

No: 01 / BC-XL-HĐQT

Hue City, January 23, 2025

REPORT ON CORPORATE GOVERNANCE IN 2024

To:

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

- **Name of company:** Thua Thien Hue Construction Joint-Stock Corporation
(hereinafter referred to as “the Company”)

- Address: 72 Pham Van Dong, Vy Da Ward, Thuan Hoa District, Hue City.
- Telephone: 0234. 3821510. Fax: 0234. 3825152
- Email: info@xaylaphue.com.vn
- Charter capital: 262.984.370.000 VNĐ
- Stock symbol: HUB
- Governance model: The General Meeting of Shareholders, Board of Directors (BOD), 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 No.	Date	Content
1	01/2024/NQ-XL-ĐHCD	20/4/2024	<ul style="list-style-type: none">- The approval of the BOD and the Board of Supervisors reports presented at the General Meeting of Shareholders.- The approval of Proposal No. 06/TTr-XL-HĐQT regarding the consolidated financial statements for 2023 and the consolidated business results that Viet Values Audit and Consulting Company Limited have audited.- The approval of the key performance indicators for the production and business activities of Thua Thien Hue Construction Joint Stock Corporation in 2023.- The approval of Proposal No. 07/TTr-XL-HĐQT regarding the profit distribution and dividend payment plan in 2023.- The approval of Proposal No. 08/TTr-XL-HĐQT regarding the production and business

No.	Resolution No.	Date	Content
			<p>plan, and the proposal of a profit distribution plan in 2024 for the Company.</p> <p>- The approval of Proposal No. 09/TTr-XL-HDQT regarding the remuneration report for the Board of Directors and the Board of Supervisors, as well as the salaries and bonuses for the Board of General Directors in 2023 and along with the payment plan for 2024.</p> <p>- The approval of Proposal No. 10/TTr-XL-HDQT on authorizing the Board of Directors to choose an auditing unit for both the separate and the consolidated financial statements in 2024.</p>

II. The Board of Directors

1. Information about the Board of Directors members

No.	The Board of Directors members	Position	The date becoming/ceasing to be a member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Mr. Doan Huu Thuan	Chairman – Non-executive members	28/4/2021	
2	Mr. Le Quy Dinh	Vice-chairman and General Director	28/4/2021	
3	Mr. Tran Si Chuong	Independent members	28/4/2021	
4	Mr. Le Viet Lien	Non-executive members	19/4/2022	
5	Mr. Doan Huu Ha Vinh	Non-executive members	19/4/2022	

2. Meetings of the Board of Directors

No.	The Board of Directors members	Position	Number of attended meetings	Attendance rate	Reasons for absence
1	Mr. Doan Huu Thuan	Chairman – Non-executive members	7/7	100%	
2	Mr. Le Quy Dinh	Vice-chairman and General Director	7/7	100%	
3	Mr. Tran Si Chuong	Independent members	7/7	100%	
4	Mr. Le Viet Lien	Non-executive members	7/7	100%	
5	Mr. Doan Huu Ha Vinh	Non-executive members	7/7	100%	

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

- The Board of Management has executed the company's daily activities as per the plan established by the General Meeting of Shareholders and the Board of Directors.

- The Board of Management has reported on production and business activities on time. They have actively proposed business plans, financial strategies, investment projects, and implementation solutions. Additionally, they are developing plans for organizational structure and personnel arrangements to improve the company's management capacity and operational efficiency.

- The Board of Management has dedicated its efforts to achieving production and business goals while preserving capital and ensuring sustainable growth.

- The Board of Management has executed daily production and business activities according to the Law and the company's policy.

4. Activities of the Board of Directors subcommittees (if any)

None

5. Resolutions/Decisions of the Board of Directors

The following resolutions and decisions have been approved with a rate of 100% by the Board of Directors members:

No.	Resolution/DecisionNo.	Date	Content
I	Resolution		
1	01/NQ-XL-HĐQT	04/01/2024	The approval of Thua Thien Hue Construction Joint-Stock Corporation (HCC) has signed construction contracts and purchased goods with its subsidiaries and affiliated companies for business purposes in 2024.
2	02/NQ-XL-HĐQT	18/01/2024	Interim cash dividend for the fiscal year 2023.
3	03/NQ-XL-HĐQT	29/02/2024	The approval of the organization plan for the annual General Meeting of Shareholders 2024.
4	04/NQ-XL-HĐQT	16/5/2024	Pay the remaining cash dividend for the fiscal year 2023.
5	05/NQ-XL-HĐQT	24/7/2024	The approval of the contents of the Board of Directors Meeting held on July 24, 2024.
6	06/NQ-XL-HĐQT	27/12/2024	The approval of the agreement on purchase land use rights and ownership of assets attached to the land.
II	Decision		
1	01/QĐ-XL-HĐQT	19/01/2024	The approval of the internal auditing plan in 2024.
2	02/QĐ-XL-HĐQT	25/01/2024	The approval of the key performance indicators for the production and business

No.	Resolution/DecisionNo.	Date	Content
			activities of Thua Thien Hue Construction Joint Stock Corporation in 2023.
3	03/QĐ-XL-HĐQT	19/3/2024	The approval of the provision for doubtful debts in 2023.
4	04/QĐ-XL-HĐQT	17/5/2024	The approval of the financial statement and profit distribution plan in 2023 for Industrial Zone Infrastructure Investment and Development Limited Company.
5	05/QĐ-XL-HĐQT	27/5/2024	The approval of the project investment policy to renovate and upgrade the wastewater treatment facility in Phu Bai Industrial Zone, which has a capacity of 6,500 cubic meters/day and night.
6	06/QĐ-XL-HĐQT	18/6/2024	The approval of the project investment policy for constructing the Cargo Transshipment Warehouse No.3 in Phu Bai Industrial Zone Phase 4.
7	07/QĐ-XL-HĐQT	28/6/2024	Assign the production and business goals for 2024 to the Board of Management.
8	08/QĐ-XL-HĐQT	28/6/2024	Select an auditing unit to audit the financial statements in 2024.
9	09/QĐ-XL-HĐQT	19/9/2024	The approval of the contractor selection plan for the investment project to renovate and upgrade the wastewater treatment facility in Phu Bai Industrial Zone, which has a capacity of 6,500 cubic meters/ day and night.
10	10/QĐ-XL-HĐQT	21/10/2024	The approval of the investment policy for the construction project of the fire prevention and fighting system in Phu Bai Industrial Zone, Phase I.
11	11/QĐ-XL-HĐQT	04/11/2024	The approval of an adjustment to the investment project for the construction and business operation of technical infrastructure in Phu Bai Industrial Zone, Phase IV - Phase 1.
12	12/QĐ-XL-HĐQT	12/11/2024	Bonus for the Board of Management.
13	14/QĐ-XL-HĐQT	30/12/2024	Dismissal from the position of Director of Construction Division 2.

