



**HACISCO  
JOINTSTOCK COMPANY**

**THE SOCIALIST REPUBLIC OF VIETNAM**  
**Independence – Freedom – Happiness**

No: 04/2025/CBTT-HAS

Hanoi, January 28, 2025

## UNUSUAL INFORMATION DISCLOSURE

**Kính gửi:** - The State Securities Commission;  
- Ho Chi Minh City Stock Exchange.

Name of company : **HACISCO Jointstock Company**

Stock symbol : **HAS**

Address of headoffice : No.51 Vu Trong Phung Street, Thanh Xuan Trung Ward, Thanh Xuan District, Hanoi

Telephone number : 0243.858.3792

Fax : 0243.858.5563

Information disclosure content:

**HACISCO Jointstock Company's Corporate Governance Report in 2024.**

This information was announced on the Company's electronic information page on January 28, 2025 at the link: <http://www.has.vn/cong-bo-thong-tin>

We hereby commit that the information published above is true and take full legal responsibility for the content of the published information.

**Receiving Address:**

- SSC, HOSE (to report);
- BoDs, BoCs;
- Board Secretary (to save).

**HACISCO JOINTSTOCK COMPANY  
PERFORMANCE DISCLOSURE OF  
INFORMATION**



**Pham Thuy Quynh**

**Attached Documents:**

HACISCO Jointstock Company's  
Corporate Governance Report in 2024

Appendix V

REPORT ON CORPORATE GOVERNANCE

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



HACISCO  
JOINT STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness

No: 01B/2025/BC-BODs

Hanoi, January 28, 2025

REPORT ON CORPORATE GOVERNANCE

Year 2024

To:

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

1. **Name of company:** HACISCO JOINSTOCK COMPANY
2. **Address of headoffice:** No.51 Vu Trong Phung Street, Thanh Xuan Trung Ward, Thanh Xuan District, Hanoi
3. **Telephone number:** 0243 858 3792      **Fax:**
4. **Email:** hacisco@has.vn
5. **Charter capital:** 80.000.000.000 VND
6. **Stock symbol:** HAS
7. **Governance model:**
  - General Meeting of Shareholders, Board of Directors, Board of Supervisors, General Director;
  - The implementation of interal audit: *yet implementation*

### 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 and Electric Vote):

<i>No.</i>	<i>Resolution/Decision No.</i>	<i>Date</i>	<i>Content</i>
1	01/NQ/DHĐCĐ-HAS	26 <sup>th</sup> , April 2024	<ul style="list-style-type: none"> <li>- Approval of the Executive Board's Report on the 2023 business performance and the 2024 production and business plan;</li> <li>- Approval of the Board of Directors' Report on the 2023 management performance and the 2024 operating plan;</li> <li>- Approval of the Independent Board Member's Assessment Report in 2023;</li> <li>- Approval of the Board of Supervisors' Report on the 2023 performance and the 2024 operating plan;</li> <li>- Approval of the audited 2023 Financial Statement;</li> <li>- Approval of the 2023 Fund Provision and Profit Distribution Plan;</li> <li>- Approval of the Selection of an Auditor/Reviewer of the 2024 Financial Statement;</li> <li>- Approval of the Company's Salary - Bonus - Remuneration Regulations;</li> <li>- Approval of the Plan to offer additional shares to existing shareholders to increase charter capital;</li> <li>- Approval of the 2023 remuneration settlement for the Board of Directors and the Supervisory Board and the 2024 remuneration payment plan;</li> <li>- Approval of the resignation of the members of the Board of Directors and the Supervisory Board and the election of additional members of the Board of Directors and the Supervisory Board for the 2021-2026 term;</li> </ul>

			- Approval of the amendment and supplementation of detailed content of some business lines.
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## I. Board of Directors (Annual Report):

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

No.	Member of the Board of Directors	Position (Independent members of the BoDs, Non-executive members of the BoDs)	The date becoming/ceasing to be the member of BoDs	
			Date of appointments	Date of dismissal
1	Mr. Hoai Nam, Nguyen	Chairman of the BoDs	27 <sup>th</sup> , Arpil 2021	
2	Mr. Nam Phuong, Tran	Vice Chairman of the BoDs	27 <sup>th</sup> , Arpil 2021	26 <sup>th</sup> , Arpil 2024
3	Mr. Duy Nghiem, Nguyen	Vice Chairman of the BoDs	26 <sup>th</sup> , Arpil 2024	
4	Mr. Tien Vinh, Dinh	Member of the BoDs	27 <sup>th</sup> , Arpil 2021	
5	Mr. Thanh Hai, Nguyen	Member of the BoDs	27 <sup>th</sup> , Arpil 2021	
6	Mr. Tran Tho, Pham	Independent member of the BoDs	27 <sup>th</sup> , Arpil 2021	

### 2. Meetings of the Board of Directors:

No.	Member of the Board of Directors	Number of meetings attended	Attendance rate	Reasons for absence
1	Mr. Hoai Nam, Nguyen	16	100%	
2	Mr. Nam Phuong, Tran	6	37.5%	Dismissed from 26 <sup>th</sup> , Arpil 2024
3	Mr. Duy Nghiem, Nguyen	11	68.7%	Appointed from 26 <sup>th</sup> , Arpil 2024
4	Mr. Tien Vinh, Dinh	16	100%	
5	Mr. Thanh Hai, Nguyen	16	100%	
6	Mr. Tran Tho, Pham	16	100%	

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

- Supervise the Board of Directors in formulating plans, organizing the implementation of the Board of Directors' decisions;
- Supervise the Board of Directors in organizing the implementation of the Company's business plan and investment plan;
- Inspect the development of capital use plans, profit distribution plans, dividend distribution, allocation and use of funds of the Board of Directors to submit to the Board of Directors for decision or to the General Meeting of Shareholders for decision;
- Inspect the preparation of annual financial reports to submit to the Board of Directors;
- Decide on the selection, appointment, dismissal, removal, and salary levels for managerial positions proposed by the Board of Directors under the decision-making authority of the Board of Directors.

