PHU BAI SPINNING MILL
JOINT STOCK COMPANY

No.: 282./BC -SPB

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hue City, July 28, 2026

CORPORATE GOVERNANCE REPORT
(First 6 months of 2026)

To: - The State Securities Commission
- Hanoi Stock Exchange

- Company name: **PHU BAI SPINNING MILL JOINT STOCK COMPANY**
- Head office address: Phu Bai Industrial Park, Phu Bai Ward, Hue City, Vietnam
- Tel: 0234- 3863240 Fax: Email: info@phubaispinning.com
- Charter capital: VND 133,000,870,000
- Stock code: SPB
- Corporate governance model: General Meeting of Shareholders, Board of Directors, Supervisory Board and Executive Board

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 by written opinion):

No.	Resolution/Decision No.	Date	Content
1	Resolution No. 168/NQ-DHDCD 2026	20/04/2026	2026 Annual General Meeting of Shareholders

II. Board of Directors (Report for the first 6 months of 2026):

1. Information on members of the Board of Directors (BOD)

No.	BOD Member	Position	Date of becoming/ceasing to be a BOD member / Independent BOD member	
			Appointment date	Removal date
1	Mr. Pham Van Tan	Chairman of the BOD (Non-executive BOD member)	24/06/2024	
2	Mr. Tran Dinh Hiep	BOD Member – General Director	24/06/2024	
3	Mr. Bui Thanh Hung	BOD Member (Non-executive BOD member)	24/06/2024	
4	Mr. Truong Van Hien	BOD Member (Non-executive BOD member)	22/04/2022	
5	Ms. Le Thi Que Hùong	BOD Member – Deputy General Director	22/04/2022	

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2. BOD meetings: 02 meetings

No.	BOD Member	Number of BOD meetings attended	Attendance rate	Reason for non-attendance
1	Mr. Pham Van Tan	02	100%	
2	Mr. Tran Dinh Hiep	02	100%	
3	Mr. Bui Thanh Hung	02	100%	
4	Mr. Truong Van Hien	02	100%	
5	Ms. Le Thi Que Huong	02	100%	

3. Written opinion requests to BOD Members: 04 times

No.	BOD Member	Number of times participated in giving opinions	Rate of opinion participation	Reason for non-participation
1	Mr. Pham Van Tan	04	100%	
2	Mr. Tran Dinh Hiep	04	100%	
3	Mr. Bui Thanh Hung	04	100%	
4	Mr. Truong Van Hien	04	100%	
5	Ms. Le Thi Que Huong	04	100%	

4. Supervisory activities of the BOD over the Executive Board:

- In its role, the Board of Directors issues Resolutions for the Executive Board to implement.
- The BOD has regularly supervised the implementation of Resolutions and Decisions of the GMS and the BOD, and supervised the activities of the General Director and the General Director's supporting apparatus.
- The Executive Board regularly reports and seeks guidance from the Board of Directors, ensuring leadership and direction in all areas of the Company's operations in accordance with the Law, the Company's Charter, and Regulations.

5. Activities of sub-committees under the Board of Directors (if any): None
6. Resolutions/Decisions of the Board of Directors (Report for the first 6 months of 2026): Details in Appendix 01

III. Supervisory Board (Report for the first 6 months of 2026):

1. Information on members of the Supervisory Board (SB):

No.	SB Member	Position	Date of becoming/ceasing to be an SB member	Professional qualification
1	Ms. Tran Thi Thu Hang	Head of SB	20/04/2026	Bachelor of Economics
2	Ms. Nguyen Ngoc Mai Chi	SB Member	20/04/2019	Bachelor of Economics
3	Mr. Vo Hoang Phung	SB Member	20/04/2019	Bachelor of Economics
4	Mr. Hoang Duy Khanh	SB Member	20/04/2026	Bachelor of Banking and Finance

2. SB meetings: 01 meeting

No.	SB Member	Number of meetings attended	Attendance rate	Voting rate	Reason for non-attendance
1	Ms. Tran Thi Thu Hang	01	100%	100%	
2	Ms. Nguyen Ngoc Mai Chi	01	100%	100%	
3	Mr. Vo Hoang Phung	01	100%	100%	

3. Supervisory activities of the SB over the BOD, the Executive Board and shareholders:

- Supervised the governance activities of the Board of Directors (BOD) by participating in BOD meetings and reviewing BOD Resolutions and Regulations issued by the BOD.
- Organized Supervisory Board meetings in accordance with the Law on Enterprises.

4. Coordination between the SB and the activities of the BOD, the Executive Board and other managers:

Coordination among the Board of Directors, the Executive Board and the Supervisory Board is effective, with regular exchange of work, proactive coordination to resolve difficulties, and favorable conditions created for members in accordance with the Charter and Regulations, for the overall development of the Company.

