

No: 270 /BC-KH-SBM

Hanoi, July 28, 2026

REPORT ON CORPORATE GOVERNANCE OF LISTING COMPANY
FIRST 6 MONTHS YEAR 2026

To: - The State Securities Commission
- HaNoi Stock Exchange

- Name of company: Bac Minh Investment and Development Joint Stock Company
- Address of headoffice: No. 3 An Duong Street, Hong Ha Ward, Ha Noi City
- Telephone: 0243.7764.615 Fax: 0243.7764.614
- Charter capital: 450.449.530.000 VND (In words: *Four hundred fifty billion, four hundred forty-nine million, five hundred thirty thousand VND only.!.)*
- Securities code: SBM
- Exchanges: Upcom

I. Activities of the General Meeting of Shareholders:

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

<i>No.</i>	<i>Resolution/ Decision No.</i>	<i>Date</i>	<i>Content</i>
1	No 45/ NQ-DHD CD-SBM	24/04/2026	Resolution of the Annual General Meeting of Shareholders for 2025
2	No 158/BB-DHD CD-SBM	24/04/2026	Minutes of the 2026 Annual General Meeting of Shareholders

II. Board of Management

1. Information about the members of the Board of Management

No.	Board of Directors members	Position	The Date becoming/no longer member of the Board of Management	
			Date of appointment	Date of dismissal
1	Mr.Vu Minh Tu	Chairwoman	24/04/2026	
	Mr.Le Dinh Luong	Member of BOD	27/04/2023	24/04/2026
2	Mrs.Nguyen Thi Thanh Huong	Member of BOD	01/07/2025	
3	Mr.Lai Hop Quoc	Member of BOD	27/04/2023	
4	Mrs.Nguyen Thi Kim Lan	Member of BOD	27/04/2023	
5	Mr.Do Minh Duc	Member of BOD	27/04/2023	
6	Mrs.Thieu Thi Hang My	Member of BOD	22/04/2025	24/04/2026

2. Board of Directors Meetings:

No.	Board of Directors members	Number of attendances	Percentage	Reason for not attending the meeting
1	Mr.Vu Minh Tu	1/1	100%	
2	Mr.Le Dinh Luong	0/5	0%	A letter of resignation has been submitted
3	Mrs.Nguyen Thi Thanh Huong	5/5	100%	
4	Mr.Lai Hop Quoc	5/5	100%	
5	Mrs.Nguyen Thi Kim Lan	5/5	100%	
6	Mr.Do Minh Duc	5/5	100%	
7	Mrs.Thieu Thi Hang My	4/4	100%	

3. Supervision by the BOD over the General Director:

- The Board of Directors ("BOD") regularly monitored and supervised the implementation of the BOD's resolutions, the execution of the Company's business and production plans and investment plans, as well as the Company's financial performance and the management and utilization of its capital and assets.

- Through periodic meetings and reports submitted by the Board of Management, the BOD reviewed and evaluated the Company's operating results and the progress in achieving its business and production objectives and targets. The BOD also directed the Board of Management to promptly address difficulties and issues arising during operations, ensuring that the Company's activities complied with applicable laws, the Company's Charter, and the resolutions of the BOD.

- The BOD supervised and directed the implementation of information disclosure activities, ensuring that all information was disclosed fully, accurately, transparently, and in a timely manner in accordance with applicable laws and the Company's internal regulations.

4. Resolutions/Decisions of the Board of Management:

No.	Resolution/ Decision No.	Date	Content	Percentage
1	02/NQ-HĐQT-SBM	12/01/2026	Resolution on the advance payment of the third cash dividend installment for 2025 to shareholders.	100%
2	04/QĐ-HĐQT-SBM	20/01/2026	Decision on granting rewards to the Company's employees in recognition of their outstanding performance in 2025.	100%
3	05/QĐ-HĐQT-SBM	20/01/2026	Decision on rewarding collectives and individuals for their achievements in 2025.	100%
4	06/QĐ-HĐQT-SBM	20/01/2026	Decision on granting rewards to collectives for initiatives and innovations in SBM's production and operational activities.	100%
5	07/QĐ-HĐQT-SBM	20/01/2026	Decision on rewarding Ta Co Hydropower Plant and Nam Cong 3 Hydropower Plant for their technical innovation entitled "Compressed Air System for Trash Rack Cleaning".	100%

