

INFORMATION DISCLOSURE

To: - Ha Noi Stock Exchange
- State Securities Commission

1. Organization Name: Navetco National Veterinary Joint Stock Company
 - Stock Code: VET
 - Address: 15 Tran Cao Van Street, Sai Gon Ward, Ho Chi Minh City
 - Tel: (028) 38225063
 - Email: info@navetco.com.vn
 - Website: <https://navetco.com.vn>
 - Information Disclosure Officer: Mrs. Vu Thi Hoai Thu
2. Information Disclosure Content:
Corporate Governance Report for the Year 2025
3. Type of Information Disclosure: 24h, periodic, unusual, upon request
4. This information was published on the Company's website on 28/01/2026 at the following link: <https://navetco.com.vn/quan-he-co-dong/bao-cao-tinh-hinh-quan-tri-cong-ty>.

We hereby certify that the information disclosed above is truthful, and we take full responsibility under the law for the content of the disclosed information. *M*
Sincerely.

Recipients:

- As above;
- Archives



NGUYEN THI KIM LAN

Ho Chi Minh City, 22/01/2026

REPORT ON CORPORATE GOVERNANCE YEAR 2025
(*Abridged version*)

To: - Ha Noi Stock Exchange
- State Securities Commission

- Name of company: NAVETCO NATIONAL VETERINARY JOINT STOCK COMPANY.

- Address of headoffice: 15 Tran Cao Van, Sai Gon Ward, Ho Chi Minh City
- Telephone: 028 38225063
- Charter capital: 160.000.000.000 vnd
- Stock symbo: VET
- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors, General Director
- The implementation of internal audit: Not available.

I. Activities of the General Meeting of Shareholders

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

No.	Resolution/ Decision No.	Date	Content
1	327/NQ-ĐHĐCD	19/6/2025	<p>Approved Resolutions at the General Meeting of Shareholders on June 19, 2025:</p> <ol style="list-style-type: none">1. Report on the activities of the Board of Directors (BOD) in 2024 and the activity plan for 2025.2. Report by the General Director on the company's production and business performance in 2024 and the production and business plan for 2025.3. Report on the activities of the Supervisory Board in 2024 and the activity plan for 2025.4. Audited financial statements for 2024.

No.	Resolution/ Decision No.	Date	Content
			<p>5. Profit distribution plan for 2024 and the profit distribution plan for 2025.</p> <p>6. Production and business plan for 2025.</p> <p>7. Approval of the proposed provisional remuneration for the BOD and the Supervisory Board for 2025.</p> <p>8. Selection of the auditing firm for 2025.</p>

II. Board of Directors (Report for the 2025)

1. Information about the members of the BOD:

No.	Board of Directors' members	Position Independent members of the Board of Directors, Non- executive members of the Board of Directors	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of appointment
1	Mr. Tram Tuan Khanh	Chairman of the Board of Directors	11/2018 and 14/12/2023	
2	Ms. Nguyen Thi Kim Lan	Vice Chairman of the Board of Directors	14/12/2023	
3	Ms. Nguyen Thi Hong Hoa	Non-executive members of the Board of Directors	11/2018 and 14/12/2023	
4	Mr. Nguyen Huu Huan	Non-executive members of the Board of Directors	14/12/2023	
5	Mr. Nguyen Hieu Liem	Non-executive members of the Board of Directors	11/2013 and 11/2018 and 14/12/2023	

2. Meetings of the Board of Directors:

No	Board of Director' member	Number of meetings attended by Board of Directors	Attendance rate	Attendance rate
1	Mr. Tram Tuan Khanh	10/11	90,9%	Currently on leave
2	Ms. Nguyen Thi Kim Lan	11/11	100%	
3	Ms. Nguyen Thi Hong Hoa	11/11	100%	
4	Mr. Nguyen Huu Huan	11/11	100%	
5	Mr. Nguyen Hieu Liem	11/11	100%	

In 2025, the BOD held 11 meetings to direct, review, and make decisions on matters within the authority of the Board.

