

**DISCLOSURE OF INFORMATION ON THE ELECTRONIC INFORMATION
PORTAL OF THE STATE SECURITIES COMMISSION AND HO CHI MINH
STOCK EXCHANGE**

*(This disclosure may be used to simultaneously notify the State Securities Commission and
Ho Chi Minh Stock Exchange)*

To:

- State Securities Commission
- Ho Chi Minh Stock Exchange

Company: THANH NAM GROUP JOINT STOCK COMPANY

Stock Code: TNI

Head Office Address: 3rd Floor, Tower A, Golden Palace Building, No. 99 Me Tri Road,
Tu Liem Ward, Hanoi City, Vietnam

Phone: (84-24) 37871397

Fax:

Person Responsible for Information Disclosure: Doan Thi Thu Thuy

Phone (Mobile, Office, Home):

Type of Disclosure: ☒ Periodic ☐ Extraordinary ☐ 24h ☐ Upon Request

Content of Disclosed Information (*):

Thanh Nam Group JSC announces the Corporate Governance Report 2025

This information has been disclosed on the company's electronic portal on: Jan. 27, 2026 at
the following link: <https://thanhnamgroup.com.vn/>

I confirm that the information provided herein is accurate, and I take full responsibility before
the law for the content of the disclosed information.

Attachments:

- Content of the disclosed information
and related documents.

Authorized Person for Information Disclosure

(Signature, Full Name, Title, Seal)



Doan Thi Thu Thuy

Appendix V

REPORT ON COMPANY MANAGEMENT SITUATION

(Promulgated with Circular No. 96/2020/TT-BTC on November 16, 2020, of the Minister of Finance)

**JOINT STOCK COMPANY
THANH NAM GROUP**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 02/2026/BC-TNI

Hanoi, January 27, 2026

REPORT ON CORPORATE GOVERNANCE IN 2025

To: - State Securities Commission;
- Ho Chi Minh Stock Exchange.

- Name of Company: **THANH NAM GROUP JOINT STOCK COMPANY**
- Address of headoffice: **3rd Floor, A Tower, Golden Palace Office Building, 99 Me Tri Street, Tu Liem Ward, Hanoi City, Vietnam**
- Telephone: (84-24) 37871397 Fax: (84-24) 37871395 Email:
- Charter capital: **525,000,000,000 VND** *(Five hundred twenty-five billion Vietnam dong)*
- Stock symbol: **TNI**
- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors, and General Director
- The implementation of internal audit: Implemented

I. Activities of the General Meeting of Shareholders:

Information on meetings, resolutions, and decisions of the General Meeting of Shareholders (including the resolutions of the General Meeting of Shareholders approved in the form of written comments):

No.	Resolution/Decision	Date	Content
1	01/2025/NQ-GDCD-TNI	22/04/2025	1. Approval of the business results report for 2024 and the business plan for 2025; 2. Approval of the report from the Board of Directors for 2024; 3. Approval of the report from the Supervisory Board for 2024; 4. Approval of the report from the independent Board member for 2024; 5. Approval of the audited financial statements for 2024, and selection of the auditing unit for the 2025 financial statements;

			6. Approval of the profit distribution and dividend plan for 2024, and the profit distribution and dividend plan for 2025; 7. Approval of the remuneration plan for the members of the Board of Directors and Supervisory Board for 2024 and the remuneration plan for 2025; 8. Approval of the resolution on the dismissal and election of additional members of the Supervisory Board for the term 2021 – 2026; 9. Approval of the authorization for the Board of Directors to perform specific tasks.
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II. Board of Directors (2025 Report):