6	13/QĐ-HĐQT-SBM	27/02/2026	Decision on the provisional approval of the 2026 Business and Production Plan.	100%
7	20/QĐ-HĐQT-SBM	02/03/2026	Decision on approving the maintenance plan and cost estimate for the periodic maintenance of equipment at Nam Cong 3 Hydropower Plant in 2026.	100%
8	21/QĐ-HĐQT-SBM	02/03/2026	Decision on approving the plan and cost estimate for the periodic repair and maintenance of equipment at Ta Co Hydropower Plant in 2026	100%
9	29/QĐ-HĐQT-SBM	09/03/2026	Decision on the direct appointment of a supplier for the upper and lower generator bearing coolers at Ta Co Hydropower Plant and the generator air coolers at Ta Co, Nam Cong 3 and Suoi Sap 3 Hydropower Plants.	100%
10	29.1/QĐ-HĐQT-SBM	09/03/2026	Decision on approving the Techno-Economic Report for the Combined Spillway and Bridge Access Road to Nam Cong 3 Hydropower Plant, Son La Province.	100%
11	30/QĐ-HĐQT-SBM	09/03/2026	Decision on approving the direct appointment of the contractor for the inspection, consultancy and testing plan for type approval of the current transformers (CTs) and voltage transformers (VTs) at Ta Co Hydropower Plant.	100%
12	31/QĐ-HĐQT-SBM	12/03/2026	Resolution on convening the 2026 Annual General Meeting of Shareholders.	100%
13	52/NQ-HĐQT-SBM	07/05/2026	Resolution on the election of the Chairperson of the Board of Directors; the dismissal and appointment of the General Director, the Legal Representative, the Company Secretary, and the Deputy General Director of Bắc Minh Investment Development Joint Stock Company	100%

14	53/NQ-HĐQT-SBM	07/05/2026	Resolution on the advance payment of the first cash dividend installment for 2026 to shareholders.	100%
15	54/QĐ-HĐQT-SBM	07/05/2026	Decision on the appointment of the General Director and Legal Representative of Bac Minh Investment Development Joint Stock Company.	100%
16	55/QĐ-HĐQT-SBM	07/05/2026	Decision on the appointment of the Person in Charge of Corporate Governance.	100%
17	56/QĐ-HĐQT-SBM	07/05/2026	Decision on the appointment of the Deputy General Director of Bac Minh Investment Development Joint Stock Company.	100%
18	56.1/QĐ-HĐQT-SBM	07/05/2026	Decision on the establishment of the Asset Disposal Committee for fully depreciated assets, recovered materials, and tools and equipment no longer in use after repairs at the Hydropower Plants.	100%
19	59/QĐ-HĐQT-SBM	27/05/2026	Decision on the Appointment of the Contractor for the Audit of the 2026 Financial Statements	100%
20	70/QĐ-HĐQT-SBM	22/06/2026	Decision on the approval of the policy for the installation of a rooftop solar power system at Suoi Sap 3 Hydropower Plant, Son La Province.	100%
21	72/QĐ-HĐQT-SBM	26/06/2026	Decision on the approval and promulgation of the Financial Management Regulations of Bắc Minh Investment Development Joint Stock Company.	100%

III. Supervisory Board

1. Information about members of Supervisory Board:

No.	Members of Supervisory Board	Position	Day becoming/no longer member of the Supervisory Board		Professional qualifications
			Date of appointment	Date of dismissal	

1	Mr.Nguyen Van Minh	Head of Supervisory Board	27/04/2023		Bachelor's degree in Economics
2	Mr.Nguyen Quoc Thai	Member of Supervisory Board	27/04/2023		Master of Economics (Ukraine), IT Engineer
3	Mr.Le Lam Thanh	Member of Supervisory Board	27/04/2023		Bachelor's degree in Economics

2. Meeting of the Supervisory Board

No.	Members of Supervisory Board	Number of attendances	Meeting attendance rate	Percentage	Reason for not attending the meeting
1	Mr.Nguyen Van Minh	3/3	100%	100%	
2	Mr.Nguyen Quoc Thai	3/3	100%	100%	
3	Mr.Le Lam Thanh	3/3	100%	100%	

3. Supervisory activities of the Supervisory Board

- Supervised the implementation of the Resolutions and Decisions of the General Meeting of Shareholders and the Board of Directors issued during 2026.
- Oversaw the Company's management and administration through supervision of the activities of the Board of Directors and the General Director. Assessed the performance of the Board of Directors and the General Director and submitted the evaluation to the General Meeting of Shareholders for consideration and approval.
- Reviewed the appropriateness of the Resolutions and Decisions issued by the Board of Directors and the General Director in the management and operation of the Company, ensuring consistency with the procedures for implementing the approved business plans.
- Reviewed the monthly business performance reports, quarterly and semi-annual financial statements, and the annual audited financial statements prior to their submission to the Annual General Meeting of Shareholders.

