

No: *M* /Hanoi Re-HDQT

Hanoi, January *20* 2025

## REPORT ON CORPORATE GOVERNANCE ANNUAL 2024

To: - The State Securities Commission  
- Hanoi Stock Exchange

- Name of Company: **Hanoi Reinsurance Joint Stock Corporation**
- Address of Head office: 25th Floor, PVI Building, Lot VP2, Yen Hoa Residential and Public Works Area, Pham Van Bach Street, Yen Hoa Ward, Cau Giay District, Hanoi City.
- Telephone: 024 3734 2828 Fax: 024 3734 2626
- Email: [contact@hanoire.com](mailto:contact@hanoire.com)
- Chartered Capital: VND 1,044,000,000,000 (One thousand forty-four billion Vietnam Dong)
- Stock symbol (HNX): PRE
- Governance model: General Shareholder Meeting, Board of Directors, The General Director/Director and an Audit Committee under the Board of Directors.
- The implementation of internal audit: Implemented

### I. Activities of the General Shareholder Meeting

Information on meetings and resolutions/ decisions of the General Shareholder Meeting (GMS) (including the resolutions of the General Shareholder Meeting adopted in the form of written comments):

| No. | Resolution/Decision No. | Date       | Content   |
|-----|-------------------------|------------|---|
| 1   | 01/2024/NQ-ĐHĐCĐ        | 23/04/2024 | <p>Resolution of the Annual General Meeting of Shareholders 2024:</p> <ul style="list-style-type: none"><li>- Approval of the business results report for 2023 and the business plan for 2024.</li><li>- Approval of the report on the activities of the Board of Directors (BOD) in 2023; directions and operational plan of the BOD for 2024.</li><li>- Approval of the audited financial report for 2023 by Deloitte Vietnam LLC.</li><li>- Approval of the profit distribution plan for 2023 and the profit distribution plan for 2024.</li><li>- Approval of the plan for selecting an independent audit firm to audit Hanoi Re's financial statements</li></ul> |

| No. | Resolution/Decision No. | Date | Content  |
|-----|-------------------------|------|--|
|     |                         |      | <p>for 2024.</p> <ul style="list-style-type: none"> <li>- Approval of the plan for the remuneration of the BOD in 2023 and the estimated remuneration for the BOD in 2024.</li> <li>- Approval of the report on the use of capital after increasing the charter capital to VND 1,044 billion.</li> <li>- Approval of amendments and supplements to the internal regulations on corporate governance and the operating regulations of the Board of Directors.</li> <li>- Approval of the report from the independent member of the Board of Directors.</li> </ul> |

## II. Board of Directors

### 1. Information about the members of the Board of Directors and Meetings of the Board of Directors

| No. | Member of the BOD         | Position   | The date of becoming/No longer member of the BOD |                |
|-----|---------------------------|--|--|----------------|
|     |                           |  | Appointment date                                 | Dismissal date |
| 1   | Phung Tuan Kien           | Chairman of BOD  | 24/06/2022                                       |                |
| 2   | Duong Thanh Danh Francois | Vice chairman  | 24/06/2022                                       |                |
| 3   | Nguyen Phuc Anh           | Member of the BOD                                      | 24/06/2022                                       |                |
| 4   | Trinh Van Luong           | Independent member and Chairman of the Audit committee | 28/05/2021                                       |                |
| 5   | Tran Duy Cuong            | Member of the BOD                                      | 27/10/2021                                       |                |

### 2. Meetings of the Board of Directors

| No. | Member of the BOD         | Number of meeting attendance | Attendance rate | Reasons for absence |
|-----|---------------------------|------------------------------|-----------------|---------------------|
| 1   | Phung Tuan Kien           | 4                            | 100%            |                     |
| 2   | Duong Thanh Danh Francois | 4                            | 100%            |                     |
| 3   | Nguyen Phuc Anh           | 4                            | 100%            |                     |
| 4   | Trinh Van Luong           | 4                            | 100%            |                     |
| 5   | Tran Duy Cuong            | 4                            | 100%            |                     |

### 3. Supervision by the BOD over the Board of Management

In 2024, the Board of Directors of Hanoi Re closely supervised the activities of the Board of Management (BOM), promptly providing directives to support the BOM in managing business operations effectively and in compliance with the law, Hanoi Re's charter, as well as the

Resolutions of the General Meeting of Shareholders and the Resolutions of the BOD. Specific activities included the following:

