**VIC121005: Annual Corporate Governance Report 2023**

On January 26, 2024, Vingroup Company – JSC announced Report No. 02/2024/BCQT-VINGROUP on the corporate governance in 2023 as follows:

* Name of Company: Vingroup Company – JSC (hereinafter referred to as “Vingroup” or “Company”)
* Head office address: No. 7 Bang Lang 1 Street, Vinhomes Riverside Urban Area, Viet Hung Ward, Long Bien District, Hanoi City, Vietnam.
* Tel: (84-24) 3974 9999 Fax: (84-24) 3974 8888 Email: info@vingroup.net
* Charter capital: VND 38,785,833,060,000
* Securities code: VIC
* Corporate governance model: The General Meeting of Shareholders, the Board of Directors, the Supervisory Board, and the General Manager.
* Internal audit execution: Implemented.
1. Activities of the General Meeting of Shareholders

Information about Meetings and General Mandates/Decisions of the General Meeting of Shareholders (including General Mandates approved by collecting opinions via a ballot).

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| --- | --- | --- | --- |
| No. | General Mandate/Decision of the General Meeting of Shareholders No. | Date | Content |
| 1 | 01/2023/NQ-DHDCD-VINGROUP | May 17, 2023. |  |
| 2 | 02/2023/NQ-DHDCD-VINGROUP | September 18, 2023. | Approve the plan to issue shares under ESOP |
| 3 | 03/2023/NQ-DHDCD-VINGROUP | September 18, 2023. | Approve the listing of bonds on the foreign stock exchange |

1. The Board of Directors.
2. Information about members of the Board of Directors

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| --- | --- | --- | --- |
| No. | Member of the Board of Directors | Position | Date of appointment/dismissal as member/independent member of the Board of Directors |
| Appointment date | Dismissal date |
| 1 | Mr. Pham Nhat Vuong | Chair of the Board of Directors | June 24, 2021 |  |
| 2. | Ms. Pham Thuy Hang | Vice Chair of the Board of Directors | June 24, 2021 |  |
| 3. | Ms. Phan Thu Huong | Vice Chair of the Board of Directors | June 24, 2021 |  |
| 4. | Ms. Nguyen Dieu Linh | Vice Chair of the Board of Directors | June 24, 2021 |  |
| 5. | Mr. Nguyen Viet Quang | Vice Chair of the Board of Directors | June 24, 2021 |  |
| 6. | Mr. Adil Ahmad | Independent member of the Board of Directors | June 24, 2021 |  |
| 7. | Mr. Chin Michael Jaewuk | Independent member of the Board of Directors | June 24, 2021 |  |
| 8.  | Mr. Ronaldo Dy-Liacco Ibasco | Independent member of the Board of Directors | June 24, 2021 |  |
| 9. | Mr. Yoo Ji Han | Member of the Board of Directors | May 11, 2022 | May 17, 2023 |
| 10 | Ms. Chun Chae Rhan | Member of the Board of Directors | May 17, 2023 |  |