4. Coordination of activities between the Supervisory Board and the activities of the Board of Directors, the Executive Board, and other management personnel.

- Proactively coordinated with the Board of Directors to align on inspection and supervision plans, while working closely with the Management Board throughout the implementation of inspection and supervisory activities.

- Strengthened coordination, communication, and discussions among the Board of Supervisors, the Board of Directors, the General Director, and other managers through expanded meetings of the Board of Directors.

- All documents and minutes of the Board of Directors' meetings were provided to the Board of Supervisors for review, enabling timely comments and recommendations.

- The Board of Supervisors maintained close coordination with the Board of Directors and the Management Board to stay informed of the Company's business and operational activities in a timely manner, thereby providing opinions and recommendations in compliance with applicable laws and in the best interests of shareholders.

5. Other activities of the Supervisory Board (None)

IV. Executive Board

No.	Members of the Executive Board	Date of birth	Date of Appointment/Dismissal of Executive Board Members		Professional qualifications
			Date of appointment	Date of dismissal	
1	Mr.Vu Minh Tu	26/05/1978	23/04/2025	07/05/2026	Bachelor of Economics
2	Mr.Le Dac Dan	10/11/1986	07/05/2026		Engineer
3	Mr.Nguyen Tai Tuan	13/04/1965	20/09/2022		Engineer

4	Mr.Vu Van Nam	20/10/1983	07/05/2026		Master's Degree in Business Administration
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V. Chief Accountant

No.	Full name	Date of birth	Date of appointment/Date of dismissal		Professional qualifications
			Date of appointment	Date of dismissal	
1	Mrs.Bui Tuyet Van	14/12/1981	20/09/2022		Bachelor of Economics

VI. Training on corporate governance

During the reporting period, the Company did not organize or nominate any members of the Board of Directors, the General Director, or the Company Secretary to attend corporate governance training programs.

VII. List of affiliated persons of the public company and transactions of affiliated persons of the Company with the Company.

1. List of affiliated persons of the Company (Attached Appendix)
2. Transactions between the company and related parties of the company; or between the company and major shareholders, insiders, and related parties of insiders.

No.	Name of organization / individual	Related party relationships with the company	Number*, Date of Issue, Issuing Authority	Headquarters Address/ Contact Address	Transaction Date with the Company	Resolution/ Decision Number of the General Meeting of Shareholders/Board of Directors... passed	Content, quantity, total transaction value	Note
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1	Northern Power Corporation (NPC)	Major shareholder	No. 0100100417 Issued on 21/07/2025	No.11 Cua Bac, Ba Dinh Ward, Ha Noi City	6 months	According to the Power Purchase Agreement	<i>Purchase of commercial electricity with a total value of</i> 125.108.085.758 VND	
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3. Transactions between the company's insiders, related parties of insiders, and subsidiaries or companies controlled by the company (None)

4. Transactions between the company and other parties

4.1. Transactions between the company and companies where members of the Board of Directors, members of the Supervisory Board, the Director (CEO), and other managers have been or are founding members or members of the Board of Directors, Directors (CEOs) within the last three (03) years (as of the time of report): None

4.2. Transactions between the company and companies where related parties of members of the Board of Directors, members of the Supervisory Board, the Director (CEO), and other managers are members of the Board of Directors or Directors (CEOs) of the company: None

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

VIII. Transactions of shares by insiders and related parties of insiders

(Attached Appendix)

IX. Other issues to note: None

Recipients:

- As above;
- Archive.