### 4. Activities of the Board of Directors' subcommittees (if any): No

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

No.	Resolution/Decision No.	Date	Content	Approval rate
1	30A/NQ-HĐQT-HAS	11st January 2024	Approval of the 2024 Business Production Plan of HACISCO Joint Stock Company	100%
2	30B/NQ-HĐQT-HAS	11st January 2024	Through the Financial Regulations of HACISCO Joint Stock Company	60%
3	30C/NQ-HĐQT-HAS	11st January 2024	Through the pilot implementation of Salary Regulations of HACISCO Joint Stock Company	60%
4	31A/NQ-HĐQT-HAS; 31B/NQ-HĐQT-HAS	30 <sup>th</sup> , January 2024	<ul style="list-style-type: none"> <li>- Approving the dismissal of Mr. Nguyen Tuan Tien from the position of Director of HACISCO 1 LLC from February 1, 2024;</li> <li>- Approving the appointment of Mr. Nguyen Thanh Hai from the position of Director of HACISCO 1 LLC from February 1, 2024.</li> </ul>	100%
5	32A/NQ-HĐQT-HAS; 32B/NQ-HĐQT-HAS	28 <sup>th</sup> , February 2024	<ul style="list-style-type: none"> <li>- Approval of the finalization of the shareholder list to organize the annual General Meeting of Shareholders for the fiscal year 2023;</li> <li>- Approval of the plan to organize the annual General Meeting of</li> </ul>	100%

			Shareholders for the fiscal year 2023.	
6	33A/NQ-HĐQT-HAS; 33B/NQ-HĐQT-HAS	26 <sup>th</sup> , March 2024	<ul style="list-style-type: none"> <li>- Approving the credit limit within the scope of the Contract's business at Ho Chi Minh City Development Joint Stock Commercial Bank (HDBank) under the bank loan capital under the social housing financing program at the Investor's Bank;</li> <li>- Approving the Construction Contract for Block 3A and Block 3B apartment buildings of the Tan Huong Industrial Park Social Housing Project in Chau Thanh District, Tien Giang Province.</li> </ul>	60%
7	35/NQ-HĐQT-HAS	26 <sup>th</sup> , April 2024	Approving the appointment of Vice Chairman of the Board of Directors and assigning tasks to members of the Board of Directors	100%
8	36/NQ-HĐQT-HAS	14 <sup>th</sup> , June 2024	Through the promulgation of the Salary Regulations of HACISCO Joint Stock Company	100%
9	37/NQ-HĐQT-HAS	03 <sup>rd</sup> , July 2024	Approval of opening loan and guarantee limits at TP Bank in 2024 - 2025 to replace credit and guarantee limits at HDBank approved Resolution No. 33A/NQ-HĐQT-HAS dated March 26, 2024	100%
10	38/NQ-HĐQT-HAS	22 <sup>nd</sup> , July 2024	Approval of loan and guarantee limits at Vietnam Public Commercial Joint Stock Bank (PVCCom bank) in 2024 - 2025	100%
11	39A/NQ-HĐQT-HAS; 39B/NQ-HĐQT-HAS; 39C/NQ-HĐQT-HAS	16 <sup>th</sup> , September 2024	<ul style="list-style-type: none"> <li>- Approving the dismissal of Mr. Pham Kim Son from the position of General Director from September 17, 2024;</li> <li>- Approving the appointment of Mr. Tran Van Long to the</li> </ul>	100%

			<p>position of General Director from September 17, 2024;</p> <ul style="list-style-type: none"> <li>- Approving the appointment of Mr. Nguyen Hoai Nam to the position of Chairman of HACISCO 1 LLC and representative of the capital contribution of HACISCO Joint Stock Company at HACISCO 1 LLC.</li> </ul>	
12	40A/NQ-HĐQT-HAS; 40B/NQ-HĐQT-HAS	18 <sup>th</sup> , October 2024	<ul style="list-style-type: none"> <li>- Approving the dismissal of Mr. Pham Quang Dung from the position of Deputy General Director from October 20, 2024;</li> <li>- Approving the dismissal of Mr. Tuong Tuan Long from the position of Deputy General Director from October 20, 2024;</li> </ul>	100%
13	41/NQ-HĐQT-HAS	25 <sup>th</sup> , October 2024	Through the promulgation of the Regulations on Organization and Operation of HACISCO Joint Stock Company.	100%
14	42/NQ-HĐQT-HAS	1 <sup>st</sup> , November 2024	Through the promulgation of the Salary Regulations of HACISCO Joint Stock Company	100%
15	43A/NQ-HĐQT-HAS; 43B/NQ-HĐQT-HAS; 43C/NQ-HĐQT-HAS	8 <sup>th</sup> , November 2024	<ul style="list-style-type: none"> <li>- Approving the dismissal of Mrs. Dang Ngoc Dung from the position of Chief Accountant from November 11, 2024;</li> <li>- Approving the appointment of Mrs. Pham Thi Cam Anh to the position of Chief Accountant from November 11, 2024;</li> <li>- Approving the dismissal of Mrs. Ha Thu Nga from the position of Secretary of the Board of Directors and Company Administrator from November 11, 2024;</li> <li>- Approving the appointment of Ms. Pham Thuy Quynh to the</li> </ul>	100%

