliers: VND 86,900	
7	Hoa Sen Phu My One Member LLC	Affiliated person of the Company	3502313442, 08/08/2016, BR-VT Department of Planning and Investment	Road No. 1A, Phu My I Industrial Park, Phu My Ward, Ho Chi Minh City	From 01/01/2025 to 31/12/2025	Resolution No. 35/NQ/HDQT/2024 dated September 30, 2024 Resolution No. 38/NQ/HDQT/2025 dated September 30, 2025	<b>Sales transactions:</b> - Sales of goods and services: VND 2,820,512,344,898 - Processing service revenue: VND 11,229,600 - Income from disposal of fixed assets: VND 189,632,626 - Income from sale of tools and instruments: VND 30,000,000 - Sales returns: (VND 3,558,195,900) <b>Purchase transactions:</b> - Purchases of goods and services: VND 1,517,502,398,896 - Processing service expenses: VND 89,416,977,600 - Operating lease expenses: VND 218,571,422 - Purchase returns: (VND 589,894,298) - Purchase discounts received: (VND 31,398,182)	

No.	Name of organization/ individual	Relationship with the Company	NSH No., date of issuance, place of issuance	Contact address	Time of transaction with the Company	No. of approving Resolution/ Decision of the BOD/AGM (if any)	Content, quantity, total value of transaction	Notes
							<b>Receivables and Payables:</b> - Trade receivables: VND 741,434,889,686 - Trade payables: VND 188,507,903,800	
8	Hoa Sen Yen Bai Building Materials One Member LLC	Affiliated person of the Company	5200870602, 06/01/2017, Yen Bai Department of Planning and Investment	Dong Danh Residential Quarter, Au Lau Ward, Lao Cai Province	From 01/01/2025 to 31/12/2025	Resolution No. 35/NQ/HDQT/2024 dated September 30, 2024 Resolution No. 38/NQ/HDQT/2025 dated September 30, 2025	<b>Sales transactions:</b> - Sales of goods and services: VND 824,640,221 - Rental income: VND 161,701,021 - Income from disposal of fixed assets: VND 60,000,000 <b>Purchase transactions:</b> - Purchases of goods and services: VND 318,624,586,852 - Freight and transportation services: VND 454,620,712 - Operating lease expenses: VND 120,000,000 - Purchase discounts received: (VND 56,986,155) <b>Receivables and Payables:</b> - Trade payables: VND 62,156,692,928 - Other payables: VND 80,300,000	
9	Hoa Sen Holdings Group	Affiliated person of the insider	5800921584, 12/07/2010, Lam Dong Department of Planning and Investment	Residential Group 10, Da Huoai 2 Commune, Lam Dong Province	From 01/01/2025 to 31/12/2025	Resolution No. 35/NQ/HDQT/2024 dated September 30, 2024 Resolution No. 38/NQ/HDQT/2025 dated September 30, 2025	<b>Sales transactions:</b> - Sales of goods and services: VND 3,393,315,899,203 - Processing service revenue: VND 403,675,625 - Transportation service revenue: VND 12,470,400 - Rental income: VND 3,528,229,092 - Late payment interest income: VND 17,600,251 - Trade discounts: (VND 114,175,800,739) - Sales returns: (VND 10,335,100,351) - Sales rebates: (VND 426,265,221) <b>Purchase transactions:</b> - Purchases of goods and services: VND 48,738,667 - Freight and transportation services: VND 22,559,751,713 - Operating lease expenses: VND 8,620,410,261 <b>Receivables and Payables:</b>	