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

The BOD's supervisory activities over the General Director were carried out in accordance with the provisions of the Charter and the Internal Regulations on Corporate Governance. Issues arising in management and operation within the Board's authority were addressed promptly.

The results of the BOD's supervision over the General Director are as follows:

- The Board of Management has operated the Company within its authorized scope, with responsibility, providing periodic reports on the Company's business and investment activities to the Board of Directors, and seeking the Board of Directors' opinions on matters within its decision-making authority. It has fully implemented the resolutions of the Board of Directors and the General Meeting of Shareholders and continued to carry out the necessary procedures for preparing project investments.

- Effective financial management has been maintained, ensuring the balance of capital sources to support the company's development activities.

- Regular and ad-hoc reports required by state regulatory agencies were complied with thoroughly and diligently.

- Information disclosure was carried out in compliance with regulations.

- Fully implemented the Company's policies for employees, ensuring their material and spiritual well-being.

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4. Activities of the Board of Directors' subcommittees (If any):

The BOD does not establish subcommittees.

5. Resolutions/Decisions of the Board of Directors:

No	Resolution/ Decision No.	Date	Content	Approval rate
1.	27/NQ-HĐQT	15/01/2025	Regarding the unanimous approval of the appointment of the position of Deputy General Director of the Company from January 15, 2025	100%
2.	<i>Decision of the Board of Directors</i> 30/QĐ-HĐQT	15/01/2025	Regarding the temporary appointment of Mr. Nguyen Quang Huy, PhD in Human and Animal Physiology, to the position of Deputy General Director in charge of Science and Technology.	
3.	<i>Decision of the Board of Directors</i> 31/QĐ-HĐQT	15/01/2025	Regarding the temporary appointment of Mr. Tran Thien Phuc, Chemical Engineering, to the position of Deputy General Director in charge of production.	
4.	<i>Decision of the Board of Directors</i> 38/QĐ-NVC	16/01/2025	Regarding the assignment of tasks of the Board of Directors of Navetco National Veterinary Joint Stock Company.	
5.	67/NQ-HĐQT	12/02/2025	Regarding the unanimous approval of the Company's 2025 production and business plan targets on total revenue and pre-tax profit.	100%
6.	74/NQ-HĐQT	13/02/2025	Regarding the agreement to approve the appointment of a representative to act as the account holder of Navetco National Veterinary Joint Stock Company at the Vietnam-Russia Joint Venture Bank (VRB).	100%
7.	157/NQ-HĐQT	08/4/2025	Regarding the agreement to allow the General Director of the Company to authorize the Deputy General Director to sign documents and papers with the Banks.	100%

No	Resolution/ Decision No.	Date	Content	Approval rate
8.	177/NQ-HĐQT	14/4/2025	Regarding the agreement to finalize the list of existing shareholders to organize the 2025 annual shareholders' meeting online of Navetco Company.	100%
9.	281/NQ-HĐQT	26/5/2025	Re: Agreed to approve the contents of the Documents to be presented at the 2025 Annual General Meeting of Shareholders.	100%
10.	333/NQ-HĐQT	24/6/2025	Regarding the agreement to select an auditing unit to review the semi-annual financial statements ending on June 30, 2025 and audit the financial statements for the fiscal year ending on December 31, 2025	100%
11.	364/NQ-HĐQT	09/7/2025	Regarding the approval of the conversion of restricted shares to freely transferable shares for employees (according to the attached list).	100%
12.	378/NQ-HĐQT	17/7/2025	Regarding the approval of loan applications at the Agricultural and Rural Development Bank, Ho Chi Minh City Branch.	100%
13.	461/NQ-HĐQT	04/9/2025	Regarding the approval of adjustments and changes to the seal content of Navetco National Veterinary Joint Stock Company.	100%
14.	649/NQ-HĐQT	30/12/2025	Regarding the approval of the Company's business performance results for 2025, including total revenue and pre-tax profit as of December 26, 2025 (data not yet finalized).	100%