- The BOD successfully organized the 2024 Annual General Meeting of Shareholders, during which, in addition to approving the annual periodic reports, the GMS approved several significant matters, including: Approval of the report on the utilization of capital following the increase to VND 1,044 billion; Approval of amendments and supplements to the Internal Regulations on Corporate Governance and the Operational Regulations of the Board of Directors.
- In 2024, the BOD held four meetings of the Board of Directors on the date of 22/03/2024, 28/06/2024, 30/09/2024 and 14/11/2024. These meetings frequently included the participation of members of the Executive Board and the Audit Committee, allowing all parties to stay updated on the company's situation and provide feedback for the BOD to consider before issuing Resolutions and Decisions. The BOD issued a total of 40 Resolutions in 2024, 18 of which were approved through written consultation with BOD members. These Resolutions were issued to fulfill the BOD's role in providing direction, guidance, and oversight of the company's activities.
- The Board of Directors also regularly attended management meetings and periodic reports from the Executive Board to stay informed and provide timely directives on business operations as well as the company's financial situation.
- The Board of Directors has directed and promoted activities to enhance the effectiveness of the corporate governance system, build and improve internal regulations, focusing primarily on the following key areas:
  - + Issued the 2024 Risk Appetite Statement of Hanoi Re.
  - + Issued amendments and supplements to the Investment Regulations, Internal Corporate Governance Regulations, Board of Directors' Operational Regulations, Information Disclosure Regulations, and the 1<sup>st</sup> revised Internal Audit Process.
- The Board of Directors directed the company to exceed its business targets for 2024, both in terms of revenue and profit.

4. Activities of the subcommittees under the Board of Directors: Nil

5. Resolutions/Decisions of the Board of Directors:

| No. | Resolution/Decision No. | Date       | Content  |
|-----|-------------------------|------------|--|
| I   | Resolution              |            |  |
| 1   | 01/NQ-Hanoi Re          | 19/01/2024 | Resolution on approving the transaction policy between Hanoi Re and related persons                |
| 2   | 02/NQ-Hanoi Re          | 25/01/2024 | Resolution on investment delegation activities in 2024   |
| 3   | 03/NQ-Hanoi Re          | 25/01/2024 | Resolution on the implementation of bond investment delegation                                     |
| 4   | 04/NQ-Hanoi Re          | 06/02/2024 | Resolution on approving the allocation of additional salary from the remaining salary fund of 2023 |

| No. | Resolution/Decision No. | Date       | Content   |
|-----|-------------------------|------------|---|
| I   | Resolution              |            |   |
| 5   | 05/NQ-Hanoi Re          | 06/02/2024 | Resolution on the issuance of Investment Regulations  |
| 6   | 06/NQ-Hanoi Re          | 06/02/2024 | Resolution on the issuance of the List and limits for qualified credit institutions to invest in deposits during the period 2024-2025                   |
| 7   | 07/NQ-Hanoi Re          | 06/02/2024 | Resolution on issuing a list of securities companies authorized to execute trading of buying and selling bonds with repurchase commitment with Hanoi Re |
| 8   | 08/NQ-Hanoi Re          | 26/02/2024 | Resolution on approving additional salary for exceeding the profit plan for the 2023  |
| 9   | 09/NQ-Hanoi Re          | 26/02/2024 | Resolution on convening the Annual General Meeting of Shareholders in 2024  |
| 10  | 10/NQ-Hanoi Re          | 12/03/2024 | Resolution on mobilizing short-term capital from banks  |
| 11  | 11/NQ-Hanoi Re          | 14/03/2024 | Resolution on changing the authorized representative for the capital contribution of Hanoi Re at PVI Opportunity Fund and PVI Infrastructure Fund       |
| 12  | 12/NQ-Hanoi Re          | 22/03/2024 | Resolution on the approval of the documents presented at the 2024 Annual General Meeting of Shareholders of Hanoi Re                                    |
| 13  | 13/NQ-Hanoi Re          | 22/03/2024 | Resolution on the issuance of Hanoi Re's Risk Appetite Statement for 2024   |
| 14  | 14/NQ-Hanoi Re          | 26/03/2024 | Resolution on the implementation of the investment delegation   |
| 15  | 15/NQ-Hanoi Re          | 17/06/2024 | Resolution on extension of bond holding period  |
| 16  | 16/NQ-Hanoi Re          | 21/06/2024 | Resolution on the acceptance and appointment of personnel   |
| 17  | 17/NQ-Hanoi Re          | 21/06/2024 | Resolution on the salary arrangement for personnel  |
| 18  | 18/NQ-Hanoi Re          | 04/07/2024 | Resolution on the payment of remaining dividends for 2023   |
| 19  | 19/NQ-Hanoi Re          | 04/07/2024 | Resolution on the re-appointment of the position of Deputy Chief Executive Officer  |
| 20  | 20/NQ-Hanoi Re          | 04/07/2024 | Resolution on the policy of acquiring deposit contracts   |
| 21  | 21/NQ-Hanoi Re          | 04/07/2024 | Resolution of the 2 <sup>nd</sup> Hanoi Re Board of Directors Meeting in 2024   |
| 22  | 22/NQ-Hanoi Re          | 04/07/2024 | Resolution on the issuance of the list of banks approved for Hanoi Re's deposit investments   |
| 23  | 23/NQ-Hanoi Re          | 04/07/2024 | Resolution on the issuance of the Information Disclosure Regulation   |