			position of Secretary of the Board of Directors and Company Administrator from November 11, 2024.	
16	44/NQ-HĐQT-HAS	4 <sup>th</sup> , December 2024	Through the agreement to allow HACISCO 8 Limited Liability Company to use the assets of HACISCO Joint Stock Company, which are attached to the land according to the "Certificate of Land Use Rights, Ownership of Housing and Other Assets Attached to the Land," to secure the performance of obligations of HACISCO 8 Limited Liability Company at the Vietnam Joint Stock Commercial Bank for Industry and Trade – My Dinh Branch.	100%
17	45/NQ-HĐQT-HAS	16/12/2024	Thông qua Phương án vay vốn, bảo lãnh để bổ sung vốn lưu động phục vụ sản xuất kinh doanh năm 2025 tại Ngân hàng TMCP Đầu tư và Phát triển Việt Nam – Chi nhánh Mỹ Đình.	100%

## II. Board of Supervisors/Audit Committee (Annual Report):

### 1. Information of Member of the Board of Supervisors/Audit Committee:

No.	Member of the Board of Supervisors	Position	The date becoming/ceasing to be the member of Board of Supervisors	
			Date of appointments	Date of dismissal
1	Mrs. Thu Thanh, Luu	Head of the Board of Supervisors	27 <sup>th</sup> , April 2021	26 <sup>th</sup> , April 2024
2	Mr. Dinh Thang, Pham	Head of the Board of Supervisors	26 <sup>th</sup> , April 2024	
3	Mrs. Thi Thanh Lan, Pham	Member of the Board of Supervisors	27 <sup>th</sup> , April 2021	
4	Mrs. Thi Lan, Pham	Member of the Board of	27 <sup>th</sup> , April 2021	26 <sup>th</sup> , April 2024

		Supervisors		
5	Mrs. Thi Lan Huong, Pham	Member of the Board of Supervisors	26 <sup>th</sup> , Arpil 2024	

## 2. Meetings of Board of Supervisors/Audit Committee:

No.	Member of the Board of Supervisors	Number of meetings attended	Attendance rate	Approval rate	Reasons for absence
1	Mrs. Thu Thanh, Luu	2	50%	100%	Dismissed from 26 <sup>th</sup> , Arpil 2024
2	Mr. Dinh Thang, Pham	2	50%	100%	Appointed from 26 <sup>th</sup> , Arpil 2024
3	Mrs. Thi Thanh Lan, Pham	4	100%	100%	
4	Mrs. Thi Lan, Pham	2	50%	100%	Dismissed from 26 <sup>th</sup> , Arpil 2024
5	Mrs. Thi Lan Huong, Pham	2	50%	100%	Appointed from 26 <sup>th</sup> , Arpil 2024

## 3. Supervising Board of Directors, Boad of Management and Shareholders by Board of Supevisors or Audit Committee:

- Check and control the legality and reasonableness of the "Regulations on the Organization and Operation of the Board of Directors" and supervise the implementation of the Regulations issued by the Chairman of the Board of Directors;

- Be well-versed in the resolutions of the General Meeting of Shareholders, the resolutions of the Board of Directors, and the operational regulations of the Board of Directors. Assess the legality and reasonableness of the Board of Directors' resolutions regarding the authority to issue them, their content, and their effectiveness in implementation;

- Understand the responsibilities of the General Director, Deputy General Directors, and branch directors, and evaluate the reasonableness and legality of the plans, assignments, management, and the effectiveness of the Company's operational activities.

**4. The coordination among the Board of Supervisors, Audit Committee, the Board of Management, Board of Directors and other managers:**

- Proactively coordinate with the Board of Directors in proposing financial policies;
- Preemptively control the legality and reasonableness of economic and civil contracts approved by the Board of Directors and authorized for the General Director to sign, to avoid these contracts being invalid or containing terms that are detrimental to the Company;
- Conduct post-signing control of economic and civil contracts and management documents signed by the General Director;
- Verify the reasonableness and legality of employment contracts signed by the General Director with employees, to protect the legal interests of employees, balance the interests of employees with those of the Company, and promptly prevent any employee reactions that could be detrimental to the Company.