No.	Name of organization/individual	Relationship with the Company	NSH No., date of issuance, place of issuance	Contact address	Time of transaction with the Company	No. of approving Resolution/Decision of the BOD/AGM (if any)	Content, quantity, total value of transaction	Notes
							<ul style="list-style-type: none"> <li>- Trade receivables: VND 202,812,531,038</li> <li>- Customer advances: VND 8,000,000,000</li> <li>- Trade payables: VND 209,696,000</li> <li>- Long-term deposits for lease of premises: VND 709,500,000</li> <li>- Other receivables: VND 3,399,300,000</li> </ul>	
10	Hoa Sen Nghe An Investment One Member Co., Ltd.	Affiliated person of the insider	2901880265, 17/02/2017, Nghe An Department of Planning and Investment	Industrial Lot CN 1-8, Dong Hoi Industrial Park, Tan Mai Ward, Nghe An Province	From 01/01/2025 to 31/12/2025	Resolution No. 35/NQ/HDQT/2024 dated September 30, 2024 Resolution No. 38/NQ/HDQT/2025 dated September 30, 2025	<b>Purchase transactions:</b> <ul style="list-style-type: none"> <li>- Freight and transportation services: VND 715,494,815</li> </ul> <b>Receivables and Payables:</b> <ul style="list-style-type: none"> <li>- Trade payables: VND 25,920,000</li> </ul>	
11	Dash LLC	Affiliated person of the Company	0318576740, 18/7/2024, Ho Chi Minh DPI	LK8-26 Mystery Villa Area, No. 02 Bat Nan Street, Binh Trung Ward, Ho Chi Minh City	From 01/01/2025 to 31/12/2025	Resolution No. 35/NQ/HDQT/2024 dated September 30, 2024 Resolution No. 38/NQ/HDQT/2025 dated September 30, 2025	<b>Sales transactions:</b> <ul style="list-style-type: none"> <li>- Sales of goods and services: VND 16,208,736</li> <li>- Rental income: VND 91,000,000</li> <li>- Utilities collected on behalf (electricity, water, gas): VND 1,400,000</li> </ul> <b>Purchase transactions:</b> <ul style="list-style-type: none"> <li>- Purchases of goods and services: VND 3,891,338,000</li> <li>- Purchase returns: (VND 1,860,000)</li> <li>- Purchase discounts received: (VND 55,885,400)</li> </ul> <b>Receivables and Payables:</b> <ul style="list-style-type: none"> <li>- Trade payables: VND 755,740,800</li> </ul>	
12	Mrs. Le Thi Le Hoa	Insider's related person	049174002244, 18/05/2022, Police Dept. for Administrative Management of Social Order	14/15 Ho Van Long Street, Quarter 4, Binh Tan Ward, HCM City	From 01/01/2025 to 31/12/2025	Resolution No. 35/NQ/HDQT/2024 dated September 30, 2024 Resolution No. 38/NQ/HDQT/2025 dated September 30, 2025	<b>Receivables and Payables:</b> <ul style="list-style-type: none"> <li>- Long-term prepayments to suppliers: VND 1,050,000,000,000</li> </ul>	

Notes: The NSH No.\* is the ID Card/Passport number (for individuals) or the Enterprise Registration Certificate Number, Business License, or equivalent legal documents (for organizations).

**3. Transactions between insiders of the Company, related parties of insiders and the Company's subsidiaries in which the Company takes controlling power**

No.	Transaction executors	Relationship with insiders	Position in listed Company	ID Card/Passport No., date of issuance, place of issuance	Address	Name of subsidiary, units controlled by the Company	Time of transactions	Content, quantity, total value of transaction	Notes
1	Hoa Sen Holdings Group	Directly controlled by insider	Chairman of the BOD	5800921584, 12/07/2010, Lam Dong DPI	Residential Group 10, Da Huoai 2 Commune, Lam Dong Province	Hoa Sen Steel One Member LLC	From 01/01/2025 to 31/12/2025	<b>Sales transactions:</b> - Transportation service revenue: VND 73,465,985 <b>Receivables and Payables:</b> - Trade receivables: VND 3,088,152	
2	Hoa Sen Holdings Group	Directly controlled by insider	Chairman of the BOD	5800921584, 12/07/2010, Lam Dong DPI	Residential Group 10, Da Huoai 2 Commune, Lam Dong Province	Hoa Sen Plastics JSC	From 01/01/2025 to 31/12/2025	<b>Sales transactions:</b> - Sales of goods and services: VND 44,117,060 <b>Purchase transactions:</b> - Purchases of goods and services: VND 197,896,790,200 - Purchase of fixed assets: VND 298,148,148 - Late payment interest expense: VND 3,783,216 - Purchase discounts received: (VND 23,936,185,915) - Purchase returns: (VND 1,792,006) <b>Receivables and Payables:</b> - Trade payables: VND 29,573,375,144	
3	Hoa Sen Holdings Group	Directly controlled by insider	Chairman of the BOD	5800921584, 12/07/2010, Lam Dong DPI	Residential Group 10, Da Huoai 2 Commune, Lam Dong Province	Hoa Sen Binh Dinh One Member LLC	From 01/01/2025 to 31/12/2025	<b>Sales transactions:</b> - Transportation service revenue: VND 41,345,120	