| No.       | Resolution/Decision No. | Date       | Content   |
|-----------|-------------------------|------------|---|
| <b>I</b>  | <b>Resolution</b>       |            |   |
| 24        | 24/NQ-Hanoi Re          | 04/07/2024 | Resolution on the Issuance of the 1 <sup>st</sup> amendment to the Internal audit procedure |
| 25        | 25/NQ-Hanoi Re          | 29/07/2024 | Resolution on the implementation of bond investment   |
| 26        | 26/NQ-Hanoi Re          | 30/09/2024 | Resolution of the 3 <sup>rd</sup> Hanoi Re Board of Directors Meeting in 2024               |
| 27        | 27/NQ-Hanoi Re          | 30/09/2024 | Resolution on position salary adjustment  |
| 28        | 28/NQ-Hanoi Re          | 30/09/2024 | Resolution on position salary adjustment  |
| 29        | 29/NQ-Hanoi Re          | 30/09/2024 | Resolution on position salary adjustment  |
| 30        | 30/NQ-Hanoi Re          | 30/09/2024 | Resolution on position salary adjustment  |
| 31        | 31/NQ-Hanoi Re          | 30/09/2024 | Resolution on position salary adjustment  |
| 32        | 32/NQ-Hanoi Re          | 18/10/2024 | Resolution on mobilizing short-term capital from banks                                      |
| 33        | 33/NQ-Hanoi Re          | 12/11/2024 | Resolution on paying the first dividend advance for 2024                                    |
| 34        | 34/NQ-Hanoi Re          | 14/11/2024 | Resolution on the 4th Board of Directors Meeting in 2024                                    |
| 35        | 35/NQ-Hanoi Re          | 03/12/2024 | Resolution on the Internal Audit Activity Plan for 2025                                     |
| 36        | 36/NQ-Hanoi Re          | 03/12/2024 | Resolution on the 4th Board of Directors Meeting in 2024                                    |
| 37        | 37/NQ-Hanoi Re          | 03/12/2024 | Resolution on Temporarily Assigning the Business Management Targets for 2025                |
| 38        | 38/NQ-Hanoi Re          | 03/12/2024 | Resolution on staff affairs   |
| 39        | 39/NQ-Hanoi Re          | 20/12/2024 | Resolution on position salary adjustment  |
| 40        | 40/NQ-Hanoi Re          | 30/12/2024 | Resolution on implementing bond investments   |
| <b>II</b> | <b>Decisions</b>        |            |   |
| 1         | 56/QĐ-Hanoi Re          | 23/04/2024 | Decision on Issuing the Internal Regulations on Corporate Governance                        |
| 2         | 57/QĐ-Hanoi Re          | 23/04/2024 | Decision on Issuing the Operating Regulations of the Board of Directors                     |

### III. Audit Committee

#### 1. Information about the members of the Audit Committee:

| No. | Member of the Audit Committee | Position                        | The date of becoming member of the Audit Committee | Qualifications       |
|-----|-------------------------------|---------------------------------|--|----------------------|
| 1   | Trinh Van Luong               | Chairman of the Audit Committee | 28/06/2021   | Bachelor of Finance  |
| 2   | Tran Duy Cuong                | Member of the Audit Committee   | 28/06/2021   | Master of Accounting |

2. Number of the meetings of the Audit Committee: 04
3. Oversight activities of the Audit Committee over the Board of Directors, Executive Board, and shareholders:

In 2024, the Audit Committee/Board of Supervisors conducted 4 inspection and oversight reports. The main contents of these reports focused on the business operations, financial situation, and the performance of management and executive duties by the Board of Directors and the Executive Board. These reports were presented and discussed at the Board of Directors' meetings.

4. Cooperation between the Audit Committee and the Board of Directors, Board of Management, and other administrative personnel:

The Board of Directors and the General Director support and facilitate the Audit Committee/Board of Supervisors in performing its functions effectively. The Audit Committee/Board of Supervisors receives all necessary documents and attends the Board of Directors' meetings. The opinions of the Audit Committee/Board of Supervisors sent to the Board of Directors and the General Director are communicated fully and promptly.