1. Board Resolutions/Board Decisions in 2023:

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| --- | --- | --- | --- |
| No. | Board Resolution/Board Decision No. | Date | Content |
| 1. | 01/2023 | March 09, 2023 | Postpone the date of the Annual General Meeting of Shareholders 2023 |
| 2. | 02/2023 | March 23, 2023 | Approve recording the List of securities owners to exercise the rights to attend the Annual General Meeting of Shareholders 2023 |
|  | 03/2023 | April 25, 2023 | Approve the program and documents for the Annual General Meeting of Shareholders 2023 |
| 4. | 04/2023 | April 26, 2023 | Approve the financing and loans for VinFast Trading And Production Joint Stock Company |
| 5. | 05/2023 | April 28, 2023 | Approve the cooperation in developing investment projects to build commercial centers with Vincom Retail Joint Stock Company |
| 6. | 06/2023 | April 28, 2023 | Dissolute Vietnam Grand Prix Limited Liability Company |
| 7. | 07/2023 | May 11, 2023 | Participate in contributing capital to establish NVY Development Joint Stock Company |
| 8. | 08/2023 | May 12, 2023 | Approve transactions with affiliated persons in merger transactions in the form of de-SPAC |
| 9. | 09/2023 | June 05, 2023 | Approve the plan to offer corporate bonds to the public (“Bonds”) with a total face value of VND 6,000 billion |
| 10. | 10/2023 | June 05, 2023 | Approve the bond offering registration dossier with a total face value of VND 6,000 billion |
| 11. | 11/2023 | June 05, 2023 | Approve the bond offering plan with a total face value of VND 4,000 billion |
| 12. | 12/2023 | June 05, 2023 | Approve the bond offering registration dossier with a total face value of VND 4,000 billion |
| 13. | 13/2023 | June 20, 2023 | Approve details of the debt repayment plan for capital obtained from the offering and supplement documents related to the capital use plan in the bond offering registration dossier with a total face value of VND 6,000 billion. |
| 14. | 14/2023 | June 20, 2023 | Approve details of the debt repayment plan for capital obtained from the offering and supplement documents related to the capital use plan in the bond offering registration dossier with a total face value of VND 4,000 billion. |
| 15. | 15/2023 | July 18, 2023 | Approve the separation of Vinpearl Joint Stock Company and the establishment of Vinpearl Cua Hoi Joint Stock Company |
| 16. | 16/2023 | July 27, 2023 | Approve granting payment guarantees for corporate bonds issued by Vinfast Trading And Production Joint Stock Company in 2023 |
| 17. | 17/2023 | July 27, 2023 | Approve the cooperation framework and benefit sharing rate in investment and business cooperation contracts with Vinhomes Joint Stock Company |
| 18. | 18/2023 | July 27, 2023 | Approve signing the business cooperation contract with Vinhomes Joint Stock Company (Vu Yen - Hai Phong Project) |
| 19. | 19/2023 | August 25, 2023 | Contribute capital to GSM Green And Smart Mobility Joint Stock Company |
| 20. | 20/2023 | August 30, 2023 | Approve the bond issuance to the international market |
| 21. | 21/2023 | September 19, 2023 | Approve the adjustment of the bond issue plan to the international market |
| 22. | 22/2023 | September 19, 2023 | Approve the dossier for offering and listing bonds to the international market |
| 23. | 23/2023 | October 02, 2023 | Approve the adjustment of the bond issue plan to the international market, the early redemption of international bonds issued in 2021 and related issues |
| 24. | 24/2023 | October 06, 2023 | Approve the dissolution of VANTIX Technology Solutions And Services Joint Stock Company |
| 25. | 25/2023 | October 11, 2023 | Approve the Vingroup's share transfer in VinEs Energy Solutions Joint Stock Company |
| 26. | 26/2023 | October 23, 2023 | Approve the implementation of the plan on share issuance under ESOP and other issues under its authority |
| 27. | 27/2023 | October 23, 2023 | Approve the share issue dossier under ESOP |
| 28. | 28/2023 | October 23, 2023 | Approve the change of partners related to the offering of VICH2325005 bonds, VICH2326002 bonds and VICH2326003 bonds of Vingroup and related issues |
| 29. | 29/2023 | October 23, 2023 | Approve the supplement of the List of residential real estate projects within the scope of cooperation under the Cooperation Agreement in 2022 with Vinhomes Joint Stock Company |
| 30. | 30/2023 | October 26, 2023 | Approve a number of contents related to bonds issued to the international market |
| 31. | 31/2023 | November 17, 2023 | Approve the separation of VS Investment Group Joint Stock Company and the establishment of Công ty TNHH Thương mại và Kinh doanh VSN (tentatively translated as “VSN Trading and Business Company Limited”) |
| 32. | 32/2023 | November 23, 2023 | Approve the adjustment and supplement of the share issue plan according to ESOP and other issues under its authority |
| 33 | 33/2023 | November 23, 2023 | Approve the separation of Vinpearl Joint Stock Company and the establishment of Ngoc Viet Commerce And Trading Joint Stock Company |
| 34. | 34/2023 | December 08, 2023 | Approve the additional capital contribution to Vinpearl Joint Stock Company |
| 35. | 35/2023 | December 28, 2023 | Approve the policy on the Vingroup’s signing and implementation of Contracts/Transactions with affiliated persons in 2024 |