5. Other activities of the SB (if any):

- Reviewed and inspected the process of organizing the 2026 GMS in accordance with the Charter and the Law on Enterprises.
- Assessed the completeness, legality and truthfulness of the Company's Annual and first 6-month 2026 Financial Statements; reviewed accounting books and other documents, ... in compliance with the Law, the Company's Charter, and the Company's Internal Regulations.

IV. Executive Board:

No.	Executive Board Member	Date of birth	Professional qualification	Appointment date as Executive Board member
1	Mr. Tran Dinh Hiep – General Director	06/04/1984	Master of Construction Engineering	24/06/2024
2	Ms. Le Thi Que Huong – Deputy General Director	10/10/1978	Bachelor of Economics	28/02/2018
3	Ms. Hoang Thai Truc - Deputy General Director	27/06/1984	Bachelor of Economics	14/11/2024

V. Chief Accountant / Head of Accounting-Finance Department:

Full name	Date of birth	Professional qualification	Appointment date / Removal date
Ms. Hoang Thai Truc	27/06/1984	Bachelor of Economics	27/12/2021 / 17/06/2026
Mr. Nguyen Trung Hieu	22/02/1991	Bachelor of Economics	01/11/2025

VI. Person in charge of Company governance:

Full name	Date of birth	Professional qualification	Appointment date / removal date
Mr. Nguyen Tuong Huy	29/08/1972	Bachelor of Science	28/04/2021

VII. Training on Company governance:

Corporate governance training courses attended by BOD members, SB members, the Executive Board, other managers and the Company Secretary in accordance with corporate governance regulations: None.

VIII. List of related persons of the public company and transactions between the company's related persons and the Company itself:

1. List of related persons of the Company: Details in Appendix 02.

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

3. Transactions between the Company's insiders, persons related to insiders, and subsidiaries or companies controlled by the Company: None.

4. Transactions between the Company and other entities:

4.1. Transactions between the Company and a company in which BOD members, SB members, the Director (General Director) and other managers have been or are currently founding members or BOD members, Directors (General Directors) within the last three (03) years (as of the reporting date): None.

4.2. Transactions between the Company and a company in which persons related to BOD members, SB members, the Director (General Director) and other managers are BOD members or Directors (General Directors): None.

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

IX. Share transactions of insiders and persons related to insiders (Annual Report):

1. List of insiders and persons related to insiders: Details in Appendix 03.

2. Transactions of insiders and related persons in the Company's shares: None

X. Other matters to note: None.

Recipients:
- SSC;
- HNX;
- Filing: Office.

CHAIRMAN OF THE BOD

M.S.D.N: 3500352720 - C.T.C.P
CÔNG TY CỔ PHẦN SỢI PHÚ BÀI
P.PHÚ BÀI - THÀNH PHỐ HẾ

Pham Van Tan

Appendix 01: Resolutions/Decisions of the Board of Directors (Report for the first 6 months of 2026)