5. Other activities of the Audit Committee (If any): Nil

#### IV. Board of Management

| No. | Member of BOM    | Date of birth | Qualification                             | Appointment/Dismissal date of the member of BOM |
|-----|------------------|---------------|---|---|
| 1   | Trinh Anh Tuan   | 26/02/1981    | Bachelor of Insurance Economic            | Reappointed on 15/09/2023                       |
| 2   | Le Thi Thuy      | 19/05/1973    | Master of International Trade and Finance | Reappointed on 24/08/2024                       |
| 3   | Nguyen Hong Long | 29/09/1976    | Master of Business Administration (MBA)   | Reappointed on 24/08/2024                       |
| 4   | Nguyen Anh Hung  | 06/12/1976    | Electrical and Electronics Engineer       | Reappointed on 15/09/2023                       |

#### V. Chief Accountant

| STT | Full name     | Date of birth | Qualification          | Date of Appointment/Dismissal |
|-----|---------------|---------------|------------------------|-------------------------------|
| 1   | Ngo Thanh Hai | 09/08/1986    | Bachelor of Accounting | Reappointed on 15/09/2023     |

#### VI. Corporate governance training

Training courses on corporate governance attended by the members of the Board of Directors, members of the Audit Committee, the CEO, other administrative personnel, and the company secretary according to corporate governance regulations:

Training activities related to governance have always been emphasized by Hanoi Re to enhance corporate governance effectiveness. In 2024, members of the Board of Directors, Audit Committee and the Board of Management participated in several online corporate governance training courses and workshops to update on new legal regulations.

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

**1. List of affiliated persons of the company:**

*See attached document: Appendix 1*

**2. Transaction between the company and its affiliated person or between its major shareholders**

*See attached document: Appendix 2*

**3. Transaction between internal person of the company and company's subsidiaries, or the company in which the company takes controlling power: Nil.**

**4. Transactions between the company and other entities:**

**4.1. Transactions between the company and the company that its members of the BOD, the SB, the BOM, Directors (CEO) has been a founding member or BOD members, Director (CEO) in three (03) years (calculated at the time of reporting):** *See attached document: Appendix 2*

**4.2. Transactions between the company and the company that its affiliated persons with members of BOD, SB, Director (CEO) and other managers as a member of BOD, Director (CEO): Nil**

**4.3. Other transactions of the company (if any) may bring material or non – material benefits for members of the BOD, members of the SB, Director (CEO) and other managers:** *Nil.*

**VIII. Stock share transactions of internal persons and their affiliated persons.**

**1. List of internal persons and their affiliated persons**

*See attached document: Appendix 3*

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

**IX. Other significant issues: Nil.**

**CHAIRMAN OF THE BOARD OF DIRECTORS**



**Phung Tuan Kien**

**Appendix 1: List of affiliated persons of the company**

| No. | Name of organization/<br>individual | Stock trading<br>account<br>(If any) | Position in the<br>company (if<br>any)                 | NSH No. | NSH date of<br>issue | NSH place of<br>issue | Address | Time of<br>starting<br>to be<br>affiliated<br>person | Time of<br>ending to<br>be<br>affiliated<br>person | Reasons | Relationship with<br>the<br>Company                    |
|-----|-------------------------------------|--------------------------------------|--|---------|----------------------|-----------------------|---------|--|--|---------|--|
| 1   | Phung Tuan Kien                     |                                      | Chairman of BOD  |         |                      |                       |         |  |  |         | Chairman of BOD  |
| 2   | Duong Thanh Danh Francois           |                                      | Vice Chairman of BOD                                   |         |                      |                       |         |  |  |         | Vice Chairman of BOD                                   |
| 3   | Nguyen Phuc Anh                     |                                      | Member of BOD  |         |                      |                       |         |  |  |         | Member of BOD  |
| 4   | Trinh Van Luong                     |                                      | Independent member and Chairman of the Audit committee |         |                      |                       |         |  |  |         | Independent member and Chairman of the Audit committee |
| 5   | Tran Duy Cuong                      |                                      | Member of BOD and member of Audit Committee            |         |                      |                       |         |  |  |         | Member of BOD and member of Audit Committee            |