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

No.	Board of Directors' members	Position (<i>Independent member of the Board of Directors, non-executive members of the Board of Directors</i>)	The date of becoming/ceasing to be the members of the Board of Directors	
			Appointment Date	Dismissal Date
1	Nguyen Hung Cuong	Chairman of the Board of Directors	05/06/2015	
2	Tran Thi Huong Giang	Chairman of the Board of Directors	22/06/2021	
3	Doan Thi Thu Thuy	Non-executive member of the Board of Directors	22/06/2021	
4	Bui Van Huan	Independent member of the Board of Directors	26/04/2024	
5	Nguyen Thi Hien	Non-executive member of the Board of Directors	26/04/2024	

2. Meetings of the Board of Directors:

No.	Member of the Board of Directors	Number of meetings attended	Attendance Rate	Reason for absence
1	Nguyen Hung Cuong	10/10	100%	
2	Tran Thi Huong Giang	10/10	100%	
3	Doan Thi Thu Thuy	10/10	100%	
4	Bui Van Huan	10/10	100%	
5	Nguyen Thi Hien	10/10	100%	

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

Summarizing in 2025, the Chairman of the Board of Directors and management levels have implemented work according to the regulations in the Charter, resolutions of the General Meeting of Shareholders, and other work within the scope of authorization, specifically:

- Preparing the business plan for 2025, organizing the implementation of business and investment plans approved by the General Meeting of Shareholders and the Board of Directors.
- Participating, discussing, and providing opinions in weekly/periodic meetings of the Board of Management regarding the implementation of strategies and goals approved by the annual General Meeting of Shareholders.
- Organizing strict implementation of quarterly, semi-annual, annual financial reports, and annual reports.
- Monitoring and directing the implementation of information disclosure to ensure transparency and timeliness according to regulations.
- Monitoring the implementation of the resolutions of the General Meeting of Shareholders and the Board of Directors and checking the operational activities of the Board of Management in business activities.
- The Board of Directors, in coordination with the Board of Supervisors, organized inspection and supervision activities regarding the company's business activities and management work.
- Continuing to strengthen management and risk control activities.
- Promoting the development of human resources in key areas in line with the company's strategic direction.

In general, the Board of Directors evaluates the Board of Management performance with a constructive spirit, showing many efforts and high responsibility in fully reporting, explaining, and disclosing information about business operations transparently and in compliance with current laws.

4. Activities of subcommittees under the Board of Directors (if any): Currently, the Board of Directors has not established any subcommittees; the members of the Board of Directors will be assigned tasks and perform duties according to the delegation and direct management of the Chairman of the Board of Directors.

5. Resolutions/Decisions of the Board of Directors (2025 Report):

No.	Resolution/Decision No.	Date	Content	Approval Rate
1	01/2025/NQ-HĐQT-TNI	04/01/2025	Approval of borrowing, using assets as collateral at Shinhan Bank Vietnam	100%
2	02/2025/NQ-HĐQT-TNI	24/02/2025	Approval of the final registration date for the list of shareholders participating in the annual General Meeting of Shareholders in 2025	100%
3	03/2025/NQ-HĐQT-TNI	26/02/2025	Approval and authorization to sign with Sacombank – Hanoi Branch	100%
4	05/2025/NQ-HĐQT-TNI	17/06/2025	Borrowing, providing guarantees, L/C, using banking services	100%
5	06/2025/NQ-HĐQT-TNI	26/06/2025	Approval of selecting an auditing unit for 2025	100%

6	07/2025/NQ-HĐQT-TNI	26/06/2025	Approval of transferring shares at IPG Trading and Investment Joint Stock Company	100%
7	08/2025/NQ-HĐQT-TNI	21/07/2025	Change of CEO personnel of the company	100%
8	09/2025/NQ-HĐQT-TNI	02/09/2025	Change of chief accountant personnel of the company and appointment of CFO	100%
9	10/2025/NQ-HĐQT-TNI	07/10/2025	Approval of transferring shares at Vuon Dao Ha Long Joint Stock Company	100%
10	11/2025/NQ-HĐQT-TNI	17/10/2025	Approval of transferring shares at IPG Trading and Investment Joint Stock Company	100%
11	12/2025/NQ-HĐQT-TNI	20/11/2025	Through the process of handling uncollectible accounts receivable	100%