No.	Resolution/Decision No.	Date	Content	Approval rate
1	Resolution No. 26/NQ-HDQT	17/01/2026	**1- Approved the content of the Company's 2025 Business Operations Summary Report.** **2- Approved the Proposed 2026 Business Plan.** **3- Approved the Proposed Q1/2026 Business Plan.**	100%
2	Resolution No. 27/NQ-HDQT	17/01/2026	Approved the payment of production incentive/encouragement money (13th-month salary) by the Company on the occasion of the Binh Ngo Lunar New Year 2026 for all employees of the Company.	80%
3	Resolution No. 28/NQ-HDQT	17/01/2026	**1- Approved the Company's policy to continue investing in replacing 06 new Rieter G37 automatic doffing ring spinning frames (1,200 spindles/machine) at Spinning Mill 2, with a total investment (including VAT) of approximately VND 38 billion.** * The Board of Directors assigned the General Director to carry out the procedures related to procurement of replacement equipment, including all procedures related to investment, equipment selection, and other related procedures (bank loan procedures, purchase procedures with suppliers, etc.) so as to bring it into effective operation as soon as possible. Investment efficiency must be reported to the Board of Directors before implementation; and implementation status must be reported at the next Board of Directors meeting (Q1/2026). **2- Approved the Company's policy to make additional investment in replacing some small equipment in 2026. Estimated investment cost (excluding tax and other costs): VND 1.81 billion, including:** **a)** 4-compartment Bale Opener/Blender for synthetic fiber, including fine opener and material transport fan = VND 1,360,000,000 **b)** Horizontal Bale Press = VND 450,000,000	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
			3- The Board of Directors assigned the General Director to proactively implement and be responsible for reporting to the Board of Directors on the status and results of the above investment at the next Board of Directors meeting.	
4	Resolution No. 92/NQ-HDQT *(By written opinion ballot of BOD Members)*	28/02/2026	**1- Approved the Plan to organize the 2026 Annual General Meeting of Shareholders of Soi Phu Bai Joint Stock Company, as follows:** + The final registration date for finalizing the list of shareholders attending the Meeting is 18/03/2026. + The Meeting will be held on 20/04/2026 (after the Company's audited 2025 Financial Statements are available). * The Meeting notice and agenda/content will be sent to shareholders as required. **2- Assigned the General Director to disclose information to shareholders and relevant competent authorities; and post it on the Company's website and other relevant media.**	100%
5	Resolution No. 98/NQ-HDQT *(By written opinion ballot of BOD Members)*	04/03/2026	**1- Approved the amendment of Resolution No. 92/NQ-HDQT dated 28/02/2026 of the Board of Directors of Soi Phu Bai Joint Stock Company regarding the Plan to organize the 2026 Annual General Meeting of Shareholders of Soi Phu Bai Joint Stock Company, as follows:** + Amended the final registration date for finalizing the list of shareholders attending the Meeting to 25/03/2026 (replacing 18/03/2026). + The Meeting date remains 20/04/2026. **2- Assigned the General Director to disclose information to shareholders and relevant competent authorities; and post it on the Company's website and other relevant media.**	100%
6	Resolution No. 144/NQ-HDQT	08/04/2026	**1- Approved the content of the Company's Q1 2026 Business Operations Preliminary Report.** **2- Approved the content of the Report on the Company's plans and**	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
			solutions for upcoming business operations.	
7	Resolution No. 145/NQ-HDQT	08/04/2026	**1- Approved the contents to be proposed to the 2026 Annual General Meeting of Shareholders:** 1.1- 2025 business operation results; 1.2- The Company's 2026 business plan; 1.3- 2025 operating results and the 2026 operating plan of the Company's Board of Directors; 1.4- The Company's 2025 Financial Statements audited by KPMG Vietnam Limited; 1.5- The Company has not distributed its 2025 after-tax profit, as it will retain it to fully offset accumulated losses and accumulate it together with 2026 profit for dividend distribution; 1.6- Settlement of 2025 remuneration and the proposed 2026 remuneration payment plan for the Company's Board of Directors and Supervisory Board; 1.7- The Company's Supervisory Board proposed to continue selecting KPMG Vietnam Limited as the auditor of the 2026 Financial Statements; 1.8- Change of Supervisory Board personnel for the 2022–2027 term: Removal of Mr. Hoang Duy Khanh as a Supervisory Board member; proposed that the Meeting elect 01 additional Supervisory Board member for the 2022–2027 term; **2- Assigned the Chairman of the BOD, the General Director and relevant Departments to be responsible for preparing documents and reports to be submitted to the 2026 Annual General Meeting of Shareholders.**	100%

No.	Resolution/Decision No.	Date	Content	Approval rate
8	Resolution No. 225/NQ-HDQT *(By written opinion ballot of BOD Members)*	17/06/2026	**1- Approved the Board of Directors' policy to convene an Extraordinary General Meeting of Shareholders of Soi Phu Bai Joint Stock Company.** *** Contents to be approved by the Meeting:** + Removal of Ms. Nguyen Ngoc Mai Chi from the position of Supervisory Board Member of the Company, term 2022 – 2027, effective after the Meeting. + Election of 01 additional Supervisory Board member to ensure the required number of 03 Supervisory Board members of the Company, term 2022 – 2027, as required. **2- Approved the Plan to organize the Extraordinary General Meeting of Shareholders of Soi Phu Bai Joint Stock Company, as follows:** + The final registration date for finalizing the list of shareholders attending the Extraordinary General Meeting of Shareholders is 17/07/2026. + The Extraordinary General Meeting of Shareholders will be held on 14/08/2026. * The Meeting notice and agenda/content will be sent to shareholders as required. **3- Assigned the General Director to disclose information to shareholders and relevant competent authorities; and post it on the Company's website and other relevant media regarding items 1 and 2 above.**	100%
9	Resolution No. 226/NQ-HDQT *(By written opinion ballot of BOD Members)*	17/06/2026	**1- Approved the removal of Ms. Hoang Thai Truc from the position of Chief Accountant, effective from the time approved by the competent authority as required.** **2- Approved the Board of Directors' policy to appoint Ms. Nguyen Ngoc Mai Chi as Chief Accountant of Soi Phu Bai Joint Stock Company after the Company completes the required personnel procedures.**	

No.	Resolution/Decision No.	Date	Content	Approval rate
			3- Assigned the General Director to disclose information to shareholders and relevant competent authorities; and post it on the Company's website and other relevant media regarding items 1 and 2 above.	
10	Resolution No. 239/NQ-HDQT *(By written opinion ballot of BOD Members)*	30/06/2026	**1- Approved the amendment of Resolution No. 225/NQ-HDQT dated 17/06/2026 of the Board of Directors of Soi Phu Bai Joint Stock Company regarding the Plan to organize the Extraordinary General Meeting of Shareholders of Soi Phu Bai Joint Stock Company, as follows:** + Amended the final registration date for finalizing the list of shareholders attending the Meeting to 24/07/2026 (replacing 17/07/2026). + Amended the date of the Extraordinary General Meeting of Shareholders to 24/08/2026 (replacing 14/08/2026). **2- Assigned the General Director to disclose information to shareholders and relevant competent authorities; and post it on the Company's website and other relevant media regarding the content in Article 1.**	