| No. | Name of organization/<br>individual | Stock trading<br>account<br>(If any) | Position in the<br>company (if<br>any) | NSH No. | NSH date of<br>issue | NSH place of<br>issue | Address | Time of<br>starting<br>to be<br>affiliated<br>person | Time of<br>ending to<br>be<br>affiliated<br>person | Rea-<br>sons | Relation-<br>ship with<br>the<br>Company |
|-----|-------------------------------------|--------------------------------------|--|---------|----------------------|-----------------------|---------|--|--|--------------|--|
| 8   | Trinh Anh<br>Tuan                   | 002C260281                           | CEO                                    |         |                      |                       |         |  |  |              | CEO                                      |
| 9   | Le Thi Thuy                         | 002C008375                           | Deputy CEO                             |         |                      |                       |         |  |  |              | Vice CEO                                 |
| 10  | Nguyen Hong<br>Long                 | 002C008383                           | Deputy CEO                             |         |                      |                       |         |  |  |              | Vice CEO                                 |
| 11  | Nguyen Anh<br>Hung                  |                                      | Deputy CEO                             |         |                      |                       |         |  |  |              | Vice CEO                                 |
| 13  | Ngo Thanh<br>Hai                    | 002C168628                           | Chief<br>Accountant                    |         |                      |                       |         |  |  |              | Chief<br>Accountant                      |

| No. | Name of organization/<br>individual | Stock trading<br>account<br>(If any) | Position in the<br>company (if<br>any)  | NSH No. | NSH date of<br>issue | NSH place of<br>issue | Address | Time of<br>starting<br>to be<br>affiliated<br>person | Time of<br>ending to<br>be<br>affiliated<br>person | Rea-<br>sons | Relation-<br>ship with<br>the<br>Company |
|-----|-------------------------------------|--------------------------------------|---|---------|----------------------|-----------------------|---------|--|--|--------------|--|
| 14  | Nguyen Minh<br>Tam                  | 026C593701                           | Head of the<br>Operations<br>and<br>Investment<br>Division,<br>Responsible<br>for Corporate<br>Governance<br>and Company<br>Secretary |         |                      |                       |         |  |  |              |  |
| 15  | Bui Linh<br>Huong                   |                                      | Deputy Head<br>of Internal<br>Audit Division  |         |                      |                       |         |  |  |              |  |
| 16  | Pham The<br>Hoang                   |                                      | Actuary   |         |                      |                       |         |  |  |              |  |
| 16  | PVI Holdings                        |                                      |   |         |                      |                       |         |  |  |              | Parent<br>company                        |
| 17  | PVI Insurance<br>Corporation        |                                      |   |         |                      |                       |         |  |  |              | Same<br>owner                            |

| No. | Name of organization/<br>individual               | Stock trading<br>account<br>(If any) | Position in the<br>company (if<br>any) | NSH No. | NSH date of<br>issue | NSH place of<br>issue | Address | Time of<br>starting<br>to be<br>affiliated<br>person | Time of<br>ending to<br>be<br>affiliated<br>person | Rea-<br>sons | Relation-<br>ship with<br>the<br>Company |
|-----|---|--------------------------------------|--|---------|----------------------|-----------------------|---------|--|--|--------------|--|
| 18  | PVI Asset<br>Management<br>Joint Stock<br>Company |                                      |  |         |                      |                       |         |  |  |              | Same<br>owner                            |
| 19  | PVI<br>Opportunity<br>Investment<br>Fund          |                                      |  |         |                      |                       |         |  |  |              | Same<br>owner                            |
| 20  | PVI<br>Infrastructure<br>Investment<br>Fund       |                                      |  |         |                      |                       |         |  |  |              | Same<br>owner                            |

**Appendix 2: Transactions between the company and its affiliated persons; or between the company and major shareholders, internal persons, and affiliated persons of internal persons**

| No. | Name of organization/ individual | Relation -ship with the Company | NSH No.*, date of issue, place of issue | Add-ress | Date of transaction with the company | Resolution/ Decision number of the General Shareholders' Meeting/BOD approved (if applicable, specify the date of issuance) | Content   | Size and total transaction value (unit: VND) | Note |
|-----|----------------------------------|---------------------------------|---|----------|--------------------------------------|---|---|--|------|
| 1   | PVI Holdings                     | Parent company                  |   |          | 2024                                 |   | Office rental and service charges                     | 4,803,242,103                                |      |
|     |                                  |                                 |   |          |                                      |   | Dividend paid   | 135,445,776,000                              |      |
|     |                                  |                                 |   |          |                                      |   | Transfer of a deposit contract                        | 151,161,342,466                              |      |
| 2   | PVI Insurance Corporation        | Same owner                      |   |          | 2024                                 |   | Inward reinsurance premium                            | 1,344,080,760,708                            |      |
|     |                                  |                                 |   |          |                                      |   | Commission and other expenses for inward reinsurance  | 346,050,676,009                              |      |
|     |                                  |                                 |   |          |                                      |   | Transfer of outward reinsurance premium               | 238,568,337,827                              |      |
|     |                                  |                                 |   |          |                                      |   | Commissions and other income from outward reinsurance | 62,895,565,172                               |      |
|     |                                  |                                 |   |          |                                      |   | Claim receipt from ceded policies                     | 68,073,031,546                               |      |
|     |                                  |                                 |   |          |                                      |   | Claim settlement expenses for inward reinsurance      | 496,524,264,090                              |      |