III. Board of Supervisors

1. Information about the Board of Supervisors member

No.	Name	Position	The date becoming/ceasing to be a member of the Board of Supervisors		Qualification
			Date of appointment	Date of dismissal	
1	Ms. Nguyen Thi Kim Phung	Supervisory	28/4/2021		Bachelor of Economics, Accounting and Auditing major
2	Ms Duong Thi Ngoc	Member	28/4/2021		Bachelor of Economics, Aquaculture Engineer
3	Mr. Le Van Tai	Member	19/4/2022		Bachelor of Economics, Finances Major
4	Ms. Mai Thi Tuyet Lan	Member	19/4/2022		Bachelor of Accounting – Auditing, Bachelor of English language
5	Mr. Le Dinh Nam	Member	19/4/2022		Industrial and Civil Construction Engineer

2. Meeting of the Board of Supervisors

No.	Name	Position	Number of attended meetings	Attendance rate	Voting rate	Reasons for absence
1	Ms. Nguyen Thi Kim Phung	Head of the department	4/4	100%	100%	
2	Ms Duong Thi Ngoc	Member	4/4	100%	100%	
3	Mr. Le Van Tai	Member	4/4	100%	100%	
4	Ms. Mai Thi Tuyet Lan	Member	4/4	100%	100%	
5	Mr. Le Dinh Nam	Member	4/4	100%	100%	

3. Supervising Board of Directors, Board of Management by Board of Supervisors

- The BOD has organized periodic meetings and collected written comments from members to effectively direct production and business activities. Additionally, they successfully held the Annual General Meeting of Shareholders in 2024.

- In 2024, the Board of Directors issued several resolutions, including the following:

- ✓ Approval of construction contracts, and purchase goods between HCC and its subsidiaries and affiliated companies in 2024.
- ✓ Approval of plans for organizing the Annual General Meeting of Shareholders in 2024.
- ✓ Approval of the internal auditing plan in 2024.

- ✓ Distribution of dividends for the fiscal year 2023.
- ✓ Selection of an auditing unit.
- ✓ Assignment of the Balanced Score Card to the Board of General Directors.
- ✓ The agreement on purchasing land use rights and ownership of assets attached to the land with Hodeco (the major Shareholders) was approved.
- ✓ Investment project directions for the Infrastructure Investment and Development Co., Ltd (a wholly-owned subsidiary).
- ✓ Direction of tasks related to capital investments in other units;
- ✓ Other matters within the authority of the Board of Directors.

- The General Director and other managers have been very dedicated and responsible in implementing the resolutions from the General Meeting of Shareholders and the Board of Directors in 2024. They also carry out daily production and business activities in line with these resolutions, as well as with legal regulations and company policies.

- The Board of Management has disclosed information by regulations for listed organizations.

- In 2024, the Board of Supervisors hasn't received any complaint letter or request to look out for financial issues, as well as with management procedure from the Shareholders.

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

- The Board of Directors and General Director have provided information in earnest and objectively based on internal documents or through the company's financial reporting system.

- The Board of Supervisors has been invited to participate fully in the Board of Directors' meeting. During these meetings, they discussed various topics related to production, the results of business activities, and the company's status with their capabilities.

- The Board of Supervisors has provided and discussed the results of their inspection and supervision of business activities with the Board of Directors and the Board of Management, thereby ensuring that the resolutions of the General Meeting of Shareholders and the Board of Directors have been implemented and comply with the rules and the company's policy. Additionally, the Shareholders' rights have been protected.

IV. The Board of Management

No.	Name	Position	Date of birth	Qualifications	Date of Appointment/ Dismissal
1	Mr. Le Quy Dinh	Vice-chairman of the Board of Directors and General Director	06/01/1967	Construction Engineer	Appointed since 01/12/2021
2	Mr. Nguyen Van Quy	Technical Director	07/10/1964	Construction Engineer	Appointed since 01/07/2021
3	Ms. Le Thi Khanh Van	Chief Financial Officer and Chief Accountant	27/4/1970	Bachelor of Economics	Appointed since 01/07/2021
4	Mr. Phan Van Giao	Director of Construction, division 1	08/06/1962	Construction Engineer	Appointed since 01/07/2021
5	Mr. Pham Truong Lam	Director of Construction, division 2	16/3/1973	Construction Engineer	Appointed on 01/07/2021 and Dismissal on 01/01/2025
6	Mr. Nguyen Thai Binh	Director of the Infrastructure division	22/11/1974	Construction Engineer	Appointed since 01/07/2021

V. Chief Accountant

No.	Name	Position	Date of Birth	Qualification	Date of Appointment/ Dismissal
1	Ms. Le Thi Khanh Van	Chief Financial Officer and Chief Accountant	27/4/1970	Bachelor of Economics	Appointed as Chief Accountant on 01/7/2021

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 Director, the Company's secretary, and other management per regulations on corporate governance: None

VII. The list of affiliated persons of the public company and transactions of affiliated persons of the Company.

1. The list of affiliated persons of the Company.

Appendix 1. The list of affiliate persons of the company in 2024 (attached).

2. Transaction between the Company and its affiliated persons or between the Company and its major shareholders, the internal and affiliated persons.

No.	Name of organization/individual	Relationship with the Company	No., Date of issue, Place of issue	Address	Time of transactions with the company	Resolution/ Decision No. Approved by General Meeting of Shareholder/Board of Directors	Content, quantity, total value of transaction		
							Bought and/or sold goods	Dividends Received	Dividends Paid
1	Thua Thien Hue Tuynel Brick Joint Stock Company No. 1	Subsidiary company	3300348594	Milestone No. 9, Huong Chu Ward, Huong Tra Commune, Hue City	In 2024	No. 01/NQ-XL-HDQT, dated January 18, 2022.	329.847.221	1.818.000.000	
2	Hue Tuynel Brick Joint Stock Company	Subsidiary company	3300414222	132 Da Le str, Thuy Phuong Ward, Huong Thuy Town, Hue City	In 2024	No. 01/NQ-XL-HDQT, dated January 18, 2022.	59.587.731	382.436.600	
3	Huong Bang Construction and Stone Exploitation Joint Stock Company	Subsidiary company	3300551772	11 Thong Nhat Street, Tu Ha Ward, Huong Tra Town, Hue City	In 2024	No. 01/NQ-XL-HDQT, dated January 18, 2022.	165.023.635	1.908.000.000	
4	Loc Dien Building Material Joint Stock Company	Subsidiary company	3300538394	Loc Dien Commune, Phu Loc District, Hue City.	In 2024			4.257.120.000	
5	Industrial Zone Infrastructure Investment and Development Limited Company	Subsidiary company	3301285386	Phú Bãi Industrial Zone, Phu Bai Ward, Huong Thuy Town, Hue City	In 2024	No. 01/NQ-XL-HDQT, dated January 18, 2022.	21.385.143.227	27.283.415.580	
6	Thue Thien Hue Concrete and Construction Joint Stock Company	Affiliate company, affiliated individual of internal persons	3300384426	84/6 Nguyen Khoa Chiem str, Hue City	In 2024	No. 01/NQ-XL-HDQT, dated January 18, 2022.	7.032.547.142	2.592.000.000	
7	Frit Hue Joint Stock Company	Affiliate company, affiliated individual of internal persons	3300363627	Phú Bãi Industrial Zone, Phu Bai Ward, Huong Thuy Town, Hue City	In 2024			13.111.770.000	

No.	Name of organization/individual	Relationship with the Company	No., Date of issue, Place of issue	Address	Time of transactions with the company	Resolution/ Decision No. Approved by General Meeting of Shareholder/Board of Directors	Content, quantity, total value of transaction		
							Bought and/or sold goods	Dividends Received	Dividends Paid
8	The Trade Union of The Company.	a political organization	8/Qé-CéXD	72 Pham Van Dong Str, Vy Da Ward, Thuan Hoa District, Hue City	In 2024				1.872.261.000
9	Ba Ria-Vung Tau House Development JSC	A major Shareholder	3500444601	3 rd Floor, Hodeco Plaza, 36 Nguyen Thai Hoc str, 7 Ward, Vung Tau City, Ba Ria-Vung Tau province	In 2024	06/NQ-XL-HĐQT date 27/12/2024	73.792.190.407		14.670.694.500
Total							102.764.339.363	51.352.742.180	16.542.955.500

3. Transaction between internal persons of the Company, affiliated persons of internal persons, and the Company's subsidiaries in which the Company takes controlling power: None.