III. Board of Supervisors (Report 2025)

1. Information about members of Board of Supervisors:

No	Members of Board of Supervisors	Position	The date becoming/ceasing to be the member of the Board of Supervisors		Qualification
			Date of appointment	Date of appointment	
1	Mr. Đinh Tien Cuong	Head of Supervisory Board	17/10/2024		Master of Economics (MBA)
2	Ms. Le Tran Thanh Tram	Members of Board of Supervisors	11/2013 and 11/2018 and 14/12/2023		Bachelor of Accounting
3	Ms. Lai Thi Minh Hien	Members of Board of Supervisors	14/12/2023		Bachelor of Economic Law

2. Meetings of Board of Supervisors Meetings of Board of Supervisors:

No.	Members of Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Mr. Đinh Tien Cuong	02	100%	100%	
2	Ms. Le Tran Thanh Tram	02	100%	100%	
3	Ms. Lai Thi Minh Hien	02	100%	100%	

3. The supervisory activities of the Board of Supervisors over the Board of Directors, the Executive Board, and shareholders:

The Supervisory Board performs the function of supervising the management and operation of the BOD', the General Director, and the business and investment activities of the Company by attending and contributing opinions at meetings of the BOD'.

In 2025, the Board of Directors held 11 meetings to resolve matters requiring the Board of Directors' opinion.

All meetings were recorded with comprehensive minutes and approved by all members of the BOD'... The resolutions of the Board of Directors comply with legal regulations, the Company's Charter, and the business operations of the Company.

The Board of Supervisors has worked closely with the BOD' and the Executive Board based on the principle of protecting the legitimate and optimal interests of the Company and its shareholders, in accordance with legal regulations and the Company's Charter.

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

Collaborate with the BOD' and the Executive Board by participating in Board meetings, monthly briefings, and in-person working sessions.

The BOD' and the Executive Board have facilitated the work of the Board of Supervisors by providing relevant information and documents related to the Company's operations.

5. Other activities of the Board of Supervisors:

Evaluating the accuracy and reasonableness of financial figures, and ensuring compliance with accounting standards and business regulations.

Supervising the Company's adherence to disclosure requirements and legal regulations.

Carrying out other tasks within the functions assigned of the Board of Supervisors.

IV. Board of Management

No.	Members of Board of Management	Position	Date of birth	Qualification	Date of appointment / dismissal of members of the Board of Management /	
					Date of appointment	dismissal of members
1	Ms. Nguyen Thi Kim Lan	Director General	30/11/1976	Bachelor of Economics	01/8/2022	
2	Mr. Nguyen Quang Huy	Deputy General Director of Science and Technology	16/06/1987	PhD in human and animal physiology	15/01/2025	
3	Mr. Tran Thien Phuc	Deputy Director General	05/10/1989	Chemical engineering technology engineer	15/01/2025	

V. Chief Accountant

Name	Date of birth	Qualification	Date of appointment	Date of dismissal
Ms. Do Thi Hai Thanh	05/5/1982	Bachelor of Accounting Economics	01/8/2022	

VI. Training on corporate governance

Training courses on corporate governance were involved by members of Board of Directors, the Board of Supervisors, Director (General Director), other managers and secretaries in accordance with regulations on corporate governance: Participate in seminars organized by the Stock Exchange and the Securities Depository Center...