CHAIRMAN OF THE BOD 


Vu Minh Tu

SECTION VII: LIST OF AFFILIATED PERSONS OF THE COMPANY
(Attached to the Corporate Governance Report for the first six months of 2026)

No.	Name of Organization/ Individual	Securities Trading Account (if any)	Position in the Company (if any)	Reason for Increase or Decrease (Purchase, Sale, Conversion, Bonus, etc.)	The time when the person became a related party	The time when the person is no longer a related party	Reason	Related party relationship with the company	Notes
A	Internal person				Date of				
1	Vu Minh Tu	002C126235	Chairman of the Board of Mannement					Internal person	Mr Vu Minh Tu was appointed as Chairperson of the Board of Directors effective from 07 May 2026.
2	Le Dinh Luong		Member of the Board of Mannement		27/04/2023	24/04/2026	The legal entity has changed its representative for the contributed capital		Dismissed from April 24, 2026
3	Nguyen Thi Thanh Huong		Member of the Board of Mannement		01/07/2025			Internal person	Huong ceased to hold the position of Chairperson of the Board of Directors with effect from 07 May 2026.
4	Lai Hop Quoc	002C146899	Member of the Board of Mannement		27/04/2023			Internal person	
5	Nguyen Thi Kim Lan		Member of the Board of Mannement		27/04/2023			Internal person	
6	Do Minh Duc	002C119297	Member of the Board of Mannement		27/04/2023			Internal person	
7	Thieu Thi Hang My		Member of the Board of Mannement		23/04/2025	24/04/2026			Relieved of the position with effect from April 24, 2026
8	Le Dac Dan		Director / Legal Representative / Person in Charge of Corporate Governance		05/06/2025			Internal person	Mr. Le Dac Dan was appointed as Director, Legal Representative, and Person in Charge of Corporate Governance of the Company, effective from 7 May 2026.
9	Nguyen Tai Tuan	002C126237	Deputy Director		20/09/2022			Internal person	
10	Vu Van Nam	002C078549	Deputy Director		07/05/2026			Internal person	Mr. Vu Van Nam was appointed as Deputy General Director with effect from 07 May 2026.
11	Bui Tuyet Van	002C115468	Chief Accountant		20/09/2022			Internal person	
12	Nguyen Van Minh		Head of the Supervisory Board		27/04/2023			Internal person	
13	Nguyen Quoc Thai	045C515168	Member of the Supervisory Board		27/04/2023			Internal person	
14	Le Lam Thanh		Member of the Supervisory Board		27/04/2023			Internal person	
B	Organizations, Individuals holding over 10% of voting shares								
1	Northern Power Corporation		Organizations holding over 10% of voting shares						
2	Nguyen Phuc Vinh		Individuals holding over 10% of voting shares						

SECTION VIII.1: LIST OF THE COMPANY'S INSIDERS AND THEIR RELATED PERSONS
(Issued as an attachment to the Company's Corporate Governance Report for the first six months of 2026)

No.	Name of Organization/ Individual	Securities Trading Account (if any)	Position in the Company (if any)	Relationship with the Internal person	Owner's ID Document Type	Number of Shares Owned at the Beginning of the Period		Number of Shares Owned at the End of the Period		Notes
						Number of Shares	Percentage	Number of Shares	Percentage	
1	Vu Minh Tu	002C126235	Chairman of the Board of Mannagement		ID	975.779	2,17%	975.779	2,17%	
1.1	Vu Minh Su			Father		0	0,00%	0	0,00%	
1.2	Hoang Thi Nguyen			Mother		0	0,00%	0	0,00%	
1.3	Vu Thi Lan Anh			Older sister	ID	0	0,00%	0	0,00%	
1.4	Nguyen Van Cong			Brother-in-law	ID	0	0,00%	0	0,00%	Lost
1.5	Vu Minh Tuan			Older brother	ID	0	0,00%	0	0,00%	
1.6	Trinh Thi Thu			Sister-in-law	ID	0	0,00%	0	0,00%	
1.7	Nguyen Thi Hong Hanh	002C272766		Wife	ID	0	0,00%	0	0,00%	
1.8	Nguyen Cuong			Father-in-law	ID	0	0,00%	0	0,00%	
1.9	Tran Thi Thuan			Mother-in-law	ID	0	0,00%	0	0,00%	
1.10	Vu Hoang Bao Anh			Daughter	ID	0	0,00%	0	0,00%	
1.11	Vu Hoang Nam Anh			Son	ID	0	0,00%	0	0,00%	
2	Le Dinh Luong		Member of the Board of Mannagement			0	0,00%	0	0,00%	Dismissed from April 24, 2026
3	Nguyen Thi Thanh Huong		Member of the Board of Mannagement		ID	0	0,00%	0	0,00%	Ms. Nguyen Thi Thanh Huong ceased to hold the position of Chairperson of the Board of Directors with effect from 07 May 2026.
3.1	Nguyen Ngoc Du			Father	ID	0	0,00%	0	0,00%	
3.2	Nguyen Thi Hao			Mother	ID	0	0,00%	0	0,00%	