III. Board of Supervisors (2025 Report):

1. Information about members of the Board of Supervisors (BKS):

No.	Member of the Board of Supervisors	Position	The date becoming/ceasing to be the member of the Board of Supervisors	Qualification
1	Do Thanh Thuy	Member	Appointed from 22/06/2021; Dismissed from 22/04/2025	Accounting Diploma
2	Pham Quang Manh	Head	Appointed from 26/04/2024	Bachelor's in Economics and International Trade
3	Pham Thi Hang	Member	Dismissed from 22/04/2025	Accounting Diploma
4	Vuong Thi Thuy	Member	Appointed from 22/04/2025	Bachelor's in Law
5	Lai Thu Trang	Member	Appointed from 22/04/2025	Bachelor's in Economics

2. Meetings of the Board of Supervisors:

No.	Member of the Board of Supervisors	Number of meetings attended	Attendance Rate	Voting Rate	Reason for absence
1	Do Thanh Thuy	01/02	50%	50%	Dismissed on 22/04/2025
2	Pham Thi Hang	01/02	50%	50%	Dismissed on 22/04/2025
3	Pham Quang Manh	02/02	100%	100%	
4	Vuong Thi Thuy	01/02	50%	50%	Appointed on 22/04/2025
5	Lai Thu Trang	01/02	50%	50%	Appointed on 22/04/2025

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

Summarizing in 2025, the Board of Directors and the Board of Supervisors have effectively implemented the tasks decided in the resolutions of the General Meeting of Shareholders. The activities of the Board of Directors have complied with the Enterprise Law, the organizational charter, the resolutions of the General Meeting of Shareholders, and current legal regulations, specifically:

- The Board of Directors has organized meetings in person, through written consent to issue resolutions and decisions to address issues within the authority according to the operational regulations of the Board of Directors and the company's charter.
 - The principles and decisions of the Board of Directors regarding the organization, management, and supervision of the company's production and business activities are implemented based on the objectives approved by the General Meeting of Shareholders.
 - The Board of Directors has issued resolutions related to the company's activities within the responsibilities and authority of the Board of Directors.
 - The Board of Supervisors has met and approved the semi-annual management report for 2025 of the Company.
- The Board of Management has closely followed the guidelines and directives of the Board of Directors to organize production and business. Continuing to perfect the organizational structure, building labor norms. Reviewing and reallocating functions and duties among specialized departments in line with the production and business situation.

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

In 2025, the Board of Supervisors maintained active cooperation with the Board of Directors and the Board of Management in implementing tasks according to the direction of the General Meeting of Shareholders. The exchange of information and cooperation between the parties is conducted in a spirit of collaboration and consensus, contributing effectively to management, administration, and ensuring compliance with internal regulations as well as current laws.

5. Other activities of the Board of Supervisors (if any): Review the Company's internal regulations in order to improve the operational efficiency of the apparatus and improve the production and business efficiency of the Company.

IV. Board of Management

No.	Members of the Board of Management	Date of Birth	Qualification	Date of appointment/dismissal of members of the Board of Management
1	Nguyen Manh Lam (CEO)	30/11/1966	Bachelor's in Economics	Dismissed on 21/07/2025
2	Doan Thi Thu Thuy (CEO)	14/11/1995	Bachelor's in Law	Appointed on 21/07/2025

V. Chief Accountant

Name	Date of Birth	Qualification	Date of Appointment/Dismissal
Bui Thi Lieu	07/12/1983	Bachelor's in Accounting	Dismissed on 02/09/2025
Vu Thi Bich Thao	03/01/1996	Bachelor's in Accounting	Appointed on 02/09/2025

VI. Training courses on corporate governance:

Training courses on corporate governance were involved by members of the Board of Directors, the Board of Supervisors, General Directors (CEOs), other managers, and secretaries in accordance with regulations on corporate governance: Not yet available