1. The Supervisory Board
2. Information about members of the Supervisory Board
The Group's Supervisory Board consists of 03 members:

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| --- | --- | --- | --- | --- | --- |
| No. | Member of the Supervisory Board | Position | Date of appointment as member of the Supervisory Board | Date of dismissal as member of the Supervisory Board | Qualification |
| 1 | Mr. Nguyen The Anh | Chief | May 11, 2022 |  | Master of Political Economy |
| 2 | Ms. Do Thi Hong Van | Member | May 11, 2022 |  | Bachelor of EconomicsACCA International Auditing Certificate and Auditor Certificate from Vietnam Association of Certified Public Accountants (VACPA) |
| 3 | Ms. Nguyen Hong Mai | Member | May 11, 2022 |  | Master in Corporate Finance and Management SupervisionBachelor of Finance and AccountingVietnamese Auditor Certificate |

1. The Executive Board.

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| --- | --- | --- | --- | --- | --- |
| No. | Member of the Executive Board | Date of birth | Qualification | Appointment date | Dismissal date |
| 1 | Mr. Nguyen Viet Quang - General Manager | November 28, 1968 | Bachelor of Law, Bachelor of Business Administration | July 12, 2021 |  |
| 2. | Ms. Mai Huong Noi - Deputy General Manager | October 13, 1969 | Bachelor of Economics | October 25, 2012 |  |
| 3. | Mr. Pham Van Khuong - Deputy General Manager | June 21, 1959 | Construction Engineer | April 16, 2012 |  |
| 4 | Ms. Duong Thi Hoan - Deputy General Manager | August 22, 1978 | Master of Business Administration | August 29, 2016 |  |

1. The Chief Accountant.

|  |  |  |  |
| --- | --- | --- | --- |
| Full name  | Date of birth | Qualification  | Appointment date |
| Nguyen Thi Thu Hien | June 20, 1973 | Bachelor of Economics | July 28, 2008 |

1. Training on corporate governance.
2. List of affiliated persons and transactions between affiliated persons and Vingroup itself
3. Transactions between Vingroup and affiliated persons of the Group; or between the Group and major shareholders, PDMR, or affiliated persons of PDMR:

Transactions between the Group and affiliated parties in 2023 are carried out, complied with Resolution No. 31/2022/NQ-HDQT-VINGROUP dated December 30, 2022 on the approval of transactions between the Group and affiliated parties in 2023, disclosed information (hereinafter referred to as "Approval of transactions with affiliated parties in 2023"), and listed according to Appendix 3 attached to this Report.

1. Transactions between the Group’s PDMR, affiliated persons of PDMR and subsidiaries, companies controlled by the Group: Transactions are carried out, are subject to the Approval of transactions with affiliated parties in 2023, and are listed in Appendix 3 attached to this Report.
2. Transactions between the Group and other entities.
	1. Transactions between the Group and companies that members of the Board of Directors, members of the Supervisory Board, and the General Manager have been founding members or members of the Board of Directors, the Executive General Manager for the past three (3) years (as the time of making thr Report): Transactions are carried out, are subject to the Approval of transactions with affiliated parties in 2023, and are listed in Appendix 3 attached to this Report.
	2. Transactions between the Company and companies that affiliated persons of members of the Board of Directors, members of the Supervisory Board and the Executive General Manager are members of the Board of Directors or the Executive General Manager:

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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| No. | Name of affiliated organization/individual making transactions with Vingroup | Relations with Vingroup | NSH No.\*, date of issue, place of issue | Head office address/Contact address | Transaction time with Vingroup | Approved General Mandate/Decision No. of the General Meeting of Shareholders or Board Resolution/Decision No. (if any) | Main content of the transaction | Note |
| 1. | Vinhomes Joint Stock Company | Subsidiary; Affiliated party of PDMR |  |  | In 2023 | Resolution No. 31/2022/NQ- HDQT-VINGROUP dated December 30, 2022Resolutions No. 17 and 18/ 2023/NQ-HDQT-VINGROUP dated July 27, 2023  | Share transfer transactions in companies: Vinitis, Lang Van, Vin3s; Business activities: revenue and expenditure, management fees, premises rental; Business cooperation.  | 1. Mr. Pham Nhat Vuong - Chair of the Board of Directors of Vingroup is also a member of the Board of Directors of Vinhomes Company
2. Ms. Nguyen Dieu Linh - Vice Chair of the Board of Directors of Vingroup is also a member of the Board of Directors of Vinhomes Company.
3. Mr. Pham Van Khuong - Deputy General Manager of Vingroup is also the Deputy General Manager of Vinhomes Company
 |
| 2. | Vincom Retail Joint Stock Company | Subsidiary; Affiliated party of PDMR |  |  | In 2023 | Resolution No. 05/2023/NQ-HDQT-VINGROUP dated April 28, 2023  | Cooperate in developing shopping mall components | Mr. Nguyen The Anh - Chief of the Supervisory Board of Vingroup is also a member of the Board of Directors of Vincom Retail Company |
| Resolution No. 31/2022/NQ-HDQT-VINGROUP dated December 30, 2022  | Activities of paying for electricity and water, management fees, copyright fees, and paying for buses to transport employees |
| 3. | Vincom Retail Operation Company Limited | Subsidiary |  |  | In 2023 |  | Contribute capital to Thanh Hoa shopping mall and shopping mall branch; Activities of paying for electricity, water, and communication fees |  |
| 4. | Vietnam Investment Group Joint Stock Company | Affiliated party of PDMR |  |  | In 2023 | Resolution No. 31/2022/NQ- HDQT-VINGROUP dated December 30, 2022  | Transaction to pay for buses to transport employees | Mr. Pham Nhat Vuong — Chair of the Board of Directors of Vingroup is also the controlling shareholder of Vietnam Investment Group Joint Stock Company |
| 5. | Kind Heart Foundation | Affiliated party of PDMR |  |  | In 2023 | Resolution No. 31/2022/NQ-HDQT-VINGROUP dated December 30, 2022  | Transaction to pay for buses to transport employees | Mr. Pham Nhat Vuong, Ms. Pham Thu Huong and Vingroup are the founders of Kind Heart Foundation.  |
| 6. | Vinfast Trading and Production Joint Stock Company | Subsidiary; Affiliated party of PDMR |  |  | In 2023 | Resolution No. 31/2022/NQ- HDQT-VINGROUP dated December 30, 2022  | Financing transaction and loan transaction; capital contribution; Payment guarantee activities for corporate bonds. | 1. Mr. Pham Nhat Vuong - Chair of the Board of Directors of Vingroup is also the Vice Chair-cum-General Manager of Vinfast Company. |
|  |  |  |  |  |  | Resolution No. 04/2022/NQ-HDQT-VINGROUP dated April 26, 2023 Resolution No. 16/2023/NQ-HDQT-VINGROUP dated July 27, 2023 |  | 2. Mr. Pham Nhat Quan Anh is the affiliated person of Mr. Pham Nhat Vuong, and the Vice Chair of the Board of Directors-cum-Deputy General Manager of Vinfast Company. |
| 7. | Vietnam Grand Prix Limited Liability Company | Subsidiary |  |  | In 2023 |  | Loan transaction; capital contribution |  |