4. Transactions between the Company and other objects.

4.1. Transactions between the Company and the company that its member of the Board of Management, the Board of Supervisors, General Director have been founding members of the Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting): mentioned in section 2, part VII.

4.2. Transactions between the Company and companies that its affiliated persons with members of the Board of Directors, Board of Supervisors, General Director, and other managers as a member of the Board of Directors, Director (General Director or CEO): None.

4.3. Other transactions of the Company (if any) that may bring material or non-material benefits for members of the Board of Directors, members of the Board of Supervisors, General Director, and other management: None.

VIII. Share Transactions of internal persons and their affiliated persons.

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

Appendix 2. The list of internal persons and their affiliated persons (attached).

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

No.	Transaction executor	Relationship with internal persons	Number of shares owned at the beginning of the period 01/01/2024		Number of shares owned at the end of the period 31/12/2024		Reasons for increasing/decreasing (buying, selling, converting reward, etc.)
			Number of shares	Percentage %	Number of shares	Percentage %	
1	Mr. Le Viet Lien	Non-Executive members of the BOD	37.342	0,14%	137.342	0,52%	Buying, Selling
2	Mr. Phan Van Giao	Director of Construction, Divison 1	115.384	0,44%	94.084	0,36%	Buying, Selling
3	Ms. Doan Thi Thu Huong	Mr. Phan Van Giao's wife	52.728	0,20%	35.028	0,13%	Buying, Selling
4	Mr. Phan Van Huy	Mr. Phan Van Giao's younger brother	19.548	0,07%	18.958	0,07%	Buying, Selling
5	Mr. Pham Truong Lam	Director of Construction, Divison 2	24.588	0,09%	22.588	0,09%	Buying, Selling
6	Ms. Nguyen Le Minh Thu	Wife of Mr. Nguyen Thai Binh, who is Director of the Infrastructure Division	49.641	0,19%	43.941	0,14%	Buying, Selling
7	Mr. Nguyen Van Quy	Technical Director	214.754	0,82%	206.054	0,78%	Buying, Selling
8	Ms. Nguyen Thi Kim Phung	Supervisory	14.561	0,06%	15.461	0,06%	Buying, Selling
9	Ms. Mai Hong Hanh	Younger sister of Ms. Lan, who is a Member of the Board of Supervisors	1.710	0%	0	0%	Buying, Selling

IX. Other notes: None

The Report on Corporate Governance in 2024 is translated into English for reference and to provide additional information for the readers. The information disclosed in English is consistent with the content disclosed in Vietnamese. However, in the event of discrepancies or differences in interpretation between the Vietnamese and English versions, the Vietnamese version shall prevail.

On behalf of the Board of Directors



DOAN HUU THUAN/ CHAIRMAN

C.P.

Appendix 1. THE LIST OF AFFILIATED PERSONS OF THE COMPANY IN 2024 (SHORTEN)

No	Name of organization/individual	Securities trading account (if any)	Position at 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	Reason (when changes arise related to item 13 and item 14)	Relationship with Internal person
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
1	Mr. Doan Huu Thuan	007C008769 033C019969 004C811520	Chairman					28-04-2021			Internal person
1.01	Doan Huu Khoan										Dad
1.02	Nguyen Thi Thanh Ha										Wife
1.03	Doan Huu Ha An										Son
1.04	Doan Huu Ha Vinh	007C008738	The Board of Directors' member								Son and Internal person
1.05	Doan Thi Hong Mai										Older sister
1.06	Doan Thi Canh										Younger sister
1.07	Doan Thi Van										Younger sister
1.08	Doan Thi Lam										Younger sister
1.09	Doan Thi Tien										Younger sister
1.10	Doan Huu Hai										Younger brother
1.11	Nguyen Ba Luu										brother in law
1.12	Pham Cong Thua										brother in law
1.13	Pham Van Bay										brother in law
1.14	Duong Ngoc Thanh										brother in law
1.15	Dinh Thi Quynh Trang										sister in law
1.16	Nguyen Tu Quynh										daughter in law
1.17	Dang Ngoc Cam Hang										daughter in law
2	Mr. Le Quy Dinh	079C027645	Vice Chairman and General Director					12-01-2021			Internal person
2.01	Ho Thi Ngoc Phuong										Mother
2.02	Nguyen Thi Hong Phuc	079C027691									Wife
2.03	Le Khanh Trang										Daughter
2.04	Le Quy Dat										Son
2.05	Huynh Nguyen Nhat Van										son in law
2.06	Le Thi Minh Tam										younger brother
2.07	Truong Dinh Thuan										brother in law

No	Name of organization/individual	Securities trading account (if any)	Position at 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	Reason (when changes arise related to item 13 and item 14)	Relationship with Internal person
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
2.08	Le Quy Bao										younger brother
3	Mr. Tran Si Chuong		Independent members of The BOD					28-04-2021			Internal person
3.01	Lien Tran Triet Quyen										wife
3.02	Tran Sophia Bao An										Daughter
4	Le Viet Lien	008C021199 004C851199 002C014757	The Board of Directors' member					28-04-2021			Internal person
4.01	Le Viet Luong										Dad
4.02	Nguyen Thi Vy										Mother
4.03	Pham Thi Nhung										wife
4.04	Le Thu Trang	007C008738									Daughter
4.05	Le Viet Thanh Cong										Son
4.06	Le Thi Luyen										Younger sister
4.07	Le Viet Long										Younger brother
4.08	Le Viet Liem										Younger brother
4.09	Le Thi Thanh Lam										Younger sister
4.10	Le Thi Lai										Younger sister
4.11	Le Thi Tam										Younger sister
4.12	Vu Van Minh										brother in law
4.13	Dang Van Duan										brother in law
4.14	Tran Hai Lien										brother in law
5	Mr. Doan Huu Ha Vinh	077C381838 091C878978 004C296600	The Board of Directors' member					19-04-2022			Internal person
5.01	Doan Huu Thuan	007C008769 033C019969 004C811520	Chairman of the Board of Directors								Dad
5.02	Nguyen Thi Thanh Ha										Mother
5.03	Doan Huu Ha An										Younger brother
5.04	Nguyen Tu Quynh										sister in law
5.05	Dang Ngoc Cam Hang										Wife