VII. The list of affiliated persons of the public company (2025 Report) and transactions of affiliated persons of the company:

1. The list of affiliated persons of the Company:

No.	Name of organization/ individual	Securities trading account (if any)	Position in the company (if any)	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
1	Nguyen Hung Cuong		Chairman of the Board of Directors/Legal Representative			17/07/2009			Internal Person
2	Tran Thi Huong Giang		Member of the Board of Directors			22/06/2021			Internal Person
3	Doan Thi Thu Thuy		Member of the Board of Directors, General Director, and Authorized Person			22/06/2021			Internal Person
4	Nguyen Manh Lam		General Director			22/06/2021			Internal Person
5	Bui Van Huan		Independent Member of the Board of Directors			03/06/2024	21/07/2025	Dismissed	Internal Person

6	Nguyen Thi Hien		Member of the Board of Directors			26/04/2024			Internal Person
7	Pham Quang Manh		Head of the Board of Supervisors			26/04/2024			Internal Person
8	Pham Thi Hang		Member of the Board of Supervisors			26/04/2024	22/04/2025	Dismissed	Internal Person
9	Do Thanh Thuy		Member of the Board of Supervisors			22/06/2021	22/04/2025	Dismissed	Internal Person
10	Vuong Thi Thuy		Member of the Board of Supervisors			22/04/2025			Internal Person
11	Lai Thu Trang		Member of the Board of Supervisors			22/04/2025			Internal Person
12	Vu Thi Bich Thao		Chief Accountant			02/09/2025			Internal Person

13	Bui Thi Lieu		Chief Financial Officer			02/04/2024			Internal Person
14	Dong Xuan Farm and Energy Joint Stock Company					June 12, 2022			Subsidiary
15	Green Solar Vietnam Company Limited					June 12, 2022			Subsidiary
16	World Green Energy Company Limited					June 12, 2022			Indirect subsidiary
17	Solar Energy Production Company Limited					June 12, 2022			Indirect subsidiary
18	Vietnam Rooftop Solar Company Limited					June 12, 2022			Indirect subsidiary

19	Thien Ha Green Energy Company Limited					June 12, 2022			Indirect subsidiary
20	Rooftop Solar System Company Limited					June 12, 2022			Indirect subsidiary
21	Vuon Dao Ha Long Hotel Joint Stock Company					December 16, 2022	October 17, 2025	Transfer of all shares	Internal Person
22	IPG Trading and Investment Joint Stock Company					June 27, 2025			Subsidiary
23	Nguyen Dinh Chinh					July 18, 2025	July 21, 2025	Share transfer	Major shareholder
24	Nguyen Huy Duc					July 18, 2025	July 21, 2025	Share transfer	Major shareholder

11/07/2025 11:11 AM

25	Nguyen Xuan Long					August 1, 2025	August 7, 2025	Share transfer	Major shareholder
26	Nguyen Dinh Chinh					October 09, 2025			Major shareholder
27	Bui Van Dien					October 10, 2025			Major shareholder
28	Le Mai Huong		Head of Internal Audit			June 5, 2023			Subsidiary
29	Le Thi Hanh		Internal Audit			June 5, 2023			Subsidiary

Note: NSH No.: ID card No./Passport No. (As for individuals) or Business Registration Certificate No., License on Operations, or equivalent legal documents (As for organizations).

2. Transactions between the company and its affiliated persons or between the Company and its major shareholders, internal persons, and affiliated persons:

No.	Name of organization/ individual	Relationship with the Company	NSH No., Date of Issue, Place of Issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction	Note

Note: NSH No.: ID card No./Passport No. (As for individuals) or Business Registration Certificate No., License on Operations, or equivalent legal documents (As for organizations).

3. Transactions between internal persons of the Company, affiliated persons of internal persons, and the Company's subsidiaries in which the Company take controlling power.