| 8. | VinES Energy Solutions Joint Stock Company | Subsidiary; Affiliated party of PDMR |  |  | In 2023 | Resolution No. 31/2022/NQ-HDQT-VINGROUP dated December 30, 2022  | Loan transaction; capital contribution | 1. Mr. Nguyen Viet Quang - General Manager of Vingroup is also a member of the Board of Directors of VinES Company.
2. Ms. Mai Huong Noi - Deputy General Manager of Vingroup is also the Chair of the Board of Directors of VinES Company.
 |
| 9. | VinES Ha Tinh Energy Solution Joint Stock Company | Subsidiary; Affiliated party of PDMR |  |  | In 2023 | Resolution No. 31/2022/NQ-HDQT-VINGROUP dated December 30, 2022  | Loan transaction | Ms. Mai Huong Noi - Deputy General Manager of Vingroup is also the Chair of the Board of Directors-cum-General Manager of VinES Ha Tinh Company |
| 10. | Vinsmart Research And Manufacture Joint Stock Company | Subsidiary; Affiliated party of PDMR |  |  | In 2023 | Resolution No. 31/2022/NQ-HDQT-VINGROUP dated December 30, 2022  | Loan transaction; capital contribution | Ms. Mai Huong Noi - Deputy General Manager of Vingroup is also the Chair of the Board of Directors-cum-General Manager of VinSmart Company |
| 11. | Vinschool Joint Stock Company | Subsidiary |  |  | In 2023 |  | Loan transaction; Business cooperation |  |
| 12. | Vinpearl Joint Stock Company | Subsidiary |  |  | In 2023 | Board Resolution No. 34/2023/NQ-HDQT-VINGROUP dated December 08, 2023 | Loan transaction; share transfer, VHM share purchase; Capital contribution; Payment for buses to transport employees, recruitment, and Saba software fees; communication fees |  |
| 13. | Vintech Technology Development Joint Stock Company | Subsidiary |  |  | In 2023 |  | Loan transaction |  |
| 14. | Vinbus Ecology Transport Services Limited Liability Company | Subsidiary |  |  | In 2023 |  | Loan transaction; receive share transfer |  |
| 15. | Vinmec International General Hospital Joint Stock Company | Subsidiary; Affiliated party of PDMR |  |  | In 2023 | Resolution No. 31/2022/NQ-HDQT-VINGROUP dated December 30, 2022  | Loan transaction; Medical examination and treatment costs for employees and employees' relatives | Mr. Nguyen Viet Quang - General Manager of Vingroup is also the Chair of the Board of Directors of Vinmec Company |
| 16. | VS Development Investment Joint Stock Company | Subsidiary |  |  | In 2023 |  | Loan transaction |  |
| 17. | Vingroup Investment Viet Nam Joint Stock Company | Subsidiary; Affiliated party of PDMR |  |  | In 2023 | Resolution No. 31/2022/NQ-HDQT-VINGROUP dated December 30, 2022  | Loan transaction | Ms. Mai Huong Noi - Deputy General Manager of Vingroup is also a member of the Board of Directors of Vingroup Investment Viet Nam Company |
| 18. | SADO Trading Commercial Joint Stock Company | Subsidiary |  |  | In 2023 |  | Loan transaction; receive share transfer |  |
| 19. | Vinfast Commercial And Services Trading Limited Liability Company | Subsidiary |  |  | In 2023 |  | Expenses for buses to transport employees, copyright costs, software costs |  |
| 20. | VinAcademy Education And Training Limited Liability Company | Subsidiary; Affiliated party of PDMR |  |  | In 2023 | Resolution No. 31/2022/NQ-HDQT-VINGROUP dated December 30, 2022  | Loan transaction; service purchase | Ms. Mai Huong Noi - Deputy General Manager of Vingroup is also the Chair of the Board of Directors of VinAcademy Company |
| 21. | Vin3S Joint Stock Company | Subsidiary |  |  | In 2023 |  | Service purchase; Loan transaction |  |