No	Name of organization/individual	Securities trading account (if any)	Position at 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	Reason (when changes arise related to item 13 and item 14)	Relationship with Internal person
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
5.06	Dang Ngoc Thao	MB Securities Company 356116									father in law
5.07	Dao Thi Lan Huong	SSI: 700564 MB: 356117									Mother in law
6	Mr. Nguyen Van Quy	079C029003	Technical Director					07-01-2021			Internal person
6.01	To Thi Thanh Tinh	079C019200									Wife
6.02	Nguyen Van Nguyen										Son
6.03	Nguyen Van Nguyen Khoa										Son
6.04	Nguyen Van Le										younger brother
6.05	Nguyen Thi Thanh Tam										younger brother
6.06	Pham Anh Ky										brother in law
6.07	Nguyen Van Nghia										younger brother
6.08	Huyen Ton Nu Ngoc Oanh										sister in law
6.09	Nguyen Van Tin										younger brother
6.10	Hoang Thi My Hoa										sister in law
6.11	Nguyen Van Tuan										younger brother
6.12	Le Thi Hoang Thao										sister in law
7	Ms. Le Thi Khanh Van	079C026118	Chief Financial Officer and Chief Accountant					07-01-2021			Internal person
7.01	Le Xuan Phan										Dad
7.02	Dang Thi Mai										Mother
7.03	Nguyen Quang Du										father in law
7.04	Hoang Thi Tuyen										Mother in law
7.05	Nguyen Quang To	079C027518									Husband
7.06	Nguyen Le My Linh										Son
7.07	Nguyen Quang Minh										Son
7.08	Le Xuan Quoc Tuan										Older brother
7.09	Le Thi Lan Dung										Older sister
7.10	Le Xuan Quoc Thai										Younger brother
7.11	Le Xuan Quoc Thang										Younger brother

No	Name of organization/individual	Securities trading account (if any)	Position at 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	Reason (when changes arise related to item 13 and item 14)	Relationship with Internal person
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
7.12	Hoang Thi Lien										Sister in law
7.13	Hoang Huu Tri										brother in law
7.14	Nguyen Thi Le Thu										sister in law
7.15	Nguyen Thi Thanh Thao										sister in law
8	Phan Van Giao	079C018958	Director of Construction, Division 1					07-01-2021			Internal person
8.01	Phan Van Hy										Dad
8.02	Doan Thi Thu Huong	079C019001									Wife
8.03	Phan Ngoc Bao Vy										Daughter
8.04	Phan Van Minh Quan										Son
8.05	Phan Van Huy										Younger brother
8.06	Dang Thi Xuan Binh										sister in law
8.07	Phan Thi Bao Hanh										Younger sister
8.08	Nguyen Phuoc Canh Dung										brother in law
8.09	Phan Thi Bao Huong										Younger sister
8.10	Nguyen Phuc Duy										brother in law
9	Mr. Pham Truong Lam	079C028364	Director of Construction, Division 2					07-01-2021	01-01-2025		Internal person
9.01	Le Thi Cuc										Mother
9.02	Nguyen Lac Xuan										father in law
9.03	Hoang Thi Sim										Mother in law
9.04	Nguyen Thi Thu Thuy										Wife
9.05	Pham Khanh Linh										Son
9.06	Pham Thu Minh										Son
9.07	Pham Thi Thu										Older sister
9.08	Pham Nam Phuong										Younger sister
9.09	Pham Ngoc Phi										Younger sister
9.10	Le Tien Hung										brother in law
9.11	Huyen Ton Nu Nhi Kha										sister in law
9.12	Nguyen Thi Na										sister in law
10	Mr. Nguyen Thai Binh	079C029730	Director of Infrastructure Construction Division					07-01-2021			Internal person
10.01	Nguyen Thi Hoa										Mother
10.02	Nguyen Luong										father in law
10.03	Le Thi Anh										Mother in law
10.04	Nguyen Le Minh Thu	079C029731									Wife

No	Name of organization/individual	Securities trading account (if any)	Position at 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	Reason (when changes arise related to item 13 and item 14)	Relationship with Internal person
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
10.05	Nguyen Thai Hoa										Daughter
10.06	Nguyen Dang Khoa										Son
10.07	Nguyen Thi Thai Chau										Younger sister
10.08	Nguyen Thi Thai Loan										Younger sister
10.09	Nguyen Thai Son										Younger brother
10.10	Hoang Van Cuong										brother in law
10.11	Hoang Ngoc Ha										brother in law
10.12	Ho Thi Bich Dao										sister in law
11	Ms. Nguyen Thi Kim Phung	079C027669	Head of The Board of Supervisors, and Head of the Internal Audit Department					28-04-2021			Internal person
11.01	Ton Nu Nhu Huong										Mother
11.02	Nguyen Van Tuyen										Husband
11.03	Nguyen Thi Yen Thao										Daughter
11.04	Nguyen Duy Binh Nguyen										Son
11.05	Nguyen Thi Kim Chi										Older sister
11.06	Nguyen Thi Hai Duong										Older sister
11.07	Khuong Cong Toan										brother in law
11.08	Nguyen Van Long										Older brother
11.09	Cao Thi Hien										Sister in law
11.10	Nguyen Van Lan										Older brother
11.11	Vo Khac Thanh Phuong										Sister in law
11.12	Nguyen Thi Kim Quy										Older sister
11.13	Phan Nguyen Phuc Quoc										brother in law
11.14	Hoang Thi Lien Anh										Sister in law
11.15	Nguyen Thi Kim Loan										Older sister
11.16	Le Quang Thinh										brother in law
11.17	Nguyen Van Luong										Older brother
11.18	Hoang Thi Nhu Y										Sister in law
11.19	Nguyen Thi Tam Trinh										Older sister
11.20	Phan Gia Minh										brother in law
11.21	Nguyen Thi Tuong Vy										Older sister
11.22	Tong Phuoc Nhat										brother in law

No	Name of organization/individual	Securities trading account (if any)	Position at 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	Reason (when changes arise related to item 13 and item 14)	Relationship with Internal person
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
12	Ms. Duong Thi Ngoc	004C619510	Members of The Board of Supervisors					28-04-2021			Internal person
12.01	Duong Ngoc Thanh										Dad
12.02	Doan Thi Hong Mai	079C013746									Mother
12.03	Hoang Huu Tha										father in law
12.04	Nguyen Thi Tuyet Mai										Mother in law
12.05	Hoang Chung Kien	116C013296									Husband
12.06	Hoang Minh Khoi										Son
12.07	Hoang Khanh Chi										Daughter
12.08	Duong Anh Tuan										Younger brother
12.09	Tran Dieu Huong	004C1890671									sister in law
13	Ms. Mai Thi Tuyet Lan	004C030152	Members of The Board of Supervisors					19-04-2022			Internal person
13.01	Mai Van Hao										Dad
13.02	Dinh Van Manh										father in law
13.03	Tran Thi Quynh										Mother in law
13.04	Dinh Van Thang										Husband
13.05	Dinh Viet Hoang										biological child
13.06	Dinh Trung Dung										biological child
13.07	Dinh Gia Phuc										biological child
13.08	Dinh Mai Khanh Linh										biological child
13.09	Mai Hong Hanh	026C514071									Younger sister
13.10	Hoang Xuan Hai										brother in law
14	Mr. Le Van Tai	079C027733	Members of the Board of Supervisors					19-04-2022			Internal person
14.01	Tran Thi Phuoc Chau	079C027684									Wife
14.02	Le Ba Duc	079C027671									Son
14.03	Le Thi Hong Hue										Daughter
14.04	Le Thi Ngoc Hue										Older sister
14.05	Le Van Lai										Younger brother