No.	Name of Organization/ Individual	Securities Trading Account (if any)	Position in the Company (if any)	Relationship with the Internal person	Owner's ID Document Type	Number of Shares Owned at the Beginning of the Period		Number of Shares Owned at the End of the Period		Notes
						Number of Shares	Percentage	Number of Shares	Percentage	
3.3	Nguyen Thanh Son			Husband	ID	0	0,00%	0	0,00%	
3.4	Nguyen Thuy Duong			Daughter	ID	0	0,00%	0	0,00%	
3.5	Nguyen Bao Ngoc			Daughter	ID	0	0,00%	0	0,00%	
3.6	Nguyen Ngoc Hung			Younger brother	ID	0	0,00%	0	0,00%	
3.7	Vo Thi Thu Hien			Sister-in-law	ID					
3.8	Nguyen Phuong Hai			Younger sister	ID	0	0,00%	0	0,00%	
3.9	Bui Hoang Anh			Brother-in-law	ID					
3.10	Nguyen Ngoc Huan			Father-in-law	ID	0	0,00%	0	0,00%	Lost
3.11	Bach Kim Nga			Mother-in-law	ID	0	0,00%	0	0,00%	
3.12	Nguyen Huy Luan			Brother-in-law	ID	0	0,00%	0	0,00%	
3.13	Nguyen Hong Mai			Sister-in-law	ID	0	0,00%	0	0,00%	
3.14	Northern Power Corporation			Mrs Nguyen Thi Thanh Huong is the Representative of contributed capital	ERC	8.385.108	18,61%	8.385.108	18,61%	
4	Lai Hop Quoc	002C146899	Member of the Board of Manngement		ID	963.149	2,14%			
4.1	Lai Hop Dang			Father	ID	0	0,00%	0	0,00%	
4.2	Bui Thi Dao			Mother	ID	0	0,00%	0	0,00%	Lost
4.3	Kan Thi Quynh Lan			Wife	ID	0	0,00%	0	0,00%	
4.4	Lai Quynh Anh	005C105607		Daughter	ID	3.140	0,01%	3.140	0,01%	
4.5	Lai Ngoc Anh			Daughter	ID	0	0,00%	963.149	2,14%	
4.6	Lai Hop Chung			Older brother	ID	0	0,00%	0	0,00%	
4.7	Pham Thi Cham			Sister-in-law	ID	0	0,00%	0	0,00%	

No.	Name of Organization/ Individual	Securities Trading Account (if any)	Position in the Company (if any)	Relationship with the Internal person	Owner's ID Document Type	Number of Shares Owned at the End of the Period		Notes
						Number of Shares	Percentag e	
4.8	Lai Hop Quang			Brother	ID	0	0,00%	
4.9	Khong Thi Binh			Sister-in-law	ID	0	0,00%	
4.10	Lai Hop Quy			Younger brother	ID	0	0,00%	
4.11	Tran Thi Lan			Sister-in-law	ID	0	0,00%	
4.12	Lai Hop Quynh			Younger brother	ID	0	0,00%	
4.13	Nguyen Thi Phuc			Sister-in-law	ID	0	0,00%	
4.14	Lai Thi Quyen			Younger sibling	ID	0	0,00%	
4.15	Nguyen Van Cuong			Brother-in-law	ID	0	0,00%	
4.16	Lai Thi Bich Lien			Younger sister	ID	0	0,00%	
4.17	Nguyen Tien			Brother-in-law	ID	0	0,00%	
4.18	Kieu Luong Huy			Son-in-law	ID	0	0,00%	
4.19	Nguyen Thi Kim Giao			Mother-in-law		0	0,00%	Lost
4.20	Kan Xuan Tung			Father-in-law		0	0,00%	Lost
4.21	Northern Electricity Joint Stock Company			Director	ERC	3.664.653	8,14%	
5	Nguyen Thi Kim Lan		Member of the Board of Manngement		ID	0	0,00%	
5.1	Nguyen Van Bay			Father-in-law		0	0,00%	Lost
5.2	Dam Thi Nhi			Mother-in-law		0	0,00%	Lost
5.3	Nguyen Van Ho			Father		0	0,00%	Lost
5.4	Nguyen Thi Hoan			Mother		0	0,00%	Lost
5.5	Nguyen Phuc Vinh			Husband	ID	9.355.500	20,77%	
5.6	Nguyen Phuc Cuong			Son	Passport	0	0,00%	
5.7	Dang Thi Ngoc Tam			Daughter-in-law	Passport	0	0,00%	
5.8	Nguyen Phuc Thinh			Son	ID	0	0,00%	
5.9	Tran Thi Lan Huong			Daughter-in-law	ID	0	0,00%	
5.10	Nguyen Phuc Dam Linh			Daughter	ID	0	0,00%	
6	Do Minh Duc	002C119297	Member of the Board of Manngement		ID	20.790	0,05%	