**5. Other activities of the Board of Supervisors and Audit Committee (if any): No**

**III. Board of Management:**

No.	Member of Board of Management	Date of birth	Qualification	Date of appointment of Board of Management	Date of dismissal of Board of Management
1	Mr. Kim Son, Pham General Director	20 <sup>th</sup> , July 1966	Master of Engineering	01 <sup>st</sup> , July 2023	16 <sup>th</sup> , September 2024
2	Mr. Van Long, Tran General Director	7 <sup>th</sup> , December 1976	Civil engineer	16 <sup>th</sup> , September 2024	
3	Mr. Thanh Hai, Nguyen Deputy General Director	14 <sup>th</sup> , Febuary 1970	Telecommunications engineer	24 <sup>th</sup> , May 2023	
4	Mr. Tuan Long, Tuong Deputy General Director	29 <sup>th</sup> , April 1976	Bachelor of Economics	30 <sup>th</sup> , July 2023	20 <sup>th</sup> , October 2024
5	Mr. Quang Dung, Pham Deputy General Director	30 <sup>th</sup> , December 1973	Master of Business Administration	15th, January 2024	20 <sup>th</sup> , October 2024

#### IV. Chief Accountant:

No.	Name	Date of birth	Qualification	Date of appointment of Chief Accountant	Date of dismissal of Chief Accountant
1	Mrs. Ngoc Dung, Dang	20 <sup>th</sup> , October 1975	Bachelor of Economics	6 <sup>th</sup> , January 2023	11 <sup>th</sup> , November 2024
2	Mrs. Thi Cam Anh, Pham	22 <sup>nd</sup> , December 1976	MBA in Business Administration	11 <sup>th</sup> , November 2024	

#### VI. Training courses on corporate governance:

Training courses on corporate governance were involved by members of Board of Directors, the Board of Supervisors, Directors (General Director), other managers and secretaries in accordance with regulations on corporate governance: *No*

#### V. The list of affiliated persons of the public company (Annual 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 at the Company (if any)	No. *, Date of issue, place of issue	Address	Time of starting to be affiliated person	Relationship with the Company
1	Vietnam Posts and Telecommunications Group						Major shareholders account for 27.63% of charter capital
2	Mrs. Thi Hanh, Pham		No	023287045	23/4/1 Hoang Van Thu, Ward 15, Phu Nhuan District, HCM		Major shareholders account for 14.53% of charter capital
3	Mr. Hoai Nam, Nguyen	823268	Chairman of BoDs	012314286	B11 Alley 78 Trung Tien, Kham Thien, Hanoi	27 <sup>th</sup> , April 2021	Insiders own 4.04% of charter capital
4	Mrs. Thi Thanh Tra, Dang	053C323841	No	054141004757	B11 alley 78 Trung Tien,	27 <sup>th</sup> , April 2021	Related persons account for 1.15% of

					Kham Thien, Hanoi		charter capital
5	Mr. Ngoc Cuong, Doan	003C0051 61	No	001066016654	C11-06, Hoang Anh Gia Lai Apartment, District 2, HCM	27 <sup>th</sup> , April 2021	Related persons account for 4.85% of charter capital

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

2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons: No
3. Transactions between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power: No
4. Transactions between the Company and other objects:
  - 4.1. Transactions between the Company and the Company that its members of Board of Management, the Board of Supervisors, Director (General Director) have been founding members of members of BoDs, or CEOs in three (03) lastest years (calculated at the time of reporting): No
  - 4.2. Transactions between the Company and the Company that its affiliated persons with members of Board of Management, the Board of Supervisors, Director (General Director) and other managers as a member of Board of Directors, Director (General Director or CEO) : No
  - 4.3. Other transactions of the Company (if any) may bring material or non-material benefits for members of of Board of Directors, Board of Supervisors, Director (General Director) or other managers: No

VI. Share transactions of internal persons and their affiliated persons with shares of the Company

1. The list of internal persons and their affiliated persons and transactions of internal persons and affiliated persons with shares of the Company:

No.	Name	Securities trading account (if any)	Position at the company (if any)	Relationship with internal persons	Type of NSH paper	No.	Address	Number of shares owned at the end of the period	Percentage of share owners at the end of the period	The date becoming to be the internal persons/affiliated persons	The date ceasing to be the internal persons/affiliated persons	Note
1	2	3	4	5	6	7	8	9	10	11	12	13
1	Nguyen Hoai Nam	823268	Chairman of the BoDs		CCCCD			322.910	4.04%	27/04/2021		
2	Dang Thi Thanh Tra	053C323841	No	Mother	CCCCD			91.800	1.15%	27/04/2021		
3	Nguyen Thanh Ba	No	No	Father in law	CCCCD			0	0	27/04/2021		
4	Hoang Thi Viet Hoa	No	No	Mother in law	CCCCD			0	0	27/04/2021		
4	Nguyen Thi Phuc An	No	No	Wife	CCCCD			0	0	27/04/2021		
5	Nguyen An Nhi	No	No	Child	CCCCD			0	0	27/04/2021		

6	Nguyen Gia Linh	No	No	Child	CCCD		0	0	27/04/2021		
7	Nguyen Trang Linh	No	No	Child	CCCD		0	0	27/04/2021		
8	Nguyen Thi Tra My	Không	No	Sister			0	0	27/04/2021		
9	Doan Ngoc Cuong	003C005161	No	Brother in law			389.800	4.87%	27/04/2021		
10	Tran Nam Phuong	008C105879	Vice Chairman of Board of Directors		CCCD		1.410.000	17.625%	27/04/2021	26/04/2024	Representative of State Capital Dismissal
11	Tran Thanh Chuong	No	No	Father	CMND		0	0	27/04/2021	26/04/2024	
12	Nguyen Xuan Sau	No	No	Mother	CMND		0	0	27/04/2021	26/04/2024	
13	Pham Ngoc Minh	-	No	Father in law	-		-	-	-	-	Die
14	Nguyen Ngoc Dung	No	No	Mother in law	CCCD		0	0	27/04/2021	26/04/2024	
15	Pham Thuy Nga	009C008899	Không	Wife	CMND		0	0	27/04/2021	26/04/2024	
15	Tran Nam Son	No	No	Child	CCCD		0	0	27/04/2021	26/04/2024	