No	Name of organization/individual	Securities trading account (if any)	Position at 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	Reason (when changes arise related to item 13 and item 14)	Relationship with Internal person
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
14.06	Le Thi Ngoc										Younger sister
14.07	Le Thi My										Younger sister
14.08	Tran Van Da										brother in law
14.09	Nguyen Cong										brother in law
14.10	Nguyen Xuan Hong										brother in law
14.11	Vo Van Phuc										brother in law
15	Mr. Le Dinh Nam		Members of the Board of Supervisors					19-04-2022			Internal person
15.01	Le Dinh Tham										Dad
15.02	Truong Thi Lai										Mother
15.03	Le Thi Hoi										Mother in law
15.04	Tran Thi Le Huyen										Wife
15.05	Le Dinh Anh Tuan										son
15.06	Le Dinh Tuan Kiet										son
15.07	Le Dinh Vinh										Older brother
15.08	Huynh Thi Nhan										Sister in law
15.09	Le Dinh Quang										Older brother
15.10	Le Thi Le Huyen										Sister in law
15.11	Le Dinh Hai										Older brother
15.12	Ha Thi Thanh Van										Sister in law
15.13	Le Thi Le Thuy										Younger sister
15.14	Ha Van Can										brother in law
15.15	Le Thi Loan										Younger sister
15.16	Nguyen Hong Tu										brother in law
15.17	Le Thi Hang										Younger sister
15.18	Le Quang Thao										brother in law
16	Ms. Nguyen Thi Thuy Han	079C027656	The Corporate Administrator, Secretary of the Company					19-05-2021			Internal person
16.01	Nguyen Don Kha										Dad
16.02	Tran Thi Le Hien										Mother
16.03	Nguyen Dai Trinh										Dad in law
16.04	Nguyen Dai Vien										Husband
16.05	Nguyen Dai Viet										Son
16.06	Nguyen Ngoc Bao Chau										Daughter
16.07	Nguyen Don Khai										Younger brother

No	Name of organization/individual	Securities trading account (if any)	Position at 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	Reason (when changes arise related to item 13 and item 14)	Relationship with Internal person
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
16.08	Nguyen Thi Van Hoang										
16.09	Vo Thi Quynh Anh	079C029246									Younger sister sister in law
17	Subsidiaries and legal representatives of subsidiaries										
17.01	Industrial Zone Infrastructure Investment And Development Limited Company							2021			Subsidiary
17.02	Mr. Ngo Huu Quy	079C027667									Legal representative of Industrial Park Infrastructure Investment and Development Company
17.03	Thua Thien Hue Tuynen Brick Joint Stock Company No.1							2021			Subsidiary
17.04	Mr. Tran Duy Y	079C027732									Legal representative of Tuynen Brick Joint Stock Company No. 1 Thua Thien Hue
17.05	Thua Thien Hue Tuynel Brick Company Limited No 2										Subsidiary
17.06	Mr. Nguyen Toan										Legal representative of Tuynen Brick Company No. 2 Thua Thien Hue
17.07	Hue Tuynel Brick Joint-Stock Company							2021			Subsidiary

No	Name of organization/individual	Securities trading account (if any)	Position at 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	Reason (when changes arise related to item 13 and item 14)	Relationship with Internal person
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
17.08	Mr. Tran Duy Y	079C027732									Legal representative of Hue Tuynen Brick Joint Stock Company
17.09	Thua Thien Hue Wood Processing Joint Stock Company							2021			Subsidiary
17.10	Mr. Le Duong Huy	079C0276821									Legal representative of Thua Thien Hue Wood Processing Joint Stock Company
17.11	Huong Bang Construction And Stone Exploitation Joint Stock Company							2021			Subsidiary
17.12	Mr. Nguyen Vinh										Legal representative of Huong Bang Stone Exploitation and Construction Joint Stock Company
17.13	Loc Dien Construction Materials Joint Stock Company							2021			Subsidiary
17.14	Mr. Nguyen Son										Legal representative of Loc Dien Construction Materials Joint Stock Company

No	Name of organization/individual	Securities trading account (if any)	Position at 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	Reason (when changes arise related to item 13 and item 14)	Relationship with Internal person
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
18	Ba Ria - Vung Tau House Development Joint Stock Company (HODECO)							2022			Organizations that own more than 10% of voting shares.
19	Trade Union of Thua Thien Hue Construction Joint Stock Company							2008			Company's trade union organization

T.C.P. ★ EN

Appendix 2: THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS YEAR 2024 (SHORT)

Stock code: HUB

Company name: Thua Thien Hue Construction Joint Stock Company

Closing date: 31.12.2024

No	Stock code	Name	Securities trading account (if any)	Position at the company (if any)	Relationship with insiders	Type of NSH Certificate (CCCD, Passport, Business Registration Certificate)	NSH certificate number	Date of issue of NSH	Place of issue	Head office address/Contact address	Number of shares owned at the end of the period	End of period share ownership ratio	Starting point is company related person/insider	Time of no longer being a related person of the company/insider	Reason (when changes arise related to item 13 and item 14)	Notes (regarding the absence of NSH Certificate number and other notes)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1	HUB	Mr. Doan Huu Thuan		Chairman	Internal person								28-04-2021			
1.01	HUB	Doan Huu Khoan			Dad	CCCD					0	0				
1.02	HUB	Nguyen Thi Thanh Ha			Wife	CCCD					0	0				
1.03	HUB	Doan Huu Ha An			Son	CCCD					0	0				
1.04	HUB	Doan Huu Ha Vinh		The Board of Directors' member	Son and Internal person	CCCD					0	0				
1.05	HUB	Doan Thi Hong Mai			Older sister	CCCD					0	0				
1.06	HUB	Doan Thi Canh			Younger sister	CCCD					0	0				
1.07	HUB	Doan Thi Van			Younger sister	CCCD					0	0				
1.08	HUB	Doan Thi Lam			Younger sister	CCCD					0	0				
1.09	HUB	Doan Thi Tien			Younger sister	CCCD					0	0				
1.10	HUB	Doan Huu Hai			Younger brother	CCCD					0	0				
1.11	HUB	Nguyen Ba Luu			brother in law	CCCD					0	0				
1.12	HUB	Pham Cong Thua			brother in law	CCCD					0	0				
1.13	HUB	Pham Van Bay			brother in law	CCCD					0	0				
1.14	HUB	Duong Ngoc Thanh			brother in law	CCCD					0	0				
1.15	HUB	Dinh Thi Quynh Trang			sister in law	CCCD					0	0				
1.16	HUB	Nguyen Tu Quynh			daughter in law	CCCD										
1.17	HUB	Dang Ngoc Cam Hang			daughter in law	CCCD					0	0				