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

1. The list of affiliated persons of the Company:

No.	Name of organization/individual	Securitie s trading account (if any)	Position at the Company (if any)	Type of Owner's Paper	No.*	date of issue, place of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relat ionship with the Company
1	2	3	4	5	6	7	8	9	10	11	12	13
I	The person concerned is the organization											
1	Ministry of Agriculture and Environment (Ministry of Agriculture and Rural Development)		-					No. 10 Ton That Thuyet, Ha Noi.	11/2013	-		State shareholder
2	Nova Consumer Group Joint Stock Company		-	Business Registration Certificate	0301447257	21/6/2022	Ho Chi Minh City Department of Planning and Investment	315 Nam Ky Khoi Nghia St, Xuan Hoa, ward, HCM City	11/2013	-		Strategic shareholder
3	Navetco national veterinary joint stock company Trade unions.		-	Decision to establish	QĐ 20/QĐ - CDK			15 Tran Cao Van, Sai Gon Ward, Ho Chi Minh City	11/2023			Related organizations
II	The person concerned is an individual.											
1	Tram Tuan Khanh		Chairman of the Board of Directors					15 Tran Cao Van, Sai Gon Ward, Ho Chi Minh City	11/2018	-	Election for the terms 2018-2023 and 2023-2028.	insider



No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	Type of Owner's Paper	No.*	date of issue, place of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
1	2	3	4	5	6	7	8	9	10	11	12	13
2	Nguyen Thi Kim Lan		Vice Chairman of the Board of Directors and General Director					15 Tran Cao Van, Sai Gon Ward, Ho Chi Minh City	4/2017	-	Election for the terms 2018-2023 and 2023-2028.	insider
3	Nguyen Thi Hong Hoa		Non-executive members of the Board of Directors					15 Tran Cao Van, Sai Gon Ward, Ho Chi Minh City	11/2018	-	Election for the terms 2018-2023 and 2023-2028.	insider
4	Nguyen Huu Huan		Non-executive members of the Board of Directors					15 Tran Cao Van, Sai Gon Ward, Ho Chi Minh City	14/12/2023	-	Election for the terms 2018-2023 and 2023-2028.	insider
5	Nguyen Hieu Liem		Non-executive members of the Board of Directors					15 Tran Cao Van, Sai Gon Ward, Ho Chi Minh City	11/2013	-	Election for the terms 2013-2018 and 2018 - 2023 and 2023 - 2028	insider
6	Nguyen Quang Huy		Deputy General Director Science and Technology					15 Tran Cao Van, Sai Gon Ward, Ho Chi Minh City	15/01/2025	-	appointment	insider

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	Type of Owner's Paper	No.*	date of issue, place of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
1	2	3	4	5	6	7	8	9	10	11	12	13
7	Tran Thien Phuc		Deputy General Director Production					15 Tran Cao Van, Sai Gon Ward, Ho Chi Minh City	15/01/2025		appointment	insider
8	Do Thi Hai Thanh		Chief Accountant					15 Tran Cao Van, Sai Gon Ward, Ho Chi Minh City	8/2022	-	appointment	insider
9	Dinh Tien Cuong		Head of Board of Supervisors					15 Tran Cao Van, Sai Gon Ward, Ho Chi Minh City	17/10/2024	-	Supplemental election for the term 2023-2028.	insider
10	Le Tran Thanh Tram		Member of Supervisory Board.					15 Tran Cao Van, Sai Gon Ward, Ho Chi Minh City	11/2013	-	Election for the terms 2013-2018 and 2018 - 2023 and 2023 - 2028	insider
11	Lai Thi Minh Hien		Member of Supervisory Board.					15 Tran Cao Van, Sai Gon Ward, Ho Chi Minh City	14/12/2023	-	Election for the terms 2023 -2028	insider

No.	Name of organization/individual	Securitie s trading account (if any)	Position at the Company (if any)	Type of Owner's Paper	No.*	date of issue, place of issue	Place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relat ionship with the Company
1	2	3	4	5	6	7	8	9	10	11	12	13
12	Vu Thi Hoai Thu		Person in charge of Company administration/ authorized person to disclose information					15 Tran Cao Van, Sai Gon Ward, Ho Chi Minh City	01/8/2024		appointment	insider

2. Transactions Between the Company and Related Parties or Transactions Between the Company and Major Shareholders, Internal Personnel, and Related Parties of Internal Personnel: *None*