No.	Transaction executors	Relationship with insiders	Position in listed Company	ID Card/Passport No., date of issuance, place of issuance	Address	Name of subsidiary, units controlled by the Company	Time of transactions	Content, quantity, total value of transaction	Notes
4	Hoa Sen Holdings Group	Directly controlled by insider	Chairman of the BOD	5800921584, 12/07/2010, Lam Dong DPI	Residential Group 10, Da Huoai 2 Commune, Lam Dong Province	Hoa Sen Nghe An One Member LLC	From 01/01/2025 to 31/12/2025	<b>Sales transactions:</b> <ul style="list-style-type: none"> <li>- Transportation service revenue: VND 18,832,800</li> </ul> <b>Purchase transactions:</b> <ul style="list-style-type: none"> <li>- Purchases of goods and services: VND 5,828,699,740</li> </ul> <b>Receivables and Payables:</b> <ul style="list-style-type: none"> <li>- Prepayments to suppliers: VND 23,739,737</li> <li>- Short-term deposits received: VND 85,000,000</li> </ul>	
5	Hoa Sen Holdings Group	Directly controlled by insider	Chairman of the BOD	5800921584, 12/07/2010, Lam Dong DPI	Residential Group 10, Da Huoai 2 Commune, Lam Dong Province	Hoa Sen Nhon Hoi – Binh Dinh One Member LLC	From 01/01/2025 to 31/12/2025	<b>Sales transactions:</b> <ul style="list-style-type: none"> <li>- Transportation service revenue: VND 4,192,036,393</li> </ul> <b>Purchase transactions:</b> <ul style="list-style-type: none"> <li>- Purchases of goods and services: VND 5,893,860,405</li> </ul> <b>Receivables and Payables:</b> <ul style="list-style-type: none"> <li>- Prepayments to suppliers: VND 167,699</li> <li>- Trade receivables: VND 581,032,744</li> </ul>	
6	Hoa Sen Holdings Group	Directly controlled by insider	Chairman of the BOD	5800921584, 12/07/2010, Lam Dong DPI	Residential Group 10, Da Huoai 2 Commune, Lam Dong Province	Hoa Sen Phu My One Member LLC	From 01/01/2025 to 31/12/2025	<b>Sales transactions:</b> <ul style="list-style-type: none"> <li>- Sales of goods and services: VND 800,273,711</li> <li>- Transportation service revenue: VND 10,066,366,092</li> </ul> <b>Purchase transactions:</b> <ul style="list-style-type: none"> <li>- Purchases of goods and services: VND 1,628,037,538,102</li> <li>- Late payment interest expense: VND 17,074,126</li> <li>- Purchase discounts received: (VND 57,916,935,644)</li> <li>- Purchase discounts received: (VND 43,750,635)</li> </ul> <b>Receivables and Payables:</b> <ul style="list-style-type: none"> <li>- Trade payables: VND 115,327,795,974</li> </ul>	