No	Stock code	Name	Securities trading account (if any)	Position at the company (if any)	Relationship with insiders	Type of NSH Certificate (CCCD, Passport, Business Registration Certificate)	NSH certificate number	Date of issue of NSH	Place of issue	Head office address/Contact address	Number of shares owned at the end of the period	End of period share ownership ratio	Starting point is company related person/insider	Time of no longer being a related person of the company/insider	Reason (when changes arise related to item 13 and item 14)	Notes (regarding the absence of NSH Certificate number and other notes)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1.18	HUB	Ba Ria - Vung Tau House Development Joint Stock Company (HODECO)			Chairman	Business Registration					0	0,00%				
1.19	HUB	Ba Ria - Vung Tau Province Seafood Processing and Import-Export Joint Stock Company			The Board of Directors' member	Business Registration					0	0				
2	HUB	Mr. Le Quy Dinh		Vice Chairman and General Director	Internal person	CCCD							12-01-2021			
2.01	HUB	Ho Thi Ngoc Phuong			Mother	CCCD					0	0,00%				
2.02	HUB	Nguyen Thi Hong Phuc			Wife	CCCD										
2.03	HUB	Le Khanh Trang			Daughter	CCCD										
2.04	HUB	Le Quy Dat			Son	CCCD					0	0				
2.05	HUB	Huynh Nguyen Nhat Van			son in law	CCCD					0	0				
2.06	HUB	Le Thi Minh Tam			younger brother	CCCD					0	0				
2.07	HUB	Truong Dinh Thuan			brother in law	CCCD					0	0				
2.08	HUB	Le Quy Bao			younger brother	CCCD					0	0				
2.09	HUB	Thua Thien Hue House Trading Joint Stock Company			Chairman	Business Registration					0	0				
2.10	HUB	Thua Thien Hue Wood Processing Joint Stock Company			Chairman	Business Registration					0	0				
2.11	HUB	Industrial Zone Infrastructure Investment And Development Limited Company			Chairman of the Board of Directors	Business Registration					0	0				
2.12	HUB	Ba Ria - Vung Tau House Development Joint Stock Company (HODECO)			The Board of Directors' member	Business Registration										
2.13	HUB	Frit Hue Joint Stock Company			The Board of Directors' member	Business Registration					0	0				

No	Stock code	Name	Securities trading account (if any)	Position at the company (if any)	Relationship with insiders	Type of NSH Certificate (CCCD, Passport, Business Registration Certificate)	NSH certificate number	Date of issue of NSH	Place of issue	Head office address/Contact address	Number of shares owned at the end of the period	End of period share ownership ratio	Starting point is company related person/insider	Time of no longer being a related person of the company/insider	Reason (when changes arise related to item 13 and item 14)	Notes (regarding the absence of NSH Certificate number and other notes)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
3	HUB	Mr. Tran Si Chuong		Independent members of The BOD	Internal person	CCCD					0	0,00%	28-04-2021			
3.01	HUB	Lien Tran Triet Quyen			wife	CCCD					0	0				
3.02	HUB	Tran Sophia Bao An			Daughter						0	0				Young
3.03	HUB	Lee & Associates Joint Stock Company			Vice Chairman	Business Registration					0	0				
4	HUB	Le Viet Lien		The Board of Directors' member	Internal person								28-04-2021			
4.01	HUB	Le Viet Luong			Dad	CCCD					0	0				
4.02	HUB	Nguyen Thi Vy			Mother	CCCD					0	0				
4.03	HUB	Pham Thi Nhung			wife	CCCD					0	0				
4.04	HUB	Le Thu Trang			Daughter	CCCD					0	0				
4.05	HUB	Le Viet Thanh Cong			Son	CCCD					0	0				
4.06	HUB	Le Thi Luyen			Younger sister	CCCD					0	0				
4.07	HUB	Le Viet Long			Younger brother	CCCD					0	0				
4.08	HUB	Le Viet Liem			Younger brother	CCCD					0	0				
4.09	HUB	Le Thi Thanh Lam			Younger sister	CCCD					0	0				
4.10	HUB	Le Thi Lai			Younger sister	CCCD					0	0				
4.11	HUB	Le Thi Tam			Younger sister	CCCD					0	0				
4.12	HUB	Vu Van Minh			brother in law	CCCD					0	0				
4.13	HUB	Dang Van Duan			brother in law	CCCD					0	0				
4.14	HUB	Tran Hai Lien			brother in law	CCCD					0	0				

No	Stock code	Name	Securities trading account (if any)	Position at the company (if any)	Relationship with insiders	Type of NSH Certificate (CCCD, Passport, Business Registration Certificate)	NSH certificate number	Date of issue of NSH	Place of issue	Head office address/Contact address	Number of shares owned at the end of the period	End of period share ownership ratio	Starting point is company related person/insider	Time of no longer being a related person of the company/insider	Reason (when changes arise related to item 13 and item 14)	Notes (regarding the absence of NSH Certificate number and other notes)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
4.15	HUB	Ba Ria - Vung Tau House Development Joint Stock Company (HODECO)			The Board of Directors' member and General Director	Business Registration										
5	HUB	Mr. Doan Huu Ha Vinh		The Board of Directors' member	Internal person						0	0,00%	19-04-2022			
5.01	HUB	Doan Huu Thuan		Chairman of the Board of Directors	Dad											
5.02	HUB	Nguyen Thi Thanh Ha			Mother	CCCD					0	0				
5.03	HUB	Doan Huu Ha An			Younger brother	CCCD					0	0				
5.04	HUB	Nguyen Tu Quynh			sister in law	CCCD										
5.05	HUB	Dang Ngoc Cam Hang			Wife	CCCD					0	0				
5.06	HUB	Dang Ngoc Thao			father in law	CCCD					0	0				
5.07	HUB	Dao Thi Lan Huong			Mother in law	CCCD					0	0				
5.08	HUB	Ba Ria - Vung Tau House Development Joint Stock Company (HODECO)			The Board of Directors' member and Vice Chairman	Business Registration										
5.09	HUB	Hodeco Investment and Construction Joint Stock Company			The Board of Directors' member	Business Registration					0	0				
5.10	HUB	Hodeco Concrete and Construction Joint Stock Company			Chairman	Business Registration					0	0				
5.11	HUB	Ocean Vung Tau Entertainment Construction Investment Joint Stock Company			The Board of Directors' member	Business Registration					0	0				

No	Stock code	Name	Securities trading account (if any)	Position at the company (if any)	Relationship with insiders	Type of NSH Certificate (CCCD, Passport, Business Registration Certificate)	NSH certificate number	Date of issue of NSH	Place of issue	Head office address/Contact address	Number of shares owned at the end of the period	End of period share ownership ratio	Starting point is company related person/insider	Time of no longer being a related person of the company/insider	Reason (when changes arise related to item 13 and item 14)	Notes (regarding the absence of NSH Certificate number and other notes)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
5.12	HUB	Y Ngoc Binh Thuan Resort Real Estate Trading and Service Joint Stock Company			The Board of Directors' member	Business Registration					0	0				
6	HUB	Mr. Nguyen Van Quy		Technical Director	Internal person	CCCD							07-01-2021			
6.01	HUB	To Thi Thanh Tinh			Wife	CCCD					0	0				
6.02	HUB	Nguyen Van Nguyen			Son	CCCD					0	0				
6.03	HUB	Nguyen Van Nguyen Khoa			Son	CCCD					0	0				
6.04	HUB	Nguyen Van Le			younger brother	CCCD					0	0				
6.05	HUB	Nguyen Thi Thanh Tam			younger brother	CCCD					0	0				
6.06	HUB	Pham Anh Ky			brother in law	CCCD					0	0				
6.07	HUB	Nguyen Van Nghia			younger brother	CCCD					0	0				
6.08	HUB	Huyen Ton Nu Ngoc Oanh			sister in law	CCCD					0	0				
6.09	HUB	Nguyen Van Tin			younger brother	CCCD					0	0				
6.10	HUB	Hoang Thi My Hoa			sister in law	CCCD					0	0				
6.11	HUB	Nguyen Van Tuan			younger brother	CCCD					0	0				
6.12	HUB	Le Thi Hoang Thao			sister in law	CCCD					0	0				
6.13	HUB	Thua Thien Hue Tuynen Brick Joint Stock Company No.1			Chairman	Business Registration					0	0				
6.14	HUB	Hue Tuynel Brick Joint-Stock Company			Chairman	Business Registration					0	0				
6.15	HUB	Thua Thien Hue Infrastructure Development and Investment Construction Joint Stock Company			The Board of Directors' member	Business Registration					0	0				