No.	Transaction executor	Relationship with internal persons	Position at the listed Company	ID Card No./ Passport No., Date of Issue, Place of Issue	Address	Name of Subsidiaries or companies which the Company control	Time of Transaction	Content, Quantity, Total Value of Transaction	Note

4. Transactions between the company and other objects:

4.1. Transactions between the Company and the company that its members of the Board of Directors, the Board of Supervisors, Director (General Director), and other managers have been founding members or members of the Board of Directors, or CEOs in the three (03) years latest years (calculated at the time of reporting).

4.2. Transactions between the Company and the company that are its affiliated persons with members of the Board of Directors, the Board of Supervisors, Director (General Director), and other managers as a member of the Board of Directors, Director (General Director or CEO).

4.3. Other transactions of the company (if any) may bring material or non-material benefits for members of the Board of Directors, members of the Board of Supervisors, Director (General Director), and other managers.

VIII. Share transactions of internal persons and their affiliated persons (2025 Report):

1. The list of internal persons and their affiliated persons:

(Appendix 01: List of internal persons and their affiliated persons - Attached)

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

None.

IX. Other significant issues: None

Recipient:

- As sent;
- Archived: LG.

CHAIRMAN OF THE BOARD OF DIRECTORS

(Signature, full name, and seal)

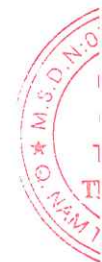


Nguyen Hung Cuong



APPENDIX 01 attached to the 2025 Management Report
LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS

No.	Full name	Securities trading account (if any)	Job title at the company (if any)	ID/Passport number, date of issue, place of issue	Contact address	Number of shares held at the end of the period	Ending stock ownership ratio	Note
1	Nguyen Hung Cuong		Chairman of the Board of Directors/Legal					Internally employed since July 17, 2009
1.01	Nguyen Van Thu							biological father
1.02	Nguyen Thi Huong							Mother
1.03	Nguyen Duc Tinh							Father-in-law
1.04	Do Thi Khue							Mother-in-law
1.05	Nguyen Thi Thu Hang							Wife
1.06	Nguyen Thi Thanh Nga							Younger sister
1.07	Nguyen Tuan Anh							Younger brother
1.08	Nguyen Xuan Thang							Younger brother
1.09	Nguyen Xuan Thu							Younger brother
1.1	Nguyen Thanh Nam							biological child
1.11	Nguyen Phuong Anh							biological child
1.12	Nguyen Thanh Minh							biological child
1.13	Nguyen Thanh Kien							biological child
1.14	Nguyen Thanh Lam							biological child
1.15	Nguyen Khac Thanh							Brother-in-law
1.16	Bac Thi Dieu Ly							sister-in-law
1.17	5S Global Joint Stock Company							An Internal person is a shareholder who owns 42% of the company's voting shares.



1.18	Kien Dai Duong Hotel Joint Stock Company							The Internal person is the Chairman of the Board of Directors and the CEO of the company.
1.19	Ban Dao Son Tra Joint Stock Company							The Internal person is the Chairman of the Board of Directors and CEO, and also owns 31.11% of the company's voting shares.
1.20	Thanh Minh Export Company Limited							Internal persons include the Owner and Chairman of the Company.
1.21	Gia Lai Agriculture, Forestry and Construction Joint Stock Company							An Internal person is a shareholder who owns 98.92% of the company's voting shares.
1.21	Phuong Anh International Joint Stock Company							The Internal person is the Chairman of the Board of Directors of the company.
1.21	Dong Xuan Farm and Energy Joint Stock Company							An Internal person is a member of the company's Board of Directors, representing TNI's shareholding in the company.
1.22	Vuon Dao Ha Long Hotel Joint Stock Company							An Internal person is a member of the company's board of directors.
2	Tran Thi Huong Giang		Board Member					Internally employed since June 22, 2021
2.01	Le Xuan Long							Husband
2.03	Tran Thi Binh							Mother
2.04	Do Thi An							Mother-in-law