16	Tran Ngoc Mai	No	No	No	Child	CCCCD			0	0	27/04/2021	26/04/2024	
17	Tran Thanh Phuong	No	No	No	Brother	CMND			0	0	27/04/2021	26/04/2024	
18	Tran Cam Van	009C036259	No	No	Younger brother	CMND			0	0	27/04/2021	26/04/2024	
19	Tran Thi Thu Ha	No	No	No	Sister in law	CCCCD			0	0	27/04/2021	26/04/2024	
20	Nguyen Tuan Anh	No	No	No	Brother in law				0	0	27/04/2021	26/04/2024	
21	Nguyen Duy Nghiem	6636666			Vice Chairman of Board of Directors	CCCCD			1.441.000	17.63 %	26/04/2024		Representative of State Capital Appoint
22	Nguyen Duy Chinh	No	No	No	Father	CCCCD			0	0	26/04/2024		
23	Nguyen Thi Ngan	No	No	No	Mother	CCCCD			0	0	26/04/2024		
24	Nguyen Thanh Bach	No	No	No	Younger brother	CCCCD			0	0	26/04/2024		
25	To Thi Nhu Thuan	No	No	No	Wife	CCCCD			0	0	26/04/2024		
26	Nguyen Duy Duc	No	No	No	Child	CCCCD			0	0	26/04/2024		

27	Nguyen Nhat Nam	No	No	No	Child	CCCCD				0	0	26/04/2024		
28	To Luan	No	No	No	Father in law	CCCCD				0	0	26/04/2024		
29	Cao Thi Ve	No	No	No	Mother in law	CCCCD				0	0	26/04/2024		
30	To Thanh Lam	No	No	No	Brother in law	CCCCD				0	0	26/04/2024		Not provided
31	To Van Long	No	No	No	Brother in law	CCCCD				0	0	26/04/2024		Not provided
32	To Van Tuong	No	No	No	Brother in law	CCCCD				-	-	-		Die
33	To Thi Dan	No	No	No	Sister in law	CCCCD				0	0	26/04/2024		
34	Dinh Tien Vinh	001C102330	Member of the BoDs			CCCCD				800.036	10%	27/04/2021		Individual owners: 36; State capital representatives: 800,000

35	Dinh Tien Vinh	No	No	Father	CCCD				0	0	27/04/2021		
36	Vu Thi Khoat	No	No	Mother	CCCD				0	0	27/04/2021		
37	Tran Xuan Tru	No	No	Father in law	CCCD				0	0	27/04/2021		
38	Nguyen Thi La	No	No	Mother in law	CMND				0	0	27/04/2021		Do not provide information to change citizen identification
39	Tran Le Phuong	No	No	Wife	CCCD				0	0	27/04/2021		
40	Dinh Quang Minh	No	No	Child	CCCD				0	0	27/04/2021		
41	Dinh Trang Linh	No	No	Child	CMND				0	0	27/04/2021		Do not provide information to change citizen identification
42	Dinh Tien Sinh	No	No	Brother	CMND				2.000	0.03%	27/04/2021		Do not provide information



51	Phung Thi Phuong Thao	No	No	Wife	CCCCD			0	0	27/04/2021		
52	Nguyen Thanh Phuc	No	No	Child	CCCCD			0	0	27/04/2021		
53	Nguyen Thanh Long	No	No	Child	CCCCD			0	0	27/04/2021		
54	Nguyen Thi Lan Huong	No	No	Sister	CCCCD			0	0	27/04/2021		
55	Nguyen Thi Phuc An	No	No	Sister	CCCCD			0	0	27/04/2021		
56	Trinh Hoang Ha	No	No	Brother in law	CCCCD			0	0	27/04/2021		
57	Nguyen Hoai Nam	823268	Chairman of the BoDs	Brother in law	CCCCD			322.910	4.04%	27/04/2021		
58	Hacisco 1 Company Limited	No	No	Insider is Company Director	Giấy ĐKKD			0	0	01/02/2024		
59	Hacisco 8 Company Limited	No	No	Insider is Company Chairman	Giấy ĐKKD			0	0	26/07/2021		
60	Pham Tran Tho		<b>Independent Board Member</b>		CCCCD			0	0	27/04/2021		
61	Vu Thi Lan Anh	No	No	Wife	CCCCD			0	0	27/04/2021		

62	Pham Thi Hanh Duong	No	No	Sister				0	0	27/04/2021		
63	Pham Minh Tuan	No	No	Brother	CCCD			0	0	27/04/2021		
64	Pham Truong Thang	No	No	Brother	CCCD			0	0	27/04/2021		
65	Le Hong Hai	No	No	Brother in law				0	0	27/04/2021		
66	Nguyen Thi Kim Lien	No	No	Sister in law	CCCD			0	0	27/04/2021		
67	Nguyen Thuy Nhung	No	No	Sister in law	CMND			0	0	27/04/2021		
68	Pham Anh Thu	No	No	Child				0	0	27/04/2021		No ID card yet
69	Pham Thuy Anh	No	No	Child				0	0	27/04/2021		No ID card yet
70	Connect Media and Entertainment Joint Stock Company	No	No	Related organizations	Giấy ĐKKD			0	0	27/04/2021		
71	Luu Thu Thanh		<b>Head of BoSs</b>		CCCD			0	0	27/04/2021	26/04/2024	Dismissal
72	La Van Hoa	No	No	Husband	CMND			0	0	27/04/2021	26/04/2024	