|  |  |  |  |  |  |  |  |  |
| 22. | Vincom Security Service Company Limited | Subsidiary |  |  | In 2023 |  | Loan transaction; service purchase; receive share transfer |  |
| 23. | Xavinco Land Joint Stock Company | Subsidiary/ Affiliated party of PDMR |  |  | In 2023 | Resolution No. 31/2022/NQ-HDQT-VINGROUP dated December 30, 2022  | Loan transaction | Ms. Mai Huong Noi - Deputy General Manager of is also the Chair of the Board of Directors of Xavinco Company |
| 24. | Xalivico Limited Liability Company | Subsidiary |  |  | In 2023 |  | Loan transaction |  |
| 25. | VINCSS Internet Security Services Joint Stock Company | Subsidiary |  |  | In 2023 |  | Loan transaction |  |
| 26. | VinHMS Software Production And Trading Joint Stock Company | Subsidiary |  |  | In 2023 |  | Loan transaction |  |
| 27. | Genestory Joint Stock Company | Subsidiary |  |  | In 2023 |  | Loan transaction |  |
| 28. | World Academy Limited Liability Company | Subsidiary |  |  | In 2023 |  | Activities of paying recruitment costs, collecting management fees, and providing tuition incentives for employees' children |  |
| 29. | VinAI Artificial Intelligence Application And Research Joint Stock Company | Subsidiary |  |  | In 2023 |  | Loan transaction |  |
| 30. | Thanh Hoa Branch - Vinpearl Joint Stock Company | Subsidiary |  |  | In 2023 |  | Asset transfer |  |
| 31. | VinBrain Joint Stock Company | Subsidiary |  |  | In 2023 |  | Loan transaction |  |
| 32. | VinBigdata Joint Stock Company | Subsidiary |  |  | In 2023 |  | Loan transaction |  |
| 33. | PLA Communication Technology Investment Joint Stock Company | Subsidiary |  |  | In 2023 |  | Service purchase |  |
| 34. | Gia Lam Urban Development And Investment Company Limited | Subsidiary |  |  | In 2023 |  | Office rental service |  |
| 35. | Millennium Trading Investment And Development Company Limited | Subsidiary |  |  | In 2023 |  | Office rental service |  |
| 36. | Central Park Development Limited Liability Company | Subsidiary |  |  | In 2023 |  | Loan transaction |  |
| 37. | VinFast Auto Pte.Ltd  | Subsidiary, Affiliated party of PDMR |  |  | In 2023 | Resolution No. 08/2023/NQ-HDQT-VINGROUP dated May 12, 2023 | Merger transaction |  |
| 38. | VinFuture Prize Foundation Joint Stock Company | Affiliated party of PDMR |  |  | In 2023 | Resolution No. 31/2022/NQ-HDQT-VINGROUP dated December 30, 2022  | Activities of paying copyright fees and collecting management fees | * Mr. Nguyen Viet Quang - General Manager of Vingroup is also the Chair of the Board of Directors of VinPuture Company
* Mr. Pham Nhat Vuong - Chair of the Board of Directors and Ms. Pham Thu Huong - Vice Chair of the Board of Directors of Vingroup are also major shareholders of VinFuture Company
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| 39. | Nha Trang Port Joint Stock Company | Subsidiary |  |  | In 2023 |  | Loan transaction |  |
|  |  |  |  |  |  |  |  |  |
| 40. | Thai Son Investment Construction Corporation | Subsidiary |  |  | In 2023 |  | Goods sale and purchase |  |
| 41. | Vantix Technology Solutions And Services Joint Stock Company | Subsidiary |  |  | In 2023 |  | Loan transaction |  |
| 42. | Vincons Construction Development And Investment Joint Stock Company | Subsidiary |  |  | In 2023 |  | Activities of paying for employee transportation costs and recruitment costs |  |
| 43. | VMI Real Estate Investment And Management Joint Stock Company | Affiliated party of PDMR |  |  | In 2023 | Resolution No. 31/2022/NQ-HDQT-VINGROUP dated December 