Appendix 02: List of persons related to the Company

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID Card No. (NSH)*, date of issue, place of issue	Head office address/ Contact address	Start date as a related person	End date as a related person	Reason	Relationship with the Company/
1	**PHAM VAN TAN**		**Chairman of the BOD**			24/06/2024	-	Elected to the BOD under the Resolution of the 2024 Annual GMS	**Insider**
1.1	Nguyen Thi Thanh		None			24/06/2024	-		Mother
1.2	Pham Thi Nhan		None			24/06/2024	-		Older sister
1.3	Pham Van Tien		None			24/06/2024	-		Younger brother
1.4	Pham Thi Thu Hien		None			24/06/2024	-		Wife
1.5	Pham Minh Quan		None			24/06/2024	-		Son
1.6	Pham Khanh An		None			24/06/2024	-		Daughter
1.7	Pham Van Bau		None			24/06/2024	-		Father-in-law
1.8	Le Thi Kim Lien		None			24/06/2024	-		Mother-in-law

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID Card No. (NSH)*, date of issue, place of issue	Head office address/ Contact address	Start date as a related person	End date as a related person	Reason	Relationship with the Company/
2	**TRAN DINH HIEP**		**BOD Member – General Director**			28/02/2018		Time of appointment as Deputy General Director	**-**
2.1	Tran Dinh Thuy		None			28/02/2018			Biological father
2.2	Le Thi Bich Nga		None			28/02/2018			Biological mother
2.3	Tran Thi Phuong Thao		None			28/02/2018			Older biological sister
2.4	Phan Vu Thanh Luu		None			28/02/2018			Brother-in-law
2.5	Le Lan Nhi		None			28/02/2018			Wife
2.6	Tran Thanh Binh		None			28/02/2018			Daughter
2.7	Tran Duc Thanh		None			28/02/2018			Son
3	**BUI THANH HUNG**		**BOD Member**			24/06/2024		Elected to the BOD under the Resolution of the 2024 Annual GMS	
3.1	Bui Duc Nhuan		None			24/06/2024			Biological father
3.2	Dam Mai Lam		None			24/06/2024			Biological mother

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID Card No. (NSH)*, date of issue, place of issue	Head office address/ Contact address	Start date as a related person	End date as a related person	Reason	Relationship with the Company/
3.3	Nguyen Thuc Anh		None			24/06/2024			Wife
3.4	Bui Doan Vinh Anh		None			24/06/2024			Son
3.5	Bui Khue Anh		None			24/06/2024			Daughter
3.6	Nguyen Van Mui		None			24/06/2024			Father-in-law
3.7	Nguyen Thi Thao		None			24/06/2024			Mother-in-law
3.8	Bui Doan Huan		None			24/06/2024			Younger brother
3.9	Bui Thi Thu Ha		None			24/06/2024			Younger sister
3.10	Luu Anh Tuan		None			24/06/2024			Brother-in-law
3.11	Bui Mai Hoa		None			24/06/2024			Younger sister
3.12	Dinh Duc Anh		None			24/06/2024			Brother-in-law
4	**LE THI QUE HUONG**		**BOD Member – Deputy**			28/02/2018		Time of appointment as Deputy	-

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID Card No. (NSH)*, date of issue, place of issue	Head office address/ Contact address	Start date as a related person	End date as a related person	Reason	Relationship with the Company/
			General Director					General Director	
4.1	Le Chap		None			28/02/2018			Biological father
4.2	Bach Thi Ngoc Yen		None			28/02/2018			Biological mother
4.3	Le Thai Duong		None			28/02/2018			Biological younger brother
4.4	Nguyen Le Uyen Phuong		None			28/02/2018			Sister-in-law (younger brother's wife)
4.5	Le Thi Ca Dao		None			28/02/2018			Biological younger sibling
4.6	Nguyen Hoang Cong		None			28/02/2018			Brother-in-law
4.7	Le Thai Binh		None			28/02/2018			Biological younger sibling
4.8	Nguyen Thi Thanh Thuy		None			28/02/2018			Sister-in-law (younger brother's wife)
4.9	Nguyen Xuan Anh		None			28/02/2018			Husband
4.10	Nguyen Cao Minh		None			28/02/2018			Son
4.11	Nguyen Le Bao Tram		None			28/02/2018			Daughter
5	**TRAN THI THU HANG**		**Head of SB**			20/04/2026		Elected to the SB under the Resolution of the 2026 Annual	