3. Transactions Between the Company and Subsidiaries or Companies Controlled by the Company: *None*

4. Transactions Between the Company and Other Entities:

4.1. Transactions Between the Company and Companies Where Members of the BOD, Board of Supervisors, General Director, and other executives have been founders or have served as BOD Members or Executives (Directors/General Directors) in the past three years (as of the reporting date): *None*

4.2. Transactions Between the Company and Companies Where Related Parties of BOD Members, Board of Supervisors Members, General Director, and other executives are serving as BOD Members or Executives (Directors/General Directors): *None*

4.3. Other Transactions of the Company (if any) that could result in material or non-material benefits to BOD Members, Board of Supervisors Members, General Director, and other executives: *None*

VIII. Transactions involving shares by internal personnel and related parties of internal personnel:

1. List of internal personnel and related parties of internal personnel:

No.	Full name	Securities trading account (if any)	Position in the company (if any)	Relationship with insiders	ID Card/Passport Number	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	End of period share ownership ratio	Notes
1	2	3	4	5	6	7	8	9	10	11	12
1.12	Ministry of Agriculture and Environment (Ministry of Agriculture and Rural Development)			State shareholder					10.400.000	65%	Mr. Tram Tuan Khanh: Head of State capital representative group, representing: 4,160,000 shares
2	NGUYEN THI KIM LAN		Vice Chairman of the BOD and General Director						46.400	0,29%	
2.1	Nguyen Van Tai			Husband					0	0	
2.2	Nguyen Gia Loc			Biological child					0	0	
2.3	Nguyen Gia Khanh			Biological child					0	0	Still young
2.4	Nguyen Thanh			Father					0	0	
2.5	Vo Thi Kim Thoa			Mother					0	0	
2.6	Nguyen Thi Kim Lien			Sister					10.000	0,0625%	
2.7	Nguyen Thi Kim Lieu			Sister					8.000	0,05%	
2.8	Le Minh Song			Brother-in-law					15.000	0,094%	

No.	Full name	Securities trading account (if any)	Position in the company (if any)	Relationship with insiders	ID Card/Passport Number	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	End of period share ownership ratio	Notes
1	2	3	4	5	6	7	8	9	10	11	12
3.5	Nguyen Thi Luyen			Mother					0	0	
3.6	Nguyen Thi Hong Minh			Sister					5.150	0,032%	
3.7	Bui Van Bang Duong			Brother-in-law					0	0	
3.8	Nguyen Kim Khue			Father-in-law					0	0	
3.9	Tran Thi Ta			Mother-in-law					0	0	
3.10	Ministry of Agriculture and Environment (Ministry of Agriculture and Rural Development)			State shareholder				No. 10 Ton That Thuyet, Hanoi City	10.400.000	65%	Ms. Nguyen Thi Hong Hoa: Member representing State capital, representing: 2,600,000 shares
4	NGUYEN HUU HUAN		Member of BOD (Non-Executive)						7.000	0,044%	
4.1	Nguyen Thi Huong			Wife					0	0	
4.2	Nguyen Huy Minh Khoi			Biological child							Still young
4.3	Nguyen Thuy Duong			Biological child					0	0	
4.4	Nguyen Huy Duong			Biological child					0	0	
4.5	Nguyen Do Hai Yen			Biological child					0	0	

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No.	Full name	Securities trading account (if any)	Position in the company (if any)	Relationship with insiders	ID Card/Passport Number	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	End of period share ownership ratio	Notes
1	2	3	4	5	6	7	8	9	10	11	12
4.6	Nguyen Van Do			Father-in-law							Passed away
4.7	Vu Thi Huong			Mother-in-law							Passed away
4.8	Nguyen Van Hieu			Father					0	0	
4.9	Pham Thi Thao			Mother					0	0	
4.10	Nguyen Huu Huan			Younger brother					0	0	
4.11	Nguyen Thi Hoa			Sister-in-law					0	0	
4.12	Nguyen Thi Thu Hien			Younger sister					0	0	
4.13	Do Quoc Hung			Brother-in-law					0	0	
4.14	Nguyen Thi Thu Huong			Younger sister					0	0	
4.15	Pham Van Phong			Brother-in-law					0	0	
5	NGUYEN HIEU LIEM		Member of BOD (Non-Executive)						0	0	
5.1	Lam Ngoc Tham			Wife					0	0	
5.2	Nguyen Lam Phuong Thanh			Biological child					0	0	
5.3	Nguyen Lam Quoc Trung			Biological child					0	0	