2.05	Le Thi Huong			ID number 046175000119 issued on March 16, 2021 by the Department of Administrative Management of Social Order Police.	Dinh Hoa, Thanh Hoa Province, Vietnam	0	0	
2.06	Le Thi Lien			Citizen Identification Card ID	Nam Thang Commune, Hien Hai District, Thai Binh Province, Vietnam			
2.05	Le Minh Quan							biological child
2.06	Le Tran Khanh Ngoc							biological child
2.07	IPG Trading and Investment Joint Stock Company							The Internal person is the Chairman of the Board of Directors of the company.
3	Doan Thi Thu Thuy		Board Member/General Director/Authorized Person for Information Disclosure					Internally employed since June 22, 2021
3.01	Vu Minh Duc							Husband
3.02	Vu Thi Nien							Mother
3.03	Vu Van Bay							Father-in-law
3.04	Tran Thi Tan							Mother-in-law
3.05	Doan Thi Thuong Huyen							Older sister
3.06	Tran Van Linh							Brother-in-law
3.07	Vu Hai Binh							biological child
3.08	Gia Loc Dance Troupe							biological child
3.09	Phuong Anh International Joint Stock Company							An Internal person is a person authorized by the company to disclose information.
3.10	Newgreen Homes Joint Stock Company							The Internal person is the Chairman of the Board of Directors and the CEO of the company.

3.11	IPG Trading and Investment Joint Stock Company							The Internal person is the legal representative, a member of the Board of Directors and Director, and a shareholder owning 8% of the company's voting shares.
4	Bui Van Huan		Independent Board Member					Internally employed since April 26, 2024
4.01	Tran Thi Dao							Mother
4.02	Phuong Ngoc Chinh							Wife
4.03	Bui Quang Huy							biological child
4.04	Bui Van Hien							Older brother
4.05	Bui Van Hiep							Older brother
4.06	Bui Thi Hang							Younger sister
4.07	Bui Thi Nga							Younger sister
4.08	Phuong Chi Hoa							Father-in-law
4.09	Quang Thi Men							Mother-in-law
4.10	Pham Thi Thu							Sister-in-law
4.11	Nguyen Thi Phuong Thao							Sister-in-law
4.12	Hoang Van Chien							Brother-in-law
5	Nguyen Thi Hien		Board Member					Internally employed since April 26, 2024
5.01	Doan Thi Tuyet							Mother
5.02	Do Van Binh							Father-in-law
5.03	Ngo Thi Phuong							Mother-in-law
5.04	Do Van Thanh							Husband
5.05	Do Phuc Hung							biological child
5.06	Do Duc Thinh							biological child
5.07	Nguyen Van Minh							Older brother
5.08	Vu Thi Thuy							Sister-in-law
6	Nguyen Manh Lam		General Director					No longer an Internal person as of July 21, 2025.
6.01	Phi Thi Nga							Mother
6.02	Nguyen Thi Kim Dung							Mother-in-law
6.03	Nguyen Lan Huong							Older sister

6.04	Nguyen Xuan Thang							Brother-in-law
6.05	Nguyen Thanh Hang							Older sister
6.06	Nguyen Chinh Nghia							Brother-in-law
6.07	Nguyen Huy Thang							Younger brother
6.08	Trinh Thi Ngoc Ha							sister-in-law
6.09	Nguyen Thi Hong Hanh							Younger sister
6.10	Vu Thi Hong Van							Wife
6.11	Nguyen Quang Huy							biological child
6.12	Nguyen Tuan Hiep							biological child
7	Pham Quang Manh		Head of the Supervisory Board					Internally employed since April 26, 2024
7.01	Pham Van Ton							biological father
7.02	Nguyen Thi Bich Thuy							Mother
7.03	Pham Quang Huy							Younger brother
8	Pham Thi Hang		Member of the Supervisory Board					No longer an Internal person as of April 22, 2025.
8.01	Nguyen Hoang Viet							Husband
8.02	Hoang Thi Tam							Mother
8.03	Pham Ngoc Huan							biological father
8.04	Nguyen Thi Bich Nguyet							Mother-in-law
8.05	Nguyen Xuan Vu							Father-in-law
8.06	Nguyen Hoang Minh Anh							biological child
8.07	Nguyen Hoang Phuong Anh							biological child
8.08	Pham Thi Huyen							Younger sister