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID Card No. (NSH)*, date of issue, place of issue	Head office address/ Contact address	Start date as a related person	End date as a related person	Reason	Relationship with the Company/
								GMS	
5.1	Tran Dinh Tha		None			20/04/2026			Biological father
5.2	Le Thi Nguyet		None			20/04/2026			Biological mother
5.3	Vu Thi Bay		None			20/04/2026			Mother-in-law
5.4	Nguyen Quang Hung		None			20/04/2026			Husband
5.5	Nguyen Thi Nga		None			20/04/2026			Daughter
5.6	Nguyen Quang Minh		None			20/04/2026			Son
5.7	Tran Hoang Long		None			20/04/2026			Younger brother
5.8	Tran Le Quang		None			20/04/2026			Younger brother
5.9	Pham Thi Lua		None			20/04/2026			Sister-in-law (younger brother's wife)
5.10	Long Tuyet Trinh		None			20/04/2026			Sister-in-law (younger brother's wife)
6	**NGUYEN NGOC MAI CHI**		**SB Member**			20/04/2019		Time of election to the SB	
6.1	Nguyen Van Thanh		None			20/04/2019			Father
6.2	Ngo Thi Ngoc Anh		None			20/04/2019			Mother
6.3	Nguyen Thi Linh Chi		None			20/04/2019			Older sister
6.4	Nguyen Minh Tri		None			20/04/2019			Younger brother
6.5	Le Ni Cent		None			20/04/2019			Husband
6.6	Le Kim Thien Y		None			20/04/2019			Child

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID Card No. (NSH)*, date of issue, place of issue	Head office address/ Contact address	Start date as a related person	End date as a related person	Reason	Relationship with the Company/
6.7	Le Kim Thien Nha		None			20/04/2019			Child
6.8	Le Anh		None			20/04/2019			Child
6.9	Tran Van Giang		None			20/04/2019			Brother-in-law
7	**VO HOANG PHUNG**		**SB Member**			20/04/2019		Time of election to the SB	-
7.1	Vo Hong Khien		None			20/04/2019			Father
7.2	Hoang Thi Hien		None			20/04/2019			Mother
7.3	Vo Hoang Long		None			20/04/2019			Older brother
8	**HOANG DUY KHANH**	**0001099245**	**SB Member**			18/04/2025		Time of election to the SB	
8.1	Hoang Van Quang		None			18/04/2025			Biological father
8.2	Chu Thi Lai		None			18/04/2025			Biological mother
8.3	Dau Thi Hoe		None			18/04/2025			Mother-in-law
8.4	Vo Thi Lan Anh		None			18/04/2025			Wife
8.5	Hoang Anh Nam		None			18/04/2025			Son
8.6	Hoang Minh Trang		None			18/04/2025			Daughter
8.7	Hoang Thi Huyen		None			18/04/2025			Younger sister
8.8	Nguyen Viet Hoang		None			18/04/2025			Brother-in-law
9	**HOANG THAI TRUC**		**Deputy General Director & Chief**			27/12/2021		Time of appointment as Chief Accountant	-

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID Card No. (NSH)*, date of issue, place of issue	Head office address/ Contact address	Start date as a related person	End date as a related person	Reason	Relationship with the Company/
			Accountant						
9.1	Hoang Van Tham		None			27/12/2021			Biological father
9.2	Pham Thi Binh		None			27/12/2021			Biological mother
9.3	Hoang Thai Phuong		None			27/12/2021			Biological younger brother
9.4	Hoang Thi Thu Trang		None			27/12/2021			Biological younger sister
9.5	Le Dang Tuyet Nga		None			27/12/2021			Sister-in-law (younger brother's wife)
9.6	Doan Thanh Tinh		None			27/12/2021			Brother-in-law
9.7	Hoang Dang Phuoc		None			27/12/2021			Husband
9.8	Hoang Nhat Minh		None			27/12/2021			Daughter
9.9	Hoang Thai Tram		None			27/12/2021			Daughter
10	**NGUYEN TUONG HUY**		**Person in charge of Company governance**			28/04/2021		Date of appointment as Company governance officer	
10.1	Le Thi Tam Thanh		None			28/04/2021			Biological mother
10.2	Nguyen Tuong Luan		None			28/04/2021			Biological older brother
10.3	Dinh Thi Ngoc Diep		None			28/04/2021			Sister-in-law (older brother's wife)

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID Card No. (NSH)*, date of issue, place of issue	Head office address/ Contact address	Start date as a related person	End date as a related person	Reason	Relationship with the Company/
10.4	Nguyen Tuong Duy		None			28/04/2021			Biological younger brother
10.5	Nguyen Thi Thanh Thao		None			28/04/2021			Sister-in-law (younger brother's wife)
10.6	Nguyen Tuong Nhat		None			28/04/2021			Biological younger brother
10.7	Le Thi My Lan		None			28/04/2021			Sister-in-law (younger brother's wife)
10.8	Do Thi Cam Phuong		None			28/04/2021			Wife
10.9	Nguyen Tuong Quoc Khanh		None			28/04/2021			Son
10.10	Nguyen Tuong Nguyen Khoa		None			28/04/2021			Son
10.11	Do The Nhan		None			28/04/2021			Biological father of Wife
10.12	Nguyen Thi Hien		None			28/04/2021			Biological mother of Wife
10.13	Do The Nguyen Vu		None			28/04/2021			Biological older brother of Wife