No	Stock code	Name	Securities trading account (if any)	Position at the company (if any)	Relationship with insiders	Type of NSH Certificate (CCCD, Passport, Business Registration Certificate)	NSH certificate number	Date of issue of NSH	Place of issue	Head office address/Contact address	Number of shares owned at the end of the period	End of period share ownership ratio	Starting point is company related person/insider	Time of no longer being a related person of the company/insider	Reason (when changes arise related to item 13 and item 14)	Notes (regarding the absence of NSH Certificate number and other notes)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
6.16	HUB	Grassroots Trade Union of TT.Hue Construction Joint Stock Company			Chairman of the Union	Business Registration										
8	HUB	Phan Van Giao		Director of Construction, Division 1	Internal person	CCCD							07-01-2021			
8.01	HUB	Phan Van Hy			Dad	CCCD					0	0				
8.02	HUB	Doan Thi Thu Huong			Wife	CCCD										
8.03	HUB	Phan Ngoc Bao Vy			Daughter	CCCD					0					
8.04	HUB	Phan Van Minh Quan			Son	CCCD					0	0				
8.05	HUB	Phan Van Huy			Younger brother	CCCD										
8.06	HUB	Dang Thi Xuan Binh			sister in law	CCCD					0	0				
8.07	HUB	Phan Thi Bao Hanh			Younger sister	CCCD					0	0				
8.08	HUB	Nguyen Phuoc Canh Dung			brother in law	CCCD					0	0				
8.09	HUB	Phan Thi Bao Huong			Younger sister	CCCD					0	0				
8.10	HUB	Nguyen Phuc Duy			brother in law	CCCD					0	0				
8.11	HUB	Thua Thien Hue Concrete and Construction Joint Stock Company			Chairman	Business Registration					0	0				
9	HUB	Mr. Pham Truong Lam		Director of Construction, Division 2	Internal person	CCCD							07-01-2021			
9.01	HUB	Le Thi Cuc			Mother	CCCD					0	0				
9.02	HUB	Nguyen Lac Xuan			father in law	CCCD					0	0				
9.03	HUB	Hoang Thi Sim			Mother in law	CCCD					0	0				
9.04	HUB	Nguyen Thi Thu Thuy			Wife	CCCD					0	0				
9.05	HUB	Pham Khanh Linh			Son	CCCD					0	0				

No	Stock code	Name	Securities trading account (if any)	Position at the company (if any)	Relationship with insiders	Type of NSH Certificate (CCCD, Passport, Business Registration Certificate)	NSH certificate number	Date of issue of NSH	Place of issue	Head office address/Contact address	Number of shares owned at the end of the period	End of period share ownership ratio	Starting point is company related person/insider	Time of no longer being a related person of the company/insider	Reason (when changes arise related to item 13 and item 14)	Notes (regarding the absence of NSH Certificate number and other notes)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
9.06	HUB	Pham Thu Minh			Son	CCCD					0	0				
9.07	HUB	Pham Thi Thu			Older sister	CCCD					0	0				
9.08	HUB	Pham Nam Phuong			Younger sister	CCCD					0	0				
9.09	HUB	Pham Ngoc Phi			Younger sister	CCCD					0	0				
9.10	HUB	Le Tien Hung			brother in law	CCCD					0	0				
9.11	HUB	Huyen Ton Nu Nhi Kha			sister in law	CCCD					0	0				
9.12	HUB	Nguyen Thi Na			sister in law	CCCD					0	0				
10	HUB	Mr. Nguyen Thai Binh		Director of Infrastructure Construction Division	Internal person	CCCD							07-01-2021			
10.01	HUB	Nguyen Thi Hoa			Mother	CCCD					0	0				
10.02	HUB	Nguyen Luong			father in law	CCCD					0	0				
10.03	HUB	Le Thi Anh			Mother in law	CCCD					0	0				
10.04	HUB	Nguyen Le Minh Thu			Wife	CCCD										
10.05	HUB	Nguyen Thai Hoa			Daughter	CCCD					0	0				
10.06	HUB	Nguyen Dang Khoa			Son	CCCD					0	0				
10.07	HUB	Nguyen Thi Thai Chau			Younger sister	CCCD					0	0				
10.08	HUB	Nguyen Thi Thai Loan			Younger sister	CCCD					0	0				
10.09	HUB	Nguyen Thai Son			Younger brother	CCCD					0	0				
10.10	HUB	Hoang Van Cuong			brother in law	CCCD					0	0				
10.11	HUB	Hoang Ngoc Ha			brother in law	CCCD					0	0				
10.12	HUB	Ho Thi Bich Dao			sister in law	CCCD					0	0				

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1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
10.13	HUB	Huong Bang Construction And Stone Exploitation Joint Stock Company			Chairman	Business Registration					0	0				
10.14	HUB	Loc Dien Building Material Joint Stock Company			Chairman	Business Registration					0					
11	HUB	Ms. Nguyen Thi Kim Phung		Head of The Board of Supervisors, and Head of the Internal Audit Department	Internal person	CCCD							28-04-2021			
11.01	HUB	Ton Nu Nhu Huong			Mother	CCCD					0	0				
11.02	HUB	Nguyen Van Tuyen			Husband	CCCD					0	0				
11.03	HUB	Nguyen Thi Yen Thao			Daughter						0	0				Young
11.04	HUB	Nguyen Duy Binh Nguyen			Son						0	0				Young
11.05	HUB	Nguyen Thi Kim Chi			Older sister	CCCD					0	0				
11.06	HUB	Nguyen Thi Hai Duong			Older sister	CCCD					0	0				
11.07	HUB	Khuong Cong Toan			brother in law	CCCD					0	0				
11.08	HUB	Nguyen Van Long			Older brother	CCCD					0	0				
11.09	HUB	Cao Thi Hien			Sister in law	CCCD					0	0				
11.10	HUB	Nguyen Van Lan			Older brother	CCCD					0	0				
11.11	HUB	Vo Khac Thanh Phuong			Sister in law	CCCD					0	0				
11.12	HUB	Nguyen Thi Kim Quy			Older sister	CCCD					0	0				
11.13	HUB	Phan Nguyen Phuc Quoc			brother in law	CCCD					0	0				
11.14	HUB	Hoang Thi Lien Anh			Sister in law	CCCD					0	0				