No.	Transaction executors	Relationship with insiders	Position in listed Company	ID Card/Passport No., date of issuance, place of issuance	Address	Name of subsidiary, units controlled by the Company	Time of transactions	Content, quantity, total value of transaction	Notes
7	Hoa Sen Nghe An Investment One Member Co., Ltd.	Directly controlled by insider	Chairman of the BOD	2901880265, 17/02/2017, Nghe An DPI	Industrial Lot CN 1-8, Dong Hoi Industrial Park, Tan Mai Ward, Nghe An Province	Hoa Sen Nghe An One Member LLC	From 01/01/2025 to 31/12/2025	<b>Sales transactions:</b> - Transportation service revenue: VND 43,571,797,502 <b>Purchase transactions:</b> - Lease of assets: VND 216,000,000 <b>Receivables and Payables:</b> - Trade receivables: VND 3,827,213,549	
8	Hoa Sen Nghe An Investment One Member Co., Ltd.	Directly controlled by insider	Chairman of the BOD	2901880265, 17/02/2017, Nghe An DPI	Industrial Lot CN 1-8, Dong Hoi Industrial Park, Tan Mai Ward, Nghe An Province	Hoa Sen Nhon Hoi – Binh Dinh One Member LLC	From 01/01/2025 to 31/12/2025	<b>Sales transactions:</b> - Transportation service revenue: VND 305,517,950 <b>Receivables and Payables:</b> - Trade receivables: VND 73,626,300	
9	Hoa Sen Nghe An Investment One Member Co., Ltd.	Directly controlled by insider	Chairman of the BOD	2901880265, 17/02/2017, Nghe An DPI	Industrial Lot CN 1-8, Dong Hoi Industrial Park, Tan Mai Ward, Nghe An Province	Hoa Sen Ha Nam One Member Co., Ltd	From 01/01/2025 to 31/12/2025	<b>Sales transactions:</b> - Transportation service revenue: VND 34,909,900	

4. Transactions between the Company and other parties: None.

## VIII. SHARE TRANSACTIONS OF INSIDERS AND THEIR RELATED PARTIES

### 1. The list of insiders and their related parties

No.	Full name	Securities trading account (if any)	Position in the Company (if any)	ID Card/Passport No., date of issuance, issuing authority	Contact address	Number of shares held at the end of the period	Ownership percentage at the end of period	Notes
1	Le Phuoc Vu		Chairman of the BOD; Head of Strategy Development Committee and Governance & Appointment and Remuneration Committee			105,345,945	16.96%	
1.1	Tran Thi Nga					0	0	
1.2	Le Hoang Vu Tri					0	0	
1.3	Le Hoang Dieu Tam					50,000	0.01%	
1.4	Le Hoang Dieu Thien					0	0	
1.5	Le Phuoc Long					0	0	
1.6	Le Thi Le Thuy					0	0	
1.7	Le Thi Le Thu					0	0	
1.8	Le Thi Le Thanh					0	0	
1.9	Le Phuoc Tung					0	0	

No.	Full name	Securities trading account (if any)	Position in the Company (if any)	ID Card/Passport No., date of issuance, issuing authority	Contact address	Number of shares held at the end of the period	Ownership percentage at the end of period	Notes
1.10	Le Phuoc Nhu					0	0	
1.11	Le Thi Le Hoa					0	0	
1.12	Nguyen Van Chien					0	0	
1.13	Hoa Sen Holdings Group					0	0	
1.14	Tam Hy Single Member LLC					12,489	0.002%	
1.15	Hoa Sen Nghe An Investment One Member Co., Ltd.					0	0	
1.16	Hoa Sen International Art Performance and Concert LLC					0	0	
1.17	Hoa Sen High Technology Health Solution LLC					0	0	
1.18	Dash LLC					0	0	

No.	Full name	Securities trading account (if any)	Position in the Company (if any)	ID Card/Passport No., date of issuance, issuing authority	Contact address	Number of shares held at the end of the period	Ownership percentage at the end of period	Notes
2	Tran Ngoc Chu		Standing - Executive Vice Chairman of the BOD; Deputy Head of Strategy Development Committee and Governance & Appointment and Remuneration Committee			575,547	0.09%	
2.1	Nguyen Thi Hong Nga					0	0	
2.2	Tran Thi My Linh					0	0	
2.3	Tran Ngoc My Anh							
2.4	Tran Ngoc Kien					0	0	
2.5	Tran Thi Kien					0	0	
2.6	Tran Thi Kieu					0	0	
3	Tran Quoc Tri		Non-executive member of the BOD			1,099,289	0.18%	
3.1	Than Thi Chinh					0	0	
3.2	Le Thi Thu Thao					0	0	