73	La Van Hop	No	No	Child	CCCCD			0	0	27/04/2021	26/04/2024	
74	Lã Yên Vy	No	No	Child	CCCCD			0	0	27/04/2021	26/04/2024	
75	Luu Dinh Chi	No	No	Father	CCCCD			0	0	27/04/2021	26/04/2024	
76	Chu Thi Hoe	No	No	Mother	CCCCD			0	0	27/04/2021	26/04/2024	
77	La Van Ve	No	No	Father in law	CCCCD			0	0	27/04/2021	26/04/2024	
78	Luu Thu Phuong	No	No	Sister	CCCCD			0	0	27/04/2021	26/04/2024	
79	Nguyen Dang Lam	No	No	Brother in law	CMND			0	0	27/04/2021	26/04/2024	
80	Luu Thanh Tan	No	No	Brother	CMND			0	0	27/04/2021	26/04/2024	
81	Tran Quy Hai	No	No	Brother in law	CCCCD			0	0	27/04/2021	26/04/2024	
82	Luu Thi Kim Tien	No	No	Sister	CCCCD			0	0	27/04/2021	26/04/2024	
83	Nguyen Song Toan	No	No	Brother in law	CCCCD			0	0	27/04/2021	26/04/2024	
84	<b>Pham Dinh Thang</b>			<b>Head of BoSs</b>	<b>CCCCD</b>			<b>0</b>	<b>0</b>	<b>26/04/2024</b>		
85	Pham Dinh Khuong	No	No	Father	CCCCD			0	0	26/04/2024		

86	Nguyen Thi Thanh	No	No	Mother	CCCC			0	0	26/04/2024		
87	Pham Thi Thanh Xuan	No	No	Sister	CCCC			0	0	26/04/2024		
88	Pham Thi Thanh Mai	No	No	Sister	CCCC			0	0	26/04/2024		
89	Pham Chi Hoa	No	No	Brother	CCCC			0	0	26/04/2024		
90	Pham Dinh Duong	No	No	Child	CCCC			0	0	26/04/2024		
91	Pham Quang Hung	No	No	Child	CCCC			0	0	26/04/2024		
92	Nguyen Van Nhan	No	No	Brother in law	-			-	-	-		Die
93	Tran Ngoc Chien	No	No	Brother in law	CCCC			0	0	26/04/2024		
94	Do Thi Lan	No	No	Sister in law	CCCC			0	0	26/04/2024		
95	<b>Pham Thi Thanh Lan</b>		<b>Member of the BoSs</b>		<b>CCCC</b>			<b>0</b>	<b>0</b>	<b>27/04/2021</b>		
96	Pham Minh Giang	No	No	Husband	CCCC			0	0	27/04/2021		
97	Pham Manh Tuong	No	No	Father	-			-	-	-		Die
98	Phan Thi Ne	No	No	Mother in law	-			-	-	-		Die

99	Pham Vu Ha Thanh	No	No	No	Child	CCCCD				0	0	27/04/2021		
100	Pham Thi Minh Ngoc	No	No	No	Child	CCCCD				0	0	27/04/2021		
101	Pham Vu Tuan Phong	No	No	No	Child	CCCCD				0	0	27/04/2021		
102	Do Trong Hieu	No	No	No	Child	CCCCD				0	0	27/04/2021		
103	Pham Manh Tien	No	No	No	Brother	CCCCD				0	0	27/04/2021		
104	Ngo Thi Tuyet	No	No	No	Sister in law	CCCCD				0	0	27/04/2021		
105	Pham Truong Son	No	No	No	Brother	CCCCD				0	0	27/04/2021		
106	Tran Thi Oanh	No	No	No	Sister in law	CCCCD				0	0	27/04/2021		
107	<b>Pham Thi Lan</b>				<b>Member of the BoSs</b>	<b>CCCCD</b>				<b>0</b>	<b>0</b>	<b>27/04/2021</b>	<b>26/04/2024</b>	<b>Dismissal</b>
108	Nguyen Huong Quyet	No	No	No	Husband	CCCCD				0	0	27/04/2021	26/04/2024	
109	Nguyen Huong Dat	No	No	No	Child	CMND				0	0	27/04/2021	26/04/2024	
110	Nguyen Thi Phuong Thao	No	No	No	Child	CMND				0	0	27/04/2021	26/04/2024	
111	Pham Huy Nhan	No	No	No	Father	CMND				0	0	27/04/2021	26/04/2024	