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1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
11.15	HUB	Nguyen Thi Kim Loan			Older sister	CCCD					0	0				
11.16	HUB	Le Quang Thinh			brother in law	CCCD					0	0				
11.17	HUB	Nguyen Van Luong			Older brother	CCCD					0	0				
11.18	HUB	Hoang Thi Nhu Y			Sister in law	CCCD					0	0				
11.19	HUB	Nguyen Thi Tam Trinh			Older sister	CCCD					0	0				
11.20	HUB	Phan Gia Minh			brother in law	CCCD					0	0				
11.21	HUB	Boss Phu Trinh Paint Company Limited			Older sister	Business Registration					0	0				
11.22	HUB	Nguyen Thi Tuong Vy			brother in law	CCCD					0	0				
11.23	HUB	Tong Phuoc Nhat			brother in law	CCCD					0	0				
12	HUB	Ms. Duong Thi Ngoc		Members of The Board of Supervisors	Internal person	CCCD					0	0,00%	28-04-2021			
12.01	HUB	Duong Ngoc Thanh			Dad	CCCD					0	0				
12.02	HUB	Doan Thi Hong Mai			Mother	CCCD					0	0				
12.03	HUB	Hoang Huu Tha			father in law	CCCD					0	0				
12.04	HUB	Nguyen Thi Tuyet Mai			Mother in law	CCCD					0	0				
12.05	HUB	Hoang Chung Kien			Husband	CCCD					0	0				
12.06	HUB	Hoang Minh Khoi			Son	CCCD					0	0				
12.07	HUB	Hoang Khanh Chi			Daughter						0	0				Young
12.08	HUB	Duong Anh Tuan			Younger brother	CCCD					0	0				
12.09	HUB	Tran Dieu Huong			sister in law	CCCD					0	0				
13	HUB	Ms. Mai Thi Tuyet Lan		Members of The Board of Supervisors	Internal person	CCCD					0	0,00%	19-04-2022			

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1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
13.01	HUB	Mai Van Hao			Dad	CCCD					0	0				
13.02	HUB	Dinh Van Manh			father in law	CCCD					0	0				
13.03	HUB	Tran Thi Quynh			Mother in law	CCCD					0	0				
13.04	HUB	Dinh Van Thang			Husband	CCCD					0	0				
13.05	HUB	Dinh Viet Hoang			biological child	CCCD					0	0				
13.06	HUB	Dinh Trung Dung			biological child	CCCD					0	0				
13.07	HUB	Dinh Gia Phuc			biological child						0	0				Identifier
13.08	HUB	Dinh Mai Khanh Linh			biological child						0	0				Identifier
13.09	HUB	Mai Hong Hanh			Younger sister	CCCD					0	0				
13.10	HUB	Hoang Xuan Hai			brother in law	CCCD					0	0				
13.11	HUB	Ba Ria - Vung Tau House Development Joint Stock Company (HODECO)			Chief Accountant	Business Registration										
14	HUB	Mr. Le Van Tai		Members of the Board of Supervisors	Internal person	CCCD							19-04-2022			
14.01	HUB	Tran Thi Phuoc Chau			Wife	CCCD					0	0				
14.02	HUB	Le Ba Duc			Son	CCCD										
14.03	HUB	Le Thi Hong Hue			Daughter	CCCD					0	0				
14.04	HUB	Le Thi Ngoc Hue			Older sister	CCCD					0	0				
14.05	HUB	Le Van Lai			Younger brother	CCCD					0	0				
14.06	HUB	Le Thi Ngoc			Younger sister	CCCD					0	0				
14.07	HUB	Le Thi My			Younger sister	CCCD					0	0				
14.08	HUB	Tran Van Da			brother in law	CCCD					0	0				

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1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
14.09	HUB	Nguyen Cong			brother in law	CCCD					0	0				
14.10	HUB	Nguyen Xuan Hong			brother in law	CCCD					0	0				
14.11	HUB	Vo Van Phuc			brother in law	CCCD					0	0				
14.12	HUB	Thua Thien Hue Housing Trading Joint Stock Company			TV. Board of Directors	Business Registration					0	0				
15	HUB	Mr. Le Dinh Nam		Members of the Board of Supervisors	Internal person	CCCD					0	0,00%	19-04-2022			
15.01	HUB	Le Dinh Tham			Dad	CCCD					0	0				
15.02	HUB	Truong Thi Lai			Mother	CCCD					0	0				
15.03	HUB	Le Thi Hoi			Mother in law	CCCD					0	0				
15.04	HUB	Tran Thi Le Huyen			Wife	CCCD					0	0				
15.05	HUB	Le Dinh Anh Tuan			son	CCCD					0	0				
15.06	HUB	Le Dinh Tuan Kiet			son	CCCD					0	0				
15.07	HUB	Le Dinh Vinh			Older brother	CCCD					0	0				
15.08	HUB	Huynh Thi Nhan			Sister in law	CCCD					0	0				
15.09	HUB	Le Dinh Quang			Older brother	CCCD					0	0				
15.10	HUB	Le Thi Le Huyen			Sister in law	CCCD					0	0				
15.11	HUB	Le Dinh Hai			Older brother	CCCD					0	0				
15.12	HUB	Ha Thi Thanh Van			Sister in law	CCCD					0	0				
15.13	HUB	Le Thi Le Thuy			Younger sister	CCCD					0	0				
15.14	HUB	Ha Van Can			brother in law	CCCD					0	0				
15.15	HUB	Le Thi Loan			Younger sister	CCCD					0	0				

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1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
15.16	HUB	Nguyen Hong Tu			brother in law	CCCD					0	0				
15.17	HUB	Le Thi Hang			Younger sister	CCCD					0	0				
15.18	HUB	Le Quang Thao			brother in law	CCCD					0	0				
16	HUB	Ms. Nguyen Thi Thuy Han		The Corporate Administrator, Secretary of the Company	Internal person	CCCD							19-05-2021			
16.01	HUB	Nguyen Don Kha			Dad	CCCD					0	0				
16.02	HUB	Tran Thi Le Hien			Mother	CCCD					0	0				
16.03	HUB	Nguyen Dai Trinh			Dad in law	CCCD					0	0				
16.04	HUB	Nguyen Dai Vien			Husband	CCCD					0	0				
16.05	HUB	Nguyen Dai Viet			Son	CCCD					0	0				
16.06	HUB	Nguyen Ngoc Bao Chau			Daughter	CCCD					0	0				
16.07	HUB	Nguyen Don Khai			Younger brother	CCCD					0	0				
16.08	HUB	Nguyen Thi Van Hoang			Younger sister	CCCD					0	0				
16.09	HUB	Vo Thi Quynh Anh			sister in law	CCCD					0	0				
16.10	HUB	Thua Thien Hue Wood Processing Joint Stock Company			Members of The Board of Supervisors	Business Registration					0	0				
16.11	HUB	Thua Thien Hue Tuynen Brick Joint Stock Company No.1			Members of The Board of Supervisors	Business Registration					0	0				
16.12	HUB	Hue Tuynel Brick Joint-Stock Company			Members of The Board of Supervisors	Business Registration					0	0				
16.13	HUB	Construction Consulting Joint Stock Company No. 1 Thua Thien Hue			Members of The Board of Supervisors	Business Registration					0	0				