|   |  |            |  |  |      |  |                            |                |  |
|---|--|------------|--|--|------|--|----------------------------|----------------|--|
| 3 | PVI Asset Management Joint Stock Company | Same owner |  |  | 2024 |  | Investment consultant fees | 493,500,000    |  |
|   |  |            |  |  |      |  | Entrusted investment fees  | 3,929,632,429  |  |
| 4 | PVI Opportunity Investment Fund          | Same owner |  |  | 2024 |  | Dividend received          | 24,972,726,900 |  |
| 5 | PVI Opportunity Investment Fund          | Same owner |  |  | 2024 |  | Dividend received          | 22,468,000,000 |  |

**Appendix 3: List of internal persons and their affiliated persons**

| No.      | Full name of internal persons    | Stock trading account (If any) | Position (For internal persons) | Relationship with internal persons/ major shareholders (for related persons) | ID Card/ Citizen ID/ Passport/ Business Registration Number | Date of issue | Place of issue | Address | Number of shares held at the end of the period | Percentage of shares held at the end of the period |
|----------|----------------------------------|--------------------------------|---------------------------------|--|---|---------------|----------------|---------|--|--|
| <b>1</b> | <b>Phung Tuan Kien</b>           |                                | Chairman of BOD                 |  |   |               |                |         | 0  | 0%   |
| 1.1      | Phung Van Thieu                  |                                |                                 | Biological father  |   |               |                |         | 0  | 0%   |
| 1.2      | Kieu Thi To                      |                                |                                 | Biological mother  |   |               |                |         | 0  | 0%   |
| 1.3      | Phung Thi Cam Trang              |                                |                                 | Biological sister  |   |               |                |         | 0  | 0%   |
| 1.4      | Ngo Anh Phuong                   |                                |                                 | Wife   |   |               |                |         | 0  | 0%   |
| 1.5      | Phung Kim Ngan                   |                                |                                 | Biological child   |   |               |                |         | 0  | 0%   |
| 1.6      | Phung Tuan Hung                  |                                |                                 | Biological child   |   |               |                |         | 0  | 0%   |
| 1.7      | PVI Insurance Corporation        |                                |                                 | Mr Phung Tuan Kien is a member of BOD  |   |               |                |         | 0  | 0%   |
| 1.8      | PVI Holdings                     |                                |                                 | Mr Phung Tuan Kien is deputy CEO   |   |               |                |         | 84,653,610                                     | 81.09 %  |
| <b>2</b> | <b>Duong Thanh Danh Francois</b> |                                | Vice chairman of BOD            |  |   |               |                |         | 20,000   | 0.02%  |

| No. | Full name of internal persons | Stock trading account (If any) | Position (For internal persons) | Relationship with internal persons/ major shareholders (for related persons) | ID Card/ Citizen ID/ Passport/ Business Registration Number | Date of issue | Place of issue | Address | Number of shares held at the end of the period | Percentage of shares held at the end of the period |
|-----|-------------------------------|--------------------------------|---------------------------------|--|---|---------------|----------------|---------|--|--|
| 2.1 | Huynh Minh Thu                |                                |                                 | Wife   |   |               |                |         | 0  | 0%   |
| 2.2 | Duong Thanh Tung              |                                |                                 | Brother  |   |               |                |         | 0  | 0%   |
| 2.3 | Duong Robbe Thi Dai Loan      |                                |                                 | Sister   |   |               |                |         | 0  | 0%   |
| 2.4 | PVI Insurance Corporation     |                                |                                 | Mr. Duong Thanh Danh Francois is the Chairman of the Members' Council        |   |               |                |         | 0  | 0%   |
| 2.5 | PVI Holdings                  |                                |                                 | Mr Duong Thanh Danh Francois is the vice chairman of BOD                     |   |               |                |         | 84,653,610                                     | 81.09 %  |
| 3   | <b>Nguyen Phuc Anh</b>        |                                | Member of BOD                   |  |   |               |                |         | 7,192,814                                      | 6.89%  |
| 3.1 | Nguyen Anh Tuan               |                                |                                 | Biological father  |   |               |                |         | 0  | 0%   |
| 3.2 | Chu Minh Chau                 |                                |                                 | Biological mother  |   |               |                |         | 3,580,000                                      | 3.43%  |
| 3.3 | Nguyen Ha Thu                 |                                |                                 | Biological sister  |   |               |                |         | 3,596,407                                      | 3.44 %   |