No.	Full name	Securities trading account (if any)	Position in the Company (if any)	ID Card/Passport No., date of issuance, issuing authority	Contact address	Number of shares held at the end of the period	Ownership percentage at the end of period	Notes
3.3	Tran Ngoc Mong Trinh					0	0	
3.4	Tran Ngoc Thuy Trang					0	0	
3.5	Tran Ngoc Thanh Truc					0	0	
3.6	Tran Ngoc Mong Tram					0	0	
3.7	Tran Ngoc Thuy Tien					0	0	
3.8	Tran Quoc Thieu					0	0	
4	Ly Van Xuan		Non-executive member of the BOD; Member of the Audit Committee and the Finance & Investor Relations Committee			894,500	0.14%	
4.1	Vo Thi Son Ca					148,162	0.02%	
4.2	Ly Khanh Van					243,282	0.04%	
4.3	Ly Hoang Long					86,582	0.01%	

No.	Full name	Securities trading account (if any)	Position in the Company (if any)	ID Card/Passport No., date of issuance, issuing authority	Contact address	Number of shares held at the end of the period	Ownership percentage at the end of period	Notes
5	Nguyen Van Luan		Independent member of the BOD; Head of Audit Committee			73,600	0.01%	
5.1	Tran Thi Ly					0	0	
5.2	Nguyen Thi Lai					2	0	
5.3	Nguyen Thi Anh					0	0	
5.4	Nguyen Van Sang					0	0	
6	Dinh Viet Duy		Independent member of the BOD; Head of Finance & Investor Relations Committee and Member of Audit Committee			30,412	0.005%	
6.1	Tran Thi Hong Hue					0	0	
6.2	Tran Thi Kim Chung					0	0	
6.3	Quach Thi Dieu Thao					0	0	

No.	Full name	Securities trading account (if any)	Position in the Company (if any)	ID Card/Passport No., date of issuance, issuing authority	Contact address	Number of shares held at the end of the period	Ownership percentage at the end of period	Notes
6.4	Dinh Viet Duy Trung					0	0	
6.5	Architects & Construction Service Corporation (ACSC)					0	0	
6.6	ACSC & Fujinami Construction Consulting Co., Ltd.					0	0	
7	Vu Van Thanh		General Director/ Authorized Representative for information disclosure			156,202	0.03%	
7.1	Lu Thi Phuong Thao					0	0	
7.2	Vu Duy Lam					0	0	
7.3	Vu Thi Phuong					0	0	
7.4	Le Thanh Tan					0	0	

No.	Full name	Securities trading account (if any)	Position in the Company (if any)	ID Card/Passport No., date of issuance, issuing authority	Contact address	Number of shares held at the end of the period	Ownership percentage at the end of period	Notes
7.5	Vu Thi Anh Tuyet					0	0	
7.6	Do Van Khuong					0	0	
7.7	Vu Thi Anh Huong					0	0	
7.8	Vu Thi Hoa					0	0	
7.9	Nguyen Van Trung					0	0	
8	Nguyen Ngoc Huy		<b>Standing Deputy General Director</b>			<b>385,011</b>	<b>0.06%</b>	
8.1	Nguyen Van Manh					0	0	
8.2	Huynh Thi Kim Tho					0	0	
8.3	Nguyen Van Huyen					0	0	

No.	Full name	Securities trading account (if any)	Position in the Company (if any)	ID Card/Passport No., date of issuance, issuing authority	Contact address	Number of shares held at the end of the period	Ownership percentage at the end of period	Notes
8.4	Do Thi Sau					0	0	
8.5	Nguyen Thi Cam Binh					0	0	
8.6	Nguyen Thai Bao					0	0	
8.7	Nguyen Lan Phuong					0	0	
8.8	Nguyen Dong Ho					0	0	
8.9	Vo Thi Kim Quyen					0	0	
8.10	Nguyen Dong Hai					0	0	
8.11	Ngo Nguyen Hoang Oanh					0	0	
8.12	Nguyen Ngoc Han					0	0	
8.13	Nguyen Van Duong					0	0	