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID Card No. (NSH)*, date of issue, place of issue	Head office address/ Contact address	Start date as a related person	End date as a related person	Reason	Relationship with the Company/
10.14	Vo Thi Hang Nga		None			28/04/2021			Sister-in-law (older brother's wife) of Wife
10.15	Do Thi Phuong Thao		None			28/04/2021			Biological younger sister of Wife
10.16	Phan Thang		None			28/04/2021			Brother-in-law of Wife
11	**VIETNAM NATIONAL TEXTILE AND GARMENT GROUP**								**MAJOR SHAREHOLDER**
12	**NGHE AN FOOD AND AGRICULTURAL MATERIALS JOINT STOCK COMPANY**								**MAJOR SHAREHOLDER**
13	**TRUONG VAN HIEN**		**BOD Member**			22/04/2022		Time of election to the BOD	

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID Card No. (NSH)*, date of issue, place of issue	Head office address/ Contact address	Start date as a related person	End date as a related person	Reason	Relationship with the Company/
13.1	Truong Van Que		None			22/04/2022			Biological father
13.2	Phan Thi Tam		None			22/04/2022			Biological mother
13.3	Cao Thi Tao		None			22/04/2022			Wife
13.4	Truong Thi Tam		None			22/04/2022			Biological older sister
13.5	Truong Van Dau		None			22/04/2022			Biological older brother
13.6	Truong Van Nga		None			22/04/2022			Biological older brother
13.7	Truong Thi Ky		None			22/04/2022			Biological older sister
13.8	Tran Dinh Nham		None			22/04/2022			Brother-in-law
13.9	Truong Thi Di		None			22/04/2022			Biological older sister
13.10	Tran Van Hong		None			22/04/2022			Brother-in-law
13.11	Truong Van Lanh		None			22/04/2022			Biological older brother
13.12	Tran Thi Thuan		None			22/04/2022			Sister-in-law (younger brother's wife)
13.13	Truong Van Hung	007C901859	None			22/04/2022			Son
13.14	Vo Thi Thao	901407	None			22/04/2022			Daughter-in-law
13.15	Truong Van Dung	002C048884	None			22/04/2022			Son
13.16	Nguyen Phuong Thao		None			22/04/2022			Daughter-in-law

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID Card No. (NSH)*, date of issue, place of issue	Head office address/ Contact address	Start date as a related person	End date as a related person	Reason	Relationship with the Company/
13.17	Truong Thi Dung	7478891	None			22/04/2022			Daughter
14	**NGUYEN TRUNG HIEU**	**009C137780**	**Deputy Head of Finance-Accounting Department**			01/11/2025			**Insider**
14.1	Pham Thi Thuy Hang								Wife
14.2	Nguyen Van Danh								Biological father
14.3	Ngo Thi Thuy Hien								Biological mother
14.4	Nguyen Ngoc Gia Han								Daughter
14.5	Nguyen Trung Dung								Son
14.6	Nguyen Thi Cat Thao								Younger sister
15	**Tran Thi Thu Hang**		**Head of the Supervisory Board**			20/04/2026			
15.1	Tran Dinh Tha								Biological father
	Le Thi Nguyet								Biological mother
	Vu Thi Bay								Mother-in-law
	Tran Hoang Long								Younger brother
	Tran Le Quang								Younger brother
	Nguyen Quang Hung								Husband
	Nguyen Thu Nga								Daughter

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	ID Card No. (NSH)*, date of issue, place of issue	Head office address/ Contact address	Start date as a related person	End date as a related person	Reason	Relationship with the Company/
	Nguyen Quang Minh								Son
	Pham Thi Lua								Sister-in-law (younger brother's wife)
	Long Tuyet Trinh								Sister-in-law (younger brother's wife)
	Vietnam National Textile and Garment Group								
	Dong Xuan Knitting One Member Limited Liability Company								
	Nam Dinh Textile-Garment Joint Stock Corporation								
	Pho Noi Textile-Garment Infrastructure Development Joint Stock Company								
	Viet Tien Garment Joint Stock Corporation								

Appendix 03: List of insiders and persons related to insiders of the Company

No.	Full name	Securities trading account (if any)	Position (For insiders)	ID Card No. (date and place of issue)	Address	Shares owned at period end	Ownership rate at period end	Notes
1	**PHAM VAN TAN**		**Chairman of the BOD**			**4.352.785** **0**	**32,73%** **0%**	**- Capital management representative of Vietnam National Textile and Garment Group** **- Individual ownership**
1.1	Nguyen Thi Thanh		None					
1.2	Pham Thi Nhan		None					
1.3	Pham Van Tien		None					
1.4	Pham Thi Thu Hien		None					
1.5	Pham Minh Quan		None					
1.6	Pham Khanh An		None					
1.7	Pham Van Bau		None					
1.8	Le Thi Kim Lien		None					
1.9	Nam Dinh Textile-Garment Joint Stock Corporation		Chairman of the BOD					