| No. | Full name of internal persons      | Stock trading account (If any) | Position (For internal persons)                        | Relationship with internal persons/ major shareholders (for related persons) | ID Card/ Citizen ID/ Passport/ Business Registration Number | Date of issue | Place of issue | Address | Number of shares held at the end of the period | Percentage of shares held at the end of the period |
|-----|------------------------------------|--------------------------------|--|--|---|---------------|----------------|---------|--|--|
| 3.4 | Phan Trinh Quoc Kien               |                                |  | Brother-in-law   |   |               |                |         | 141,736  | 0.14%  |
| 3.5 | Finnam Joint Stock Company         |                                |  | Mr Nguyen Phuc Anh is the CEO  |   |               |                |         | 0  | 0%   |
| 3.6 | PV2 Investment Joint Stock Company |                                |  | Mr Nguyen Phuc Anh is the Chairman of BOD                                    |   |               |                |         | 1,580,000                                      | 1.51%  |
| 4   | Trinh Van Luong                    |                                | Independent member and Chairman of the Audit committee |  |   |               |                |         | 49,091   | 0.05%  |
| 4.1 | Trinh Thi Thao                     |                                |  | Biological sister  |   |               |                |         | 0  | 0%   |
| 4.2 | Trinh Thi Hien                     |                                |  | Biological sister  |   |               |                |         | 0  | 0%   |
| 4.3 | Trinh Ngoc Thang                   |                                |  | Biological brother   |   |               |                |         | 0  | 0%   |
| 4.4 | Trinh Hong Son                     |                                |  | Biological brother   |   |               |                |         | 0  | 0%   |
| 4.5 | Trinh Tien Luc                     |                                |  | Biological brother   |   |               |                |         | 0  | 0%   |



| No.  | Full name of internal persons | Stock trading account (If any) | Position (For internal persons)             | Relationship with internal persons/ major shareholders (for related persons) | ID Card/ Citizen ID/ Passport/ Business Registration Number | Date of issue | Place of issue | Address | Number of shares held at the end of the period | Percentage of shares held at the end of the period |
|------|-------------------------------|--------------------------------|---|--|---|---------------|----------------|---------|--|--|
| 4.6  | Trinh Quoc Nghia              |                                |   | Biological brother   |   |               |                |         | 0  | 0%   |
| 4.7  | Nguyen Nguyet Tu              |                                |   | Wife   |   |               |                |         | 10   | 0%   |
| 4.8  | Trinh Ha My                   |                                |   | Biological child   |   |               |                |         | 0  | 0%   |
| 4.9  | Trinh Ha Anh                  |                                |   | Biological child   |   |               |                |         | 0  | 0%   |
| 4.10 | Trinh Minh Dang               |                                |   | Biological child   |   |               |                |         | 0  | 0%   |
| 4.11 | PVI Insurance Corporation     |                                |   | Mr Trinh Van Luong is the head of Internal audit division                    |   |               |                |         | 0  | 0%   |
| 5    | <b>Tran Duy Cuong</b>         |                                | Member of BOD and member of Audit Committee |  |   |               |                |         | 0  | 0%   |
| 5.1  | Nguyen Thi Tinh               |                                |   | Biological mother  |   |               |                |         | 0  | 0%   |
| 5.2  | Tran Thi Thuy Ngoc            |                                |   | Biological sister  |   |               |                |         | 0  | 0%   |
| 5.3  | Tran Thi Thuy Ngan            |                                |   | Biological sister  |   |               |                |         | 0  | 0%   |
| 5.4  | Le Thi Ngoc Hai               |                                |   | Wife   |   |               |                |         | 0  | 0%   |

| No. | Full name of internal persons | Stock trading account (If any) | Position (For internal persons) | Relationship with internal persons/ major shareholders (for related persons) | ID Card/ Citizen ID/ Passport/ Business Registration Number | Date of issue | Place of issue | Address | Number of shares held at the end of the period | Percentage of shares held at the end of the period |
|-----|-------------------------------|--------------------------------|---------------------------------|--|---|---------------|----------------|---------|--|--|
| 5.5 | Tran Thanh Van                |                                |                                 | Biological child   |   |               |                |         | 0  | 0%   |
| 5.6 | Tran Duy Hung                 |                                |                                 | Biological child   |   |               |                |         | 0  | 0%   |
| 5.7 | PVI Insurance Corporation     |                                |                                 | Mr Tran Duy Cuong is the compliance officer                                  |   |               |                |         | 0  | 0%   |
| 5.8 | PVI Holdings                  |                                |                                 | Mr Tran Duy Cuong is the Chief Accountant                                    |   |               |                |         | 84,653,610                                     | 81.09 %  |
| 6   | <b>Trinh Anh Tuan</b>         | 002C260281                     | CEO                             |  |   |               |                |         | 124,737  | 0.12%  |
| 6.1 | Nguyen Thi Tan                |                                |                                 | Biological mother  |   |               |                |         | 0  | 0%   |
| 6.2 | Trinh Lan Phuong              |                                |                                 | Biological sister  |   |               |                |         | 1,000  | 0 %  |
| 6.3 | Nguyen Thi Thanh Nga          |                                |                                 | Wife   |   |               |                |         | 72,900   | 0.07%  |
| 7   | <b>Le Thi Thuy</b>            | 002C008375                     | Deputy CEO                      |  |   |               |                |         | 14,340   | 0.01%  |
| 7.1 | Do Thi Mai                    |                                |                                 | Biological mother  |   |               |                |         | 0  | 0%   |
| 7.2 | Le Ba Loi                     |                                |                                 | Biological father  |   |               |                |         | 0  | 0%   |