No.	Full name	Securities trading account (if any)	Position in the Company (if any)	ID Card/Passport No., date of issuance, issuing authority	Contact address	Number of shares held at the end of the period	Ownership percentage at the end of period	Notes
9	Hoang Duc Huy		Deputy General Director			460,028	0.07%	
9.1	Hoang Thi Xuan Huong					0	0	
9.2	Hoang Duc Hoang					0	0	
9.3	Hoang Duc Canh					0	0	
9.4	Hoang Duc Dung					0	0	
9.5	Hoang Thi Duyen					0	0	
9.6	Hoang Thi Nhung					0	0	
10	Tran Quoc Pham		Deputy General Director			243,699	0.04%	
10.1	Tran Van Sanh					0	0	

No.	Full name	Securities trading account (if any)	Position in the Company (if any)	ID Card/Passport No., date of issuance, issuing authority	Contact address	Number of shares held at the end of the period	Ownership percentage at the end of period	Notes
10.2	Nguyen Thi Tuyet Xuan					0	0	
10.3	Nguyen Thi Hong Ngoc					0	0	
10.4	Tran Gia Nghi					0	0	
10.5	Tran Gia Minh					0	0	Under 18
10.6	Tran Thi Hanh					0	0	
10.7	Tran Quoc Hung					0	0	
10.8	Tran Thi Quynh Dao					0	0	
10.9	Tran Quoc Viet					0	0	
10.10	Le Thi Phung					0	0	
10.11	Tran Thi Ngoc Thuy					0	0	

No.	Full name	Securities trading account (if any)	Position in the Company (if any)	ID Card/Passport No., date of issuance, issuing authority	Contact address	Number of shares held at the end of the period	Ownership percentage at the end of period	Notes
10.12	Nguyen Thai Hung					0	0	
10.13	Tran Thi Ngoc Nga					0	0	
11	Tran Thanh Nam		Deputy General Director			90,447	0.01%	
11.1	Tran Thanh Dat					0	0	
11.2	Luong Thi Cam Gan					0	0	
11.3	Dang Thi Lam					0	0	
11.4	Le Thi Hong Phuong					0	0	
11.5	Tran Gia Han					0	0	Under 18
11.6	Tran Gia Nhi					0	0	Under 18
11.7	Tran Viet Thang					0	0	
11.8	Huynh Hong Niem					0	0	

No.	Full name	Securities trading account (if any)	Position in the Company (if any)	ID Card/Passport No., date of issuance, issuing authority	Contact address	Number of shares held at the end of the period	Ownership percentage at the end of period	Notes
11.9	Tran Thi Truc Linh					0	0	
11.10	Tran Pham Duy					0	0	
11.11	Tran Thi Truc Kha					0	0	
11.12	Le Thanh Dat					0	0	
12	Nguyen Minh Phuc		Deputy General Director			182,590	0.03%	
12.1	Nguyen Dai					0	0	
12.2	Nguyen Thi Hao					0	0	
12.3	Nguyen Thi Doan Trang					0	0	
12.4	Nguyen Thi Doan Hanh					0	0	
12.5	Nguyen Vinh Loc					0	0	
12.6	Thai Cam Van					0	0	
12.7	Nguyen Ngoc Bao Ngan					0	0	Under 18

No.	Full name	Securities trading account (if any)	Position in the Company (if any)	ID Card/Passport No., date of issuance, issuing authority	Contact address	Number of shares held at the end of the period	Ownership percentage at the end of period	Notes
13	Nguyen Tan Hoa		Deputy General Director			80,000	0.01%	
13.1	Nguyen Van Sau					0	0	
13.2	Nguyen Thi Ba					0	0	
13.3	Nguyen Duy Khanh					0	0	
13.4	Nguyen Thi Hong Van					0	0	
13.5	Nguyen Dai Phuoc					0	0	
13.6	Bui Thi Dieu					0	0	
13.7	Nguyen Quang Minh					0	0	Under 18
14	Nguyen Le Manh Tung		Acting Deputy General Director			25,024	0.004%	
14.1	Nguyen Duc Tri					0	0	