No.	Full name	Securities trading account (if any)	Position (For insiders)	ID Card No. (date and place of issue)	Address	Shares owned at period end	Ownership rate at period end	Notes
1.10	Nam Dinh Garment Joint Stock Company		Chairman of the BOD					
1.11	Vietnam National Textile and Garment Group		Deputy General Director					
2	**TRAN DINH HIEP**		**BOD Member – General Director**			**2.394.016** **31.552**	**18%** **0,24%**	**- Capital management representative of Vietnam National Textile and Garment Group** **- Individual ownership**
2.1	Tran Dinh Thuy		None					
2.2	Le Thi Bich Nga		None					
2.3	Tran Thi Phuong Thao		None					
2.4	Phan Vu Thanh Luu		None					
2.5	Le Lan Nhi		None					
2.6	Tran Thanh Binh		None					
2.7	Tran Duc Thanh		None					

No.	Full name	Securities trading account (if any)	Position (For insiders)	ID Card No. (date and place of issue)	Address	Shares owned at period end	Ownership rate at period end	Notes
3	**BUI THANH HUNG**		**BOD Member**			**1.330.009** **0**	**10%** **0%**	**- Capital management representative of Vietnam National Textile and Garment Group** **- Individual ownership**
3.1	Bui Duc Nhuan		None					
3.2	Dam Mai Lam		None					
3.3	Nguyen Thuc Anh		None					
3.4	Bui Doan Vinh Anh		None					
3.5	Bui Khue Anh		None					
3.6	Nguyen Van Mui		None					
3.7	Nguyen Thi Thao		None					
3.8	Bui Doan Huan		None					
3.9	Bui Thi Thu Ha		None					

No.	Full name	Securities trading account (if any)	Position (For insiders)	ID Card No. (date and place of issue)	Address	Shares owned at period end	Ownership rate at period end	Notes
3.10	Luu Anh Tuan		None					
3.11	Bui Mai Hoa		None					
3.12	Dinh Duc Anh		None					
3.13	Construction Consulting and Investment Services Joint Stock Company		BOD Member					
4	**LE THI QUE HUONG**		**BOD Member – Deputy General Director**			**2.295**	**0,017%**	**- Individual ownership**
4.1	Le Chap		None					
4.2	Bach Thi Ngoc Yen		None					
4.3	Le Thai Duong		None					
4.4	Nguyen Le Uyen Phuong		None					
4.5	Le Thi Ca Dao		None					
4.6	Nguyen Hoang Cong		None					
4.7	Le Thai Binh		None					
4.8	Nguyen Thi Thanh Thuy		None					
4.9	Nguyen Xuan Anh		None			1.415	0,011%	

No.	Full name	Securities trading account (if any)	Position (For insiders)	ID Card No. (date and place of issue)	Address	Shares owned at period end	Ownership rate at period end	Notes
4.10	Nguyen Cao Minh		None					
4.11	Nguyen Le Bao Tram		None					
5	**TRUONG VAN HIEN**		**BOD Member**			**2.095.500**	**15,756%**	**Capital representative of Nghe An Food and Agricultural Materials Joint Stock Company**
5.1	Truong Van Que		None					
5.2	Phan Thi Tam		None					
5.3	Cao Thi Tao		None					
5.4	Truong Thi Tam		None					
5.5	Truong Van Dau		None					
5.6	Truong Van Nga		None					
5.7	Truong Thi Ky		None					
5.8	Tran Dinh Nham		None					
5.9	Truong Thi Di		None					
5.10	Tran Van Hong		None					
5.11	Truong Van Lanh		None					
5.12	Tran Thi Thuan		None					

No.	Full name	Securities trading account (if any)	Position (For insiders)	ID Card No. (date and place of issue)	Address	Shares owned at period end	Ownership rate at period end	Notes
5.13	Truong Van Hung	007C901859	None					
5.14	Vo Thi Thao	901407	None					
5.15	Truong Van Dung	002C048884	None					
5.16	Nguyen Phuong Thao		None					
5.17	Truong Thi Dung	7478891	None					
	Dak Lak Minerals Joint Stock Company		Chairman of the BOD					
	Dak Lak Food and Agricultural Materials Joint Stock Company		Chairman of the BOD					
	KaGrimex Green Energy Joint Stock Company		Chairman of the BOD					
	Nghe An Agricultural Materials Joint Stock Corporation		Chairman of the BOD					
	Nha Ho Plant Varieties Joint Stock Company		Chairman of the BOD					
6	**TRAN THI THU HANG**		**Head of the SB**			**0**	**0%**	

No.	Full name	Securities trading account (if any)	Position (For insiders)	ID Card No. (date and place of issue)	Address	Shares owned at period end	Ownership rate at period end	Notes
6.1	Tran Dinh Tha		None					
6.2	Le Thi Nguyet		None					
6.3	Vu Thi Bay		None					
6.4	Nguyen Quang Hung		None					
6.5	Nguyen Thi Nga		None					
6.6	Nguyen Quang Minh		None					
6.7	Tran Hoang Long		None					
6.8	Tran Le Quang		None					
6.9	Pham Thi Lua		None					

No.	Full name	Securities trading account (if any)	Position (For insiders)	ID Card No. (date and place of issue)	Address	Shares owned at period end	Ownership rate at period end	Notes
6.10	Long Tuyet Trinh		None					
7	**NGUYEN NGOC MAI CHI**		**SB Member**			**0**	**0%**	
7.1	Nguyen Van Thanh		None					
7.2	Ngo Thi Ngoc Anh		None					
7.3	Nguyen Thi Linh Chi		None					
7.4	Nguyen Minh Tri		None					
7.5	Le Ni Cent		None					
7.6	Le Kim Thien Y		None					
7.7	Le Kim Thien Nha		None					
7.8	Le Anh		None					

No.	Full name	Securities trading account (if any)	Position (For insiders)	ID Card No. (date and place of issue)	Address	Shares owned at period end	Ownership rate at period end	Notes
7.9	Tran Van Giang		None					
8	**VO HOANG PHUNG**		**SB Member**			**0**	**0%**	
8.1	Vo Hong Khien		None					
8.2	Hoang Thi Hien		None					
8.3	Vo Hoang Long		None					
9	**HOANG DUY KHANH**	**0001099245**	**SB Member**			**0**	**0%**	
9.1	Hoang Van Quang		None					
9.2	Chu Thi Lai		None					
9.3	Dau Thi Hoe		None					

No.	Full name	Securities trading account (if any)	Position (For insiders)	ID Card No. (date and place of issue)	Address	Shares owned at period end	Ownership rate at period end	Notes
9.4	Vo Thi Lan Anh		None					
9.5	Hoang Anh Nam		None					
9.6	Hoang Minh Trang		None					
9.7	Hoang Thi Huyen		None					
9.8	Nguyen Viet Hoang		None					
10	**HOANG THAI TRUC**		**Deputy General Director & Chief Accountant**			**43.540**	**0,327%**	**- Individual ownership**
10.1	Hoang Van Tham		None					
10.2	Pham Thi Binh		None			121	0,001%	

No.	Full name	Securities trading account (if any)	Position (For insiders)	ID Card No. (date and place of issue)	Address	Shares owned at period end	Ownership rate at period end	Notes
10.3	Hoang Thai Phuong		None			57.803	0,435%	
10.4	Hoang Thi Thu Trang		None			43.354	0,326%	
10.5	Le Dang Tuyet Nga		None					
10.6	Doan Thanh Tinh		None					
10.7	Hoang Dang Phuoc		None			121	0,001%	
10.8	Hoang Nhat Minh		None					
10.9	Hoang Thai Tram		None					
11	**NGUYEN TUONG HUY**		**Person in charge of Company governance**			**0**	**0%**	

No.	Full name	Securities trading account (if any)	Position (For insiders)	ID Card No. (date and place of issue)	Address	Shares owned at period end	Ownership rate at period end	Notes
11.1	Le Thi Tam Thanh		None					
11.2	Nguyen Tuong Luan		None					
111.3	Dinh Thi Ngoc Diep		None					
11.4	Nguyen Tuong Duy		None					
11.5	Nguyen Thi Thanh Thao		None					
11.6	Nguyen Tuong Nhat		None					
11.7	Le Thi My Lan		None					
11.8	Do Thi Cam Phuong		None					

No.	Full name	Securities trading account (if any)	Position (For insiders)	ID Card No. (date and place of issue)	Address	Shares owned at period end	Ownership rate at period end	Notes
11.9	Nguyen Tuong Quoc Khanh		None					
11.10	Nguyen Tuong Nguyen Khoa		None					
11.11	Do The Nhan		None					
11.12	Nguyen Thi Hien		None					
11.13	Do The Nguyen Vu		None					
10.15	Vo Thi Hang Nga		None					
11.14	Do Thi Phuong Thao		None					
11.15	Phan Thang		None					

No.	Full name	Securities trading account (if any)	Position (For insiders)	ID Card No. (date and place of issue)	Address	Shares owned at period end	Ownership rate at period end	Notes
12	**Nguyen Trung Hieu**	**009C137780**				**1.000 shares**	**0.0075%**	
12.1	Pham Thi Thuy Hang							
12.2	Nguyen Van Danh							
12.3	Ngo Thi Thuy Hien							
12.4	Nguyen Ngoc Gia Han							
12.5	Nguyen Trung Dung							
12.6	Nguyen Thi Cat Thao							