112	Nguyen Huong Quyen	No	No	Father in law	CCCD			0	0	27/04/2021	26/04/2024	
113	Nguyen Thi Chia	No	No	Mother in law	CCCD			0	0	27/04/2021	26/04/2024	
114	Pham Thi Giang	No	No	Sister	CMND			0	0	27/04/2021	26/04/2024	
115	Pham Thi Hang	No	No	Sister	CCCD			0	0	27/04/2021	26/04/2024	
116	Pham Duy Nam	No	No	Brother	CCCD			0	0	27/04/2021	26/04/2024	
117	Dang Van Cuong	No	No	Brother in law	CMND			0	0	27/04/2021	26/04/2024	
118	Le Minh Tuan	No	No	Brother in law	CMND			0	0	27/04/2021	26/04/2024	
119	Hoang Thi Huyen	No	No	Sister in law	CMND			0	0	27/04/2021	26/04/2024	
120	<b>Phan Thi Lan Huong</b>			<b>Member of the BoSs</b>	<b>CCCD</b>			<b>0</b>	<b>0</b>	<b>26/04/2024</b>		
121	Phan Van To	No	No	Father	CCCD			0	0	26/04/2024		
122	Cao Thi Hoan	No	No	Mother	CCCD			0	0	26/04/2024		
123	Phan Anh	No	No	Brother	CCCD			0	0	26/04/2024		Unable to provide ID card



132	Pham Tuan Dung	No	No	Brother	CCCD			0	0	11/11/2024		
133	Doan Thi Thu Phuong	No	No	Sister in law	CCCD			0	0	11/11/2024		
134	Mai Nhat Linh	No	No	Con	-			0	0	11/11/2024		No ID card yet
135	<b>Pham Kim Son</b>	105C416363/058C033413	<b>General Director</b>	<b>General Director</b>	<b>CCCD</b>			<b>0</b>	<b>0</b>	<b>01/07/2023</b>	<b>17/09/2024</b>	<b>Dismissal</b>
136	Pham Cong Viet	No	No	Father	-			-	-	-	-	Đã mất
137	Nguyen Thi Tien	No	No	Mother	-			-	-	-	-	Đã mất
138	Nguyen Van Hoach	No	No	Father in law	-			-	-	-	-	Đã mất
139	Do Thi Muoi	No	No	Mother in law	-			-	-	-	-	Đã mất
140	Nguyen Thi Bich Thuy	069C033222	No	Wife	CCCD			0	0	01/07/2023	17/09/2024	
141	Pham Thuy Tien	No	No	Child	CCCD			0	0	01/07/2023	17/09/2024	
142	Pham Viet Hoang	No	No	Child	CCCD			0	0	01/07/2023	17/09/2024	
143	Pham Cong Dan	No	No	Brother	CCCD			0	0	01/07/2023	17/09/2024	

144	Nguyen Phuong Mai	No	No	Sister in law	CCCD		0	0	01/07/2023	17/09/2024	
145	Pham Mai Huong	No	No	Sister	CCCD		0	0	01/07/2023	17/09/2024	
146	Nguyen Tat Thang	028C102292	No	Brother in law	CCCD		0	0	01/07/2023	17/09/2024	
147	Hacisco I Company Limited	No	No	Insider is Chairman of the Company	Giấy ĐKKD		0	0	01/07/2023	17/09/2024	
148	<b>Tuong Tuan Long</b>			<b>Deputy General Manager</b>	<b>CCCD</b>		<b>0</b>	<b>0</b>	<b>27/04/2021</b>	<b>20/10/2024</b>	<b>Dismissal</b>
149	Tuong Duy Thinh	No	No	Father	-		-	-	-	-	Die
150	Chu Thi Sau	No	No	Mother	CMND		0	0	27/04/2021	20/10/2024	
151	Tuong Khoi Nguyen	No	No	Child	CCCD		0	0	27/04/2021	20/10/2024	
152	Tuong Thi Van Ha	No	No	Sister	CCCD		0	0	27/04/2021	20/10/2024	
153	Nguyen Thai Trieu	No	No	Brother in law	CMND		0	0	27/04/2021	20/10/2024	
154	Tuong Thi Van Huong	No	No	Sister	CCCD		0	0	27/04/2021	20/10/2024	

155	Vu Le Tung	No	No	Brother in law	CCCD			0	0	27/04/2021	20/10/2024	
156	Hacisco 8 Company Limited	No	No	Insider is Director of the Company	Giấy ĐKKD			0	0	27/04/2021	20/10/2024	
157	<b>Pham Quang Dung</b>			<b>Deputy General Manager</b>	<b>CCCD</b>			<b>0</b>	<b>0</b>	<b>15/01/2024</b>	<b>20/10/2024</b>	<b>Dismissal</b>
158	Nguyen Thi Hong Trang	No	No	Wife	CMND			0	0	15/01/2024	20/10/2024	
159	Pham Nguyen Huong Khanh	No	No	Child	CCCD			0	0	15/01/2024	20/10/2024	
160	Pham Quang Vinh	No	No	Father	CMND			0	0	15/01/2024	20/10/2024	
161	Nguyen Thi Cam	No	No	Mother	CMND			0	0	15/01/2024	20/10/2024	
162	Pham Thi Huyen	No	No	Sister	CCCD			0	0	15/01/2024	20/10/2024	
163	Nguyen Quy Thu	No	No	Brother in law	CCCD			0	0	15/01/2024	20/10/2024	
164	Pham Quang Dong	No	No	Brother	CMND			0	0	15/01/2024	20/10/2024	
165	Phan Thanh Ha	No	No	Sister in law	CCCD			0	0	15/01/2024	20/10/2024	