No.	Full name	Securities trading account (if any)	Position in the Company (if any)	ID Card/Passport No., date of issuance, issuing authority	Contact address	Number of shares held at the end of the period	Ownership percentage at the end of period	Notes
14.2	Le Thi Hoai					0	0	
14.3	Nguyen Van Nam					0	0	
14.4	Nguyen Thi Kim Thuy					0	0	
14.5	Nguyen Ngoc Phuong Thao					0	0	
14.6	Nguyen Ngoc Thien Thanh					0	0	Under 18
14.7	Nguyen Thien Tan					0	0	Under 18
14.8	Nguyen Le Duc Xuan Thien					0	0	
15	Tran Dinh Tai		Deputy General Director			25,087	0.004%	
15.1	Le Thi Thanh Van					0	0	
15.2	Pham Thi Ngoc Ha					0	0	
15.3	Tran Dinh Huy					0	0	

No.	Full name	Securities trading account (if any)	Position in the Company (if any)	ID Card/Passport No., date of issuance, issuing authority	Contact address	Number of shares held at the end of the period	Ownership percentage at the end of period	Notes
15.4	Tran Dinh Nam					0	0	Under 18
15.5	Tran Dinh Dung					0	0	
15.6	Pham Thi Thu Nguyen					0	0	
15.7	Tran Thi Hong Hoa					0	0	
15.8	Le Van Phuc					0	0	
15.9	Tran Dinh Sy					0	0	
15.10	Vo Thi Thanh Huyen					0	0	
16	Pham Dinh		Acting Deputy General Director			47,154	0.01%	Resignation according to the Resolution of the Board of Directors No. 17/NQ/HDQT/2025 dated 15/04/2025
16.1	Nguyen Thi Vui					0	0	
16.2	Nguyen Huu Phuoc					0	0	

No.	Full name	Securities trading account (if any)	Position in the Company (if any)	ID Card/Passport No., date of issuance, issuing authority	Contact address	Number of shares held at the end of the period	Ownership percentage at the end of period	Notes
16.3	Ton Nu Tuyet Mai					0	0	
16.4	Nguyen Thi Anh Thu					0	0	
16.5	Pham Huy					0	0	Under 18
16.6	Pham Kien					0	0	Under 18
16.7	Pham Anh Thy					0	0	Under 18
16.8	Pham Thi Thu Phuong					0	0	
16.9	Dao Thai San					0	0	
17	Nguyen Tran Dai		Acting Deputy General Director			25,000	0.004%	
17.1	Nguyen Van Than					0	0	
17.2	Nguyen Tran Huan					0	0	
17.3	Nguyen Thi Kim Loan					0	0	

No.	Full name	Securities trading account (if any)	Position in the Company (if any)	ID Card/Passport No., date of issuance, issuing authority	Contact address	Number of shares held at the end of the period	Ownership percentage at the end of period	Notes
18	Cao Quang Sang		Acting Deputy General Director			16,000	0.003%	Appointed under the Resolution of the BOD No. 07/NQ/HDQT/2025 dated 24/02/2025
18.1	Ngo Ai Thi Ngan					0	0	
18.2	Cao Quang Khoi Nguyen					0	0	Under 18
18.3	Le Thi Dao					0	0	
18.4	Ngo Thanh Minh					0	0	
18.5	Bui Thi Ngoc Dung					0	0	
18.6	Cao Quang Thanh					0	0	
18.7	Cao Quang Hung					0	0	
18.8	Cao Quang Hai					0	0	
18.9	Cao Quang Duy					0	0	

No.	Full name	Securities trading account (if any)	Position in the Company (if any)	ID Card/Passport No., date of issuance, issuing authority	Contact address	Number of shares held at the end of the period	Ownership percentage at the end of period	Notes
18.10	Cao Quang Giau					0	0	
18.11	Cao Quang Phu					0	0	
18.12	Cao Quang Quy					0	0	
18.13	Cao Thi My Dung					0	0	
18.14	Le Van Duc					0	0	
18.15	Nguyen Thi Thu					0	0	
18.16	Nguyen Thi Thom					0	0	
18.17	Vy Thi Ngoc Hanh					0	0	
19	Nguyen Thi Ngoc Lan		Chief Accountant			521,500	0.08%	
19.1	Nguyen Chan					0	0	
19.2	Nguyen Van Tuan					0	0	

No.	Full name	Securities trading account (if any)	Position in the Company (if any)	ID Card/Passport No., date of issuance, issuing authority	Contact address	Number of shares held at the end of the period	Ownership percentage at the end of period	Notes
19.3	Nguyen Thi Kim Loan					0	0	
19.4	Nguyen Thi Ngoc Chau					60,964	0.01%	
19.5	Nguyen Thi Ngoc Nga					0	0	
20	Bui Thanh Tam		Person in charge of Corporate Governance; Standing & Executive Deputy Head of Restructuring Board			0	0	Resignation according to the Resolution of the BOD No. 07/NQ/HDQT/2025 dated 24/02/2025
20.1	Cao Thi Hoang Uyen					0	0	
20.2	Bui Chau Luong					0	0	
20.3	Bui Thi Diem Phuong					0	0	
21	Nguyen Van Dung		Person in charge of Corporate Governance			45,833	0.01%	Appointed under the Resolution of the BOD No. 07/NQ/HDQT/2025 dated 24/02/2025
21.1	Nguyen Thanh Son					0	0	Died on September 26, 2025

No.	Full name	Securities trading account (if any)	Position in the Company (if any)	ID Card/Passport No., date of issuance, issuing authority	Contact address	Number of shares held at the end of the period	Ownership percentage at the end of period	Notes
21.2	Hoang Thi Tien					0	0	
21.3	Nguyen Van Chi					0	0	
21.4	Nguyen Thi Dao					0	0	
21.5	Tran Quoc Viet					0	0	
21.6	Nguyen Thi Xuyen					0	0	
21.7	Đang Van Tuan					0	0	
21.8	Nguyen Thi Khuyen					0	0	
21.9	Chu Xuan Truong					0	0	
21.10	Phan Thi Dung					0	0	
21.11	Nguyen Viet Anh					0	0	

No.	Full name	Securities trading account (if any)	Position in the Company (if any)	ID Card/Passport No., date of issuance, issuing authority	Contact address	Number of shares held at the end of the period	Ownership percentage at the end of period	Notes
21.12	Nguyen Thuy Duong					0	0	Under 18
21.13	Phan Cong Thanh					0	0	
21.14	Pham Thi Anh					0	0	
21.15	Phan Thanh Son					0	0	
21.16	Nguyen Thi Hoan					0	0	
22	Le Vu Nam		Head of Internal Audit Deployment Board			587,669	0.09%	Resignation according to the Resolution of the BOD No. 34/NQ/HDQT/2025 dated 07/08/2025
22.1	Le Ha Diem Chau					0	0	
22.2	Le Nam Diem Ngoc					0	0	
22.3	Le Nam Duy Ngoc					0	0	

No.	Full name	Securities trading account (if any)	Position in the Company (if any)	ID Card/Passport No., date of issuance, issuing authority	Contact address	Number of shares held at the end of the period	Ownership percentage at the end of period	Notes
23	Le Dinh Hanh		Deputy Head of Internal Audit Deployment Board			754,935	0.12%	
23.1	Nguyen Thi Dinh					0	0	
23.2	Le Thi Mai Hoa					0	0	
23.3	Le Dinh Ly					0	0	
23.4	Le Dinh Luan					0	0	
23.5	Nguyen Ngoc Bao Chau					0	0	
23.6	Le Ngoc Tuyet Minh					0	0	Under 18

## 2. Transactions of insiders and related 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.)
			Number of shares	Percentage	Number of shares	Percentage	
1	Nguyen Van Luan	Insider	173,600	0.03%	73,600	0.01%	Sell

IX. OTHER SIGNIFICANT ISSUES: None *[Signature]*

SIGNED ON BEHALF OF CHAIRMAN OF THE BOD  
EXECUTIVE - STANDING VICE CHAIRMAN *[Signature]*

Recipients:

- State Securities Commission;
- HCM Stock Exchange;
- Archives: Assistants Board  
of the BOD.



TRAN NGOC CHU