8.09	Phuong Anh International Joint Stock Company							Internal persons will become independent members of the company's Board of Directors from April 25, 2025.
8.10	Dak Lak Organic Coffee Joint Stock Company							An Internal person is the Chairman of the Board of Directors, the legal representative, and a shareholder owning 50% of the company's voting shares.
9	Do Thanh Thuy		Member of the Supervisory Board					No longer an Internal person as of April 22, 2025.
9.01	Hoang Anh Thai							Husband
9.02	Do Xuan Trung							biological father
9.03	Nguyen Thi Hoi							Mother
9.04	Hoang Anh Tuan							biological child
10	Vuong Thi Thuy		Member of the Supervisory Board					Internally employed since April 22, 2025
10.01	Vuong Van Ky							biological father
10.02	Sin Thi Phuong							Mother
10.03	Nguyen Thi Ngoc							Mother-in-law
10.04	Pham Ngoc Tan							Father-in-law
10.05	Pham Ngoc Hoan							Husband
10.06	Pham Ngoc Hong Phuc							biological child
10.07	Vuong Thi Xen							Older sister
10.08	Vuong Thi Dinh							Younger sister
10.09	Vuong Van Duy							Younger brother
11	Lai Thu Trang		Member of the Supervisory Board					Internally employed since April 22, 2025
11.01	Lai The Hong							biological father
11.02	Nguyen Thi Doan							Mother
11.03	Lai Hoang Son							Older brother

11.04	Saigon Steel Joint Stock Company							An Internal person is the person in charge of the company's accounting.
12	Bui Thi Lieu		Chief Financial Officer					Internally employed since April 02, 2024
12.01	Bui Van Tien							biological father
12.02	Vu Thi My							Mother
12.03	Mai Thi Thao							Mother-in-law
12.04	Bui Van Khuay							Older brother
12.05	Bui Thi Hoan							Sister-in-law
12.06	Bui Tho Trinh							Husband
12.07	Bui An Binh							biological child
12.08	Bui Binh Minh							biological child
12.09	Phuong Anh International Joint Stock Company							The Internal person is the company's chief financial officer.
13	Vu Thi Bich Thao		Chief Accountant					Internally employed as of September 2nd, 2025
13.01	Nguyen Quang Doan							Husband
13.02	La Thi Tuyet							Mother-in-law
13.03	Nguyen Dang Khoa							Father-in-law
13.04	Cao Thi Huong							Mother
13.05	Vu Xuan Thuy							biological father
13.06	Vu Thi Thu							Older sister
13.07	Vu Ngoc Khu							Brother-in-law
13.08	Vuon Dao Ha Long Hotel Joint Stock Company							An Internal person is the person in charge of the company's accounting.
13.09	Kien Dai Duong Hotel Joint Stock Company							An Internal person is the person in charge of the company's accounting.
14	Le Mai Huong		Head of Internal Audit					Insider since June 5, 2023
14.1	Nguyen Thi Thinh							Mother-in-law
14.2	Le Bich Hien							Mother
14.3	Trinh Quang Minh							biological child

14.4	Trinh Le Ha My							biological child
14.5	Dong A International Joint Stock Company							An insider is the person in charge of the company's accounting
14.6	Vina Steel Production Joint Stock Company							An insider is the person in charge of the company's accounting
15	Le Thi Hanh							Insider since June 5, 2023