No.	Name of Organization/ Individual	Securities Trading Account (if any)	Position in the Company (if any)	Relationship with the Internal person	Owner's ID Document Type	Number of Shares Owned at the End of the Period		Notes
						Number of Shares	Percentag e	
6.1	Di Ich Dao			Father	ID	0	0,00%	
6.2	Nguyen Thi Xuan			Mother	ID		0,00%	
6.3	Nguyen Van Lap			Father-in-law	ID	0	0,00%	
6.4	Dinh Thi Hang			Mother-in-law	ID	0	0,00%	
6.5	Do Minh Hung			Younger sibling	ID	0	0,00%	
6.6	Do Manh Cuong			Younger brother	ID	0	0,00%	
6.7	Nguyen Hoang Loan	002C119246		Wife	ID	0	0,00%	
6.8	Do Hoang Dung			Daughter	ID	0	0,00%	
6.9	Do Hoang An			Daughter	ID	0	0,00%	
6.10	Doan Thi Mai Anh			Sister-in-law	ID	0	0,00%	
6.11	Le Thi Thu Ha			Sister-in-law	ID	0	0,00%	
6.12	Linh Lam Investment Co., Ltd			Capital Management Representative	ERC	4.283.925	9,51%	
7	Thieu Thi Hang My		Member of the Board of Mannagement		ID			Relieved of the position with effect from April 24, 2026
8	Le Dac Dan		Director / Legal Representative / Person in Charge of Corporate Governance		ID	0	0,00%	Mr. Le Dac Dan was appointed as Director, Legal Representative, and Person in Charge of Corporate Governance of the Company, effective from 7 May 2026.
8.1	Le Dac Phong			Father	ID	0	0,00%	
8.2	Nguyen Thi Hue			Mother	ID	0	0,00%	
8.3	Le Thi Huong			Older sister	ID	0	0,00%	
8.4	Pham Van Luu			Brother-in-law	ID	0	0,00%	
8.5	Le Thi Dung			Older sister	ID	0	0,00%	
8.6	Hoang Cong Hoan			Brother-in-law	ID	0	0,00%	

No.	Name of Organization/ Individual	Securities Trading Account (if any)	Position in the Company (if any)	Relationship with the Internal person	Owner's ID Document Type	Number of Shares Owned at the End of the Period		Notes
						Number of Shares	Percentag e	
8.7	Le Thi Phuong			Younger sibling	ID	0	0,00%	
8.8	Vuong Thi Thu Huong			Wife	ID	0	0,00%	
8.9	Le Dac Binh			Son		0	0,00%	
8.10	Le Dac Binh Minh			Son		0	0,00%	
8.11	Vuong Van Than			Father-in-law	ID	0	0,00%	
8.12	Pham Thi Reo			Mother-in-law	ID	0	0,00%	
8.13	Viet Nam HCO Company Limited			Mr. Le Dac Dan serves as the General Director and Legal Representative of HCO Vietnam Company Limited.	ERC	0	0,00%	
9	Nguyen Tai Tuan	002C126237	Deputy Director		ID	60.014	0,13%	
9.1	Nguyen Tai Sinh			Father		0	0,00%	Lost
9.2	Hoang Thi Van			Mother		0	0,00%	Lost
9.3	Nguyen Thi Thuy			Older sister	ID	0	0,00%	
9.4	Nguyen Thi Thu			Older sister	ID	0	0,00%	
9.5	Nguyen Thi Xuan			Older sister	ID	0	0,00%	
9.6	Nguyen Thi Toan			Younger sibling	ID	0	0,00%	
9.7	Nguyen Thu Huong			Wife	ID	0	0,00%	
9.8	Nguyen Khanh Linh			Child	Passport	0	0,00%	
9.9	Do Cao Minh			Son-in-law	Passport	0	0,00%	
9.10	Nguyen Tai Tien			Child	ID	0	0,00%	
9.11	Nguyen Huu Thai			Father-in-law	ID	0	0,00%	
9.12	Hoang Thi Khieu			Mother-in-law	ID	0	0,00%	
9.13	Le Luan			Brother-in-law		0	0,00%	Lost
9.14	Vu Dinh Khoa			Brother-in-law		0	0,00%	Lost
9.15	Duong Van Du			Brother-in-law	ID	0	0,00%	
9.16	Nguyen Thuyet			Brother-in-law	ID	0	0,00%	