No.	Full name	Securities trading account (if any)	Position in the company (if any)	Relationship with insiders	ID Card/Passport Number	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	End of period share ownership ratio	Notes
1	2	3	4	5	6	7	8	9	10	11	12
5.4	Nguyen Ngoc Quynh Tien			Daughter in law					0	0	
5.5	Nguyen Thanh Nam			Son-in-law					0	0	
5.6	Nguyen Van Treo			Father							Passed away
5.7	Nguyen Thi Hang			Mother							Passed away
5.8	Lam Van Ban			Father-in-law							Passed away
5.9	Ha Thi Voi			Mother-in-law							Passed away
5.10	Nguyen Ngoc Thach			Brother					0	0	(no ID number provided)
5.11	Nguyen Thi Thanh Tuyen			Sister					0	0	
5.12	Nguyen Cong Thanh			Brother					0	0	
5.13	Nguyen Ngoc Hoang			Brother					0	0	
5.14	Nguyen Thi Bich Nhu			Younger sister							Passed away
5.15	Nguyen Quang Thang			Younger brother					0	0	
5.16	Nguyen Thi Lac			Sister-in-law					0	0	
5.17	Do My Le			Sister-in-law					0	0	

No.	Full name	Securities trading account (if any)	Position in the company (if any)	Relationship with insiders	ID Card/Passport Number	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	End of period share ownership ratio	Notes
1	2	3	4	5	6	7	8	9	10	11	12
5.18	Huynh Thi Thuy Kieu			Sister-in-law					0	0	
5.19	Nguyen Thi Cam Hong			Sister-in-law					0	0	
5.20	BIO-PHARMACHEMIE JOINT VENTURE COMPANY				0300808221	07/10/2008	Department of Planning and Investmebt of Ho Chi Minh City	No. 2/3 Tang Nhon Phu Street, Ward 19, Phuoc Long Ward, Ho Chi Minh City,			Nguyen Hieu Liem is Chairman of the Board of Members
5.21	ANOVA JOINT VENTURE COMPANY LIMITED				3700471585	30/6/2008		36 Independence Avenue, Vietnam - Singapore Industrial Park, Binh Hoa Ward, Ho Chi Minh City			Nguyen Hieu Liem is Chairman of the Board of Members
5.22	VETVACO NATIONAL VETERINARY JOINT STOCK COMPANY				0500237656	05/06/2024	Hanoi Department of Planning and Investment	Km 18, Highway 32, Duc Thuong, Hoai Duc - Hanoi			Nguyen Hieu Liem is member of the Board of Directors

No.	Full name	Securities trading account (if any)	Position in the company (if any)	Relationship with insiders	ID Card/ Passport Number	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	End of period share ownership ratio	Notes
1	2	3	4	5	6	7	8	9	10	11	12
5.23	NOVA CONSUMER GROUP JOINT STOCK COMPANY				0301447257	09/12/2025	Department of Finance Ho Chi Minh City	315 Nam Ky Khoi Nghia, Xuan Hoa Ward, Ho Chi Minh City	1,949,431	12,18%	- Nguyen Hieu Liem, capital representative of Nova Consumer Group Corporation at Navetco Company, representing: 1,949,431 shares. - Chairman of the Board of Directors of Nova Consumer Company
5.24	NOVA GROUP STOCK COMPANY				0312468212	02/10/2015	Department of Planning and Investment of Ho Chi Minh City	65 Nguyen Du, SaiGon Ward, Ho Chi Minh City			Nguyen Hieu Liem is member of the Board of Directors
5.25	NOVA THABICO JOINT STOCK COMPANY				1402151177	14/10/2020		No. 186, Ngo Quyen Street, Thuong Hamlet 1, Thuong Phuoc Commune, Dong Thap Province			Nguyen Hieu Liem is the Chairman of the Board of Directors. He has already submitted his resignation in December 2025.

No.	Full name	Securities trading account (if any)	Position in the company (if any)	Relationship with insiders	ID Card/Passport Number	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	End of period share ownership ratio	Notes
1	2	3	4	5	6	7	8	9	10	11	12
5.26	ZENNEST INVEST JOINT STOCK COMPANY				0318947547	12/15/2025	Department of Finance Ho Chi Minh City	10/4 Tan Hung, Ward 2, Cho Lon Commune, Ho Chi Minh City, Vietnam			Nguyen Hieu Liem is the Chairman of the Board of Directors. He has already submitted his resignation in December 2025.
6	NGUYEN QUANG HUY		Deputy General Director of Science and Technology						1.000	0,00625%	Appointed on January 15, 2025
6.1	Ha Thi Hang			wife					0	0	
6.2	Nguyen Hoang Duy			biological child					0	0	
6.3	Nguyen Phuc Hung			Father					0	0	
6.4	Huynh Thi Ngoc Anh			Mother					0	0	
6.5	Nguyen Huynh Ngoc Huong			Sister					0	0	
6.6	Ha Xuan Tien			father in law					0	0	
6.7	Nguyen Thi Huong			Mother in law					0	0	

No.	Full name	Securities trading account (if any)	Position in the company (if any)	Relationship with insiders	ID Card/Passport Number	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	End of period share ownership ratio	Notes
1	2	3	4	5	6	7	8	9	10	11	12
7	TRAN THIEN PHUC		Deputy General Director in charge of production						1.500	0,00937%	Appointed on January 15, 2025
7.1	Nguyen Hong Thu			wife					0	0	
7.2	Tran Nguyen Phuc Nhien			biological child					0	0	
7.3	Tran Sang			Father					0	0	
7.4	Bui Thi Xang			Mother					0	0	
7.5	Nguyen Thi Phu			Mother in law					0	0	
7.6	Nguyen Ba			father in law							Passed away
8	DO THI HAI THANH		Chief Accountant						11.000	0,069%	
8.1	Duong Truong Long			Husband					0	0	
8.2	Duong Que Chi			Biological child					0	0	
8.3	Duong Do Gia Huy			Biological child					0	0	Still young
8.4	Do Van Dung			Father					12.000	0,075%	
8.5	Do Thi Be			Mother					0	0	
8.6	Duong Van No			Father-in-law					0	0	

No.	Full name	Securities trading account (if any)	Position in the company (if any)	Relationship with insiders	ID Card/Passport Number	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	End of period share ownership ratio	Notes
1	2	3	4	5	6	7	8	9	10	11	12
8.7	Huynh Thi Hai Van			Mother-in-law					0	0	
8.8	Do Lan Anh			Younger sister					0	0	
8.9	Phan Duong Ngoc Chau			Brother-in-law					0	0	
9	DINH TIEN CUONG		Head of Supervisory Board						6900	0,00043%	(Election of additional members of the Board of Supervisors for the term) 2023-2028) (17/10/2024)
9.1	Le Minh Nguyet			Wife					0	0	
9.2	Dinh Nhat Minh			Biological child					0	0	
9.3	Dinh Kieu Nhi			Biological child					0	0	
9.4	Le Minh Chi			Father-in-law					0	0	
9.5	Nguyen Luong Hien			Mother-in-law					0	0	
9.6	Dinh Phi Hung			Father							Passed away
9.7	Hoang Thi Kim Soi			Mother							Passed away
9.8	Dinh Thi Thanh Nga			Sister					0	0	

No.	Full name	Securities trading account (if any)	Position in the company (if any)	Relationship with insiders	ID Card/Passport Number	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	End of period share ownership ratio	Notes
1	2	3	4	5	6	7	8	9	10	11	12
9.9	Tran Trong Kim			Brother-in-law					0	0	
9.10	Dinh Thi Phuong Lan			Sister-in-law					0	0	
9.11	Dinh Thi Phuong Dung			Sister-in-law					0	0	
9.12	Nguyen Phuoc Hung			Brother-in-law					0	0	
9.13	Dinh Minh Tam			Brother					0	0	
9.14	Tran Thi Huyen			Sister-in-law					0	0	
10	LE TRAN THANH TRAM		Member of Supervisor y Board						5.700	0,036%	
10.1	Le Ngoc Ngan Khanh			Biological child					0	0	Still young
10.2	Le Van Hung			Father					0	0	
10.3	Tran Thi Hanh			Mother					0	0	
10.4	Le Tran Tien Tri			Brother					0	0	
10.5	Tran Thi Ngoc Hanh			Sister-in-law					0	0	
10.6	Le Tran Tien Trung			Brother-in-law					0	0	
11	LAI THI MINH HIEN		Member of Supervisor y Board						2.654	0,017%	

C.T.C.P. * HN

M.S.D.N. * THHN

No.	Full name	Securities trading account (if any)	Position in the company (if any)	Relationship with insiders	ID Card/Passport Number	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	End of period share ownership ratio	Notes
1	2	3	4	5	6	7	8	9	10	11	12
11.1	Le Tran Trung Nam			Husband					5.800	0,036%	
11.2	Le Thuy Hoang Kim			Biological child					0	0	
11.3	Le Gia Hoa			Biological child					0	0	
11.4	Lai Phuoc Vu			Father							passed away
11.5	Duong Thi My			Mother					0	0	
11.6	Lai Thi Minh Trang			Sister					0	0	
11.7	Tran Ngoc Chau			Brother-in-law					0	0	
11.8	Le Van Ba			Father-in-law					6.300	0,039%	
11.9	Nguyen Thi De			Mother-in-law					0	0	
12	VU THI HOAI THU		Person in charge of Company administration/Authorized Information Disclosure Officer						500	0,003%	Appointed date 01/8/2024
12.1	Huynh Quoc Viet			Husband					500	0,003%	
12.2	Huynh Vu Ngoc Linh			Biological child					0	0	Still young

No.	Full name	Securities trading account (if any)	Position in the company (if any)	Relationship with insiders	ID Card/Passport Number	Date of issue	Place of issue	Address	Number of shares owned at the end of the period	End of period share ownership ratio	Notes
1	2	3	4	5	6	7	8	9	10	11	12
12.3	Huynh Minh Quan			Biological child					0	0	Still young
12.4	Huynh Quoc Hung			Father-in-law							passed away
12.5	Duong Thi Tham			Mother-in-law					0	0	
12.6	Vu Dinh Quang			Father					0	0	
12.7	Vu Thi Tam			Mother					0	0	
12.8	Vu Dinh Quynh			Brother					0	0	
12.9	Vu Thi Luyen			Sister-in-law					0	0	
12.10	Vu Thi Kim Thanh			Younger sister					0	0	
12.11	Bui Dinh Quyен			Brother-in-law					0	0	

2. Transactions of insiders and related persons on the Company's shares:

No.	The person who makes the transaction	Insider Relations	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reason for increase, decrease (buy, sell, convert, reward...)
			Number of shares	Ratio	Number of shares	Ratio	
1	Nguyen Thi Kim Lien	Sister of Ms. Nguyen Thi Kim Lan - Vice Chairman of the Board of Directors	10.600	0,066%	10.000	0,0625%	Sell 600 shares
2	Nguyen Thi Hong Hoa - Member of BOD (State capital representative)		2.624.200	16,401%	2.624.200	16,415%	Buy 2.200 more shares

IX. Other issues to note:

None

Recipient:

- As above;
- Archives

**ON BEHALF OF THE BOD
CHAIRMAN**



TRAM TUAN KHANH