| No. | Full name of internal persons | Stock trading account (If any) | Position (For internal persons) | Relationship with internal persons/ major shareholders (for related persons) | ID Card/ Citizen ID/ Passport/ Business Registration Number | Date of issue | Place of issue | Address | Number of shares held at the end of the period | Percentage of shares held at the end of the period |
|-----|-------------------------------|--------------------------------|---------------------------------|--|---|---------------|----------------|---------|--|--|
| 7.3 | Le Thi Van                    |                                |                                 | Biological sister  |   |               |                |         | 0  | 0%   |
| 7.4 | Le Thi Thin                   |                                |                                 | Biological sister  |   |               |                |         | 0  | 0%   |
| 7.5 | Le Ba Thanh                   |                                |                                 | Biological brother   |   |               |                |         | 0  | 0%   |
| 7.6 | Le Ba Thap                    |                                |                                 | Biological brother   |   |               |                |         | 0  | 0%   |
| 7.7 | Le Huy Giang                  | 002C008372                     |                                 | Husband  |   |               |                |         | 14,340   | 0.01%  |
| 7.8 | Le Huy Khanh                  |                                |                                 | Biological child   |   |               |                |         | 0  | 0%   |
| 7.9 | Le Ha Phuong                  |                                |                                 | Biological child   |   |               |                |         | 0  | 0%   |
| 8   | <b>Nguyen Hong Long</b>       | 002C008383                     | Deputy CEO                      |  |   |               |                |         | 50,000   | 0.07%  |
| 8.1 | Nguyen Ngoc Mai               |                                |                                 | Biological sister  |   |               |                |         | 0  | 0%   |
| 8.2 | Nguyen Ngoc Linh              |                                |                                 | Biological brother   |   |               |                |         | 0  | 0%   |
| 8.3 | Nguyen Ngoc Anh               |                                |                                 | Biological sister  |   |               |                |         | 0  | 0%   |
| 8.4 | Vu Van Anh                    |                                |                                 | Wife   |   |               |                |         | 50,000   | 0.07%  |
| 9   | <b>Nguyen Anh Hung</b>        |                                | Deputy CEO                      |  |   |               |                |         | 0  | 0%   |

| No.  | Full name of internal persons | Stock trading account (If any) | Position (For internal persons) | Relationship with internal persons/ major shareholders (for related persons) | ID Card/ Citizen ID/ Passport/ Business Registration Number | Date of issue | Place of issue | Address | Number of shares held at the end of the period | Percentage of shares held at the end of the period |
|------|-------------------------------|--------------------------------|---------------------------------|--|---|---------------|----------------|---------|--|--|
| 9.1  | Nguyen Thi Tram               |                                |                                 | Biological mother  |   |               |                |         | 0  | 0%   |
| 9.2  | Trinh Thu Hien                |                                |                                 | Wife   |   |               |                |         | 0  | 0%   |
| 9.3  | Nguyen Anh Dung               |                                |                                 | Biological child   |   |               |                |         | 0  | 0%   |
| 9.4  | Nguyen Phuc Huy               |                                |                                 | Biological child   |   |               |                |         | 0  | 0%   |
| 9.5  | Nguyen Dang Khoa              |                                |                                 | Biological child   |   |               |                |         | 0  | 0%   |
| 10   | Ngô Thanh Hai                 | 002C168628                     | Chief Accountant                |  |   |               |                |         | 0  | 0%   |
| 10.1 | Le Thi Na                     |                                |                                 | Wife   |   |               |                |         | 0  | 0%   |
| 10.2 | Ngô Đức Quyên                 |                                |                                 | Biological father  |   |               |                |         | 0  | 0%   |
| 10.3 | Nguyen Thi Minh Thanh         |                                |                                 | Biological mother  |   |               |                |         | 0  | 0%   |
| 10.4 | Ngô Thị Diệu Thủy             |                                |                                 | Biological sister  |   |               |                |         | 0  | 0%   |