166	Pham Thi Phuong	No	No	Sister	CMND			0	0	15/01/2024	20/10/2024	
167	Pham Thi Cay	No	No	Mother in law	CMND			0	0	15/01/2024	20/10/2024	
168	<b>Trần Văn Long</b>			<b>General Director</b>	<b>CCCD</b>					<b>17/09/2024</b>		<b>Appoint</b>
169	Tran Van Lang	No	No	Father	CCCD			0	0	17/09/2024		Not yet ID card
170	Nguyen Thi Oanh	No	No	Mother	CCCD			0	0	17/09/2024		
171	Nguyen The Nang	No	No	Father in law	CCCD			0	0	17/09/2024		
172	Nguyen Thi Hang	No	No	Mother in law	CCCD			0	0	17/09/2024		
173	Nguyen Thi Nguyet Nga	No	No	Wife	CCCD			0	0	17/09/2024		
174	Tran Thuy Linh	No	No	Child	CCCD			0	0	17/09/2024		
175	Tran Tuan Khai	No	No	Child	CCCD			0	0	17/09/2024		
176	Tran Van Dan	No	No	Brother	CCCD			0	0	17/09/2024		
177	Landcom Investment Joint Stock Company	No	No	Chairman of the Board	Giấy ĐKKD					17/09/2024		

178	Industrial Construction and Production Joint Stock Company	No	No	Director	Giấy ĐKKD					17/09/2024		
179	Dang Ngoc Dung		Chief Accountant - Authorized Person to Disclose Information		CCCD		0	0	0	06/01/2023	11/11/2024	Dismissal
180	Dang Hoan	No	No	Father	CCCD		0	0	0	06/01/2023	11/11/2024	
181	Le Thi Kim	No	No	Mother	CCCD		0	0	0	06/01/2023	11/11/2024	
182	Phung Luan	No	No	Father in law	CCCD		0	0	0	06/01/2023	11/11/2024	
183	Dang Thi Kim Thin	No	No	Mother in law	-		-	-	-	-	-	Die
184	Phung Thai Long	No	No	Husband	CCCD		0	0	0	06/01/2023	11/11/2024	
185	Phung Viet Tuan Nghia	No	No	Child	CCCD		0	0	0	06/01/2023	11/11/2024	
186	Phung Ngoc Phuong Uyen	No	No	Child	CCCD		0	0	0	06/01/2023	11/11/2024	

187	Ha Thu Nga	001C1022 34	Secretary of the Board of Directors, Corporate Administrator	CCCD			91,370	1.142 %	27/04/2021	11/11/2024	Dismiss al
188	Ha Xuan Tao	No	No Father	CMND			0	0	27/04/2021	11/11/2024	
189	Ha Thi Thuy Oanh	No	No Sister	CMND			0	0	27/04/2021	11/11/2024	
190	Ha Thi Nguyet	No	No Sister	CMND			0	0	27/04/2021	11/11/2024	
191	Ha Xuan Hoang	No	No Brother	CMND			0	0	27/04/2021	11/11/2024	
192	Do Minh Hung	No	No Husband	CMND			0	0	27/04/2021	11/11/2024	
193	Do Quynh Anh	No	No Child	CMND			0	0	27/04/2021	11/11/2024	
194	Do Viet Duy	No	No Child	CCCD			0	0	27/04/2021	11/11/2024	
195	Tran Van Trung	No	No Brother in law	CCCD			0	0	27/04/2021	11/11/2024	
196	Nguyen Manh Tuan	No	No Brother in law	CCCD			0	0	27/04/2021	11/11/2024	
197	Truong Thi Ha	No	No Sister in law	CCCD			0	0	27/04/2021	11/11/2024	
198	Nguyen Thi Chuc	No	No Mother in law	CMND			0	0	27/04/2021	11/11/2024	

199	Pham Thi Cam Anh				Chief Accountant	CCCCD			0	0	11/11/2024	Appoint
200	Pham Anh Tai	No	No	Father	CCCCD			0	0	0	11/11/2024	
201	Vu Thi Cam	No	No	Mother	CCCCD			0	0	0	11/11/2024	
202	Do Khao Trang	No	No	Mother in law	CCCCD			0	0	0	11/11/2024	
203	Cao Tien Lam Giang	No	No	Husband	CCCCD			0	0	0	11/11/2024	
204	Cao Thi Dieu My	No	No	Child	CCCCD			0	0	0	11/11/2024	
205	Cao Tien Khoi Nguyen	No	No	Child	CCCCD			0	0	0	11/11/2024	
206	Pham Anh Dung	No	No	Brother	CCCCD			0	0	0	11/11/2024	
207	Vu Thi Hong Hanh	No	No	Sister in law	CCCCD			0	0	0	11/11/2024	
208	Pham Thi Cam Dung	No	No	Sister	CCCCD			0	0	0	11/11/2024	
209	Doan Hai Bang	No	No	Brother in law	CCCCD			0	0	0	11/11/2024	

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

No	Transaction Executor	Relationship with internal stakeholders	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increase or decrease (buying, selling, conversion, rewards...)
			Number of shares	Rate	Number of shares	Rate	
1	Mr. Ngoc Cuong, Doan	Brother in law Mr. Hoai Nam, Nguyen – Chairman of the BoDs	387.400	4.84%	387.700	4.85%	Buying

VIII. Other significant issues: No

*Recipients:*

- SSC, HOSE (to report);
- BoDs (to save)

CHAIRMAN OF THE BOARD OF DIRECTORS

(Sign, fullname and seal)



Nguyen Hoai Nam