No.	Name of Organization/ Individual	Securities Trading Account (if any)	Position in the Company (if any)	Relationship with the Internal person	Owner's ID Document Type	Number of Shares Owned at the End of the Period		Notes
						Number of Shares	Percentag e	
10	Vu Van Nam	002C078549	Deputy Director		ID	0	0,00%	Mr. Vu Van Nam was appointed as Deputy Director of the Company, effective from 7 May 2026.
10.1	Pham Thi Theu			Wife	ID	0	0,00%	
10.2	Vu Trung Kien			Father				Lost
10.3	Hoang Thi Lan			Mother	ID	0	0,00%	
10.4	Pham Dinh Ngu			Father-in-law	ID	0	0,00%	
10.5	Vu Thi Lanh			Mother-in-law	ID	0	0,00%	
10.6	Vu Thao Nguyen			Daughter		0	0,00%	
10.7	Vu Thuc Quyen			Daughter		0	0,00%	
10.8	Vu Nguyen Khang			Son		0	0,00%	
10.9	Vu Anh Tuan			Older brother	ID			
10.10	Dao Thi Hien			Sister-in-law	ID			
10.11	Vu Van Tuan			Older brother	ID			
10.12	Le Thi Mai			Sister-in-law	ID			
10.13	Vu Van Chuong			Older brother	ID			
10.14	Nguyen Thi Tho			Sister-in-law	ID	0	0,00%	
10.15	Vu Van Duong			Older brother		0	0,00%	
10.16	Bui Thi Van			Sister-in-law		0	0,00%	
10.17	MNT Group Joint Stock Company			Mr. Vu Van Nam is the Director and Legal Representative of MNT Group Joint Stock Company.	ERC	0	0,00%	
11	Bui Tuyet Van	002C115468	Chief Accountant		ID	235.207	0,52%	
11.1	Bui Van Han			Father	ID	0	0,00%	

No.	Name of Organization/ Individual	Securities Trading Account (if any)	Position in the Company (if any)	Relationship with the Internal person	Owner's ID Document Type	Number of Shares Owned at the End of the Period		Notes
						Number of Shares	Percentag e	
11.2	Cao Thi Anh Tuyet	002C238268		Mother	ID	80.850	0,18%	
11.3	Nguyen Thi Vinh			Mother-in-law	ID	0	0,00%	
11.4	Bui Tuan Viet			Younger brother	ID	0	0,00%	
11.5	Pham Ky Nam			Husband	ID	0	0,00%	
11.6	Pham Bao Ngan			Daughter	ID	0	0,00%	
11.7	Pham Phuc Nguyen			Son		0	0,00%	
11.8	Bui Thi Hong Trang	002C111754		Sister	ID	0	0%	
12	Nguyen Van Minh		Head of the Supervisory Board		ID	286.190	0,64%	
12.1	Nguyen Van Luan			Father	ID	0	0,00%	
12.2	Nguyen Thi Thao			Mother	ID	0	0,00%	
12.3	Nguyen Van Binh			Father-in-law	ID	0	0,00%	
12.4	Doan Thi Thanh Hang			Mother-in-law	ID	0	0,00%	
12.5	Nguyen Thanh Nhan			Wife	ID	152.344	0,34%	
12.6	Nguyen Minh Duc			Son		0	0,00%	
12.7	Nguyen Minh Hien			Daughter		0	0,00%	
12.8	Nguyen Van Thanh			Older brother	ID	0	0,00%	
12.9	Nguyen Thi Hong Nhung			Sister-in-law	ID	0	0,00%	
12.10	Nguyen Thi Binh			Younger sibling	ID	0	0,00%	
12.11	Vu Huy Luong	002C115835		Brother-in-law	ID	0	0,00%	

No.	Name of Organization/ Individual	Securities Trading Account (if any)	Position in the Company (if any)	Relationship with the Internal person	Owner's ID Document Type	Number of Shares Owned at the End of the Period		Notes
						Number of Shares	Percentag e	
13	Nguyen Quoc Thai	045C515168	Member of the Supervisory Board		ID	0	0,00%	
13.1	Nguyen Thi Xuan			Mother	ID	0	0,00%	
13.2	Nguyen Thi Don			Mother-in-law	ID	0	0,00%	
13.3	Nguyen Thi Thanh Huong	021C369475		Wife	ID	0	0,00%	
13.4	Nguyen Sy Duy Hoang	021C658226		Son	ID	0	0,00%	
13.5	Nguyen Thi Dieu Anh			Daughter	ID	0	0,00%	
13.6	Nguyen Si Dung			Brother	ID	0	0,00%	
13.7	Nguyen Thanh Tra			Sister-in-law	ID	0	0,00%	
13.8	Nguyen Sy Ngoc			Brother	ID	0	0,00%	
13.9	Dinh To Uyen			Sister-in-law	ID	0	0,00%	
13.10	Nguyen Thi Chau			Sister	ID	0	0,00%	
13.11	Dinh Van Toan			Brother-in-law	ID	0	0,00%	
13.12	Nguyen Thi Ha	076C122831		Sister	ID	0	0,00%	
13.13	Nguyen Sy Binh			Brother	ID	0	0,00%	
13.14	Tran Kim Oanh			Sister-in-law	ID	0	0,00%	
13.15	Nguyen Sy An			Brother	ID	0	0,00%	
13.16	Nguyen Thi Phuong			Sister-in-law	ID	0	0,00%	
13.17	Nguyen Quoc Trinh			Brother	ID	0	0,00%	
13.18	Le Thi Tam			Sister-in-law	ID	0	0,00%	
14	Le Lam Thanh		Member of the Supervisory Board		ID	1.837.959	4,08%	
14.1	Le Thi Ngoc Ha			Sister	ID	0	0,00%	

No.	Name of Organization/ Individual	Securities Trading Account (if any)	Position in the Company (if any)	Relationship with the Internal person	Owner's ID Document Type	Number of Shares Owned at the End of the Period		Notes
						Number of Shares	Percentag e	
14.2	Le Thi Chinh			Sister	ID	0	0,00%	
14.3	Nguyen Huu Chuong			Brother-in- law	ID	0	0,00%	
14.4	Le Thi Huong			Sister	ID	0	0,00%	
14.5	Le Quang Thai			Brother	ID	0	0,00%	
14.6	Nguyen Thi Kim Thuy			Sister-in-law	ID	0	0,00%	
14.7	Le Xuan Vien			Father		0	0,00%	
14.8	Ha Thi Phien			Mother		0	0,00%	
14.9	Le Hong Chuong			Brother	ID	0	0,00%	
14.10	Dao Mai Long			Sister in law	ID	0	0,00%	
14.11	Le Anh Xuan			Younger sister	ID	0	0,00%	
14.12	Le Phuong Thuy			Younger sister	ID	0	0,00%	
14.13	Nguyen Viet Cuong			Brother-in-law	ID	0	0,00%	
14.14	Ton Nu Le Hoa			Wife	ID	0	0,00%	
14.15	Le Lam Tien			Child	ID			
14.16	Tran Khanh Hoa			Son-in-law	ID	0	0,00%	
14.17	Le Trung Kien			Child	ID	0	0,00%	
14.18	Tran Thi Phuong			Mother-in-law	ID	0	0,00%	
14.19	Ton That Hap			Farthe-in-law	ID	0	0,00%	
14.20	Ton Nu Hue Chi			Sister-in-law	ID			

SECTION VIII.2: TRANSACTIONS IN THE COMPANY'S SHARES BY THE COMPANY'S INSIDERS AND THEIR RELATED PERSONS

(Issued as an attachment to the Company's Corporate Governance Report for the first six months of 2026)

No.	Name of Organization/ Individual	Securities Trading Account (if any)	Position in the Company (if any)	Relationship with the Internal person	Owner's ID Document Type	Number of Shares Owned at the Beginning of the Period		Number of Shares Owned at the End of the Period		Reason for Increase or Decrease (Purchase, Sale, Conversion, Bonus, etc.)
						Number of Shares	Percentage	Number of Shares	Percentage	
1	Lai Hop Quoc	002C146899	Member of the Board of Manngement		ID	963.149	2,14%	0	0,00%	Sale
2	Lai Ngoc Anh			Daughter of Mr. Lai Hop Quoc – Member of the Board of Directors	ID	0	0,00%	963.149	2,14%	Buy
3	Nguyen Van Minh		Head of the Supervisory Board		ID	297.990	0,66%	286.190	0,64%	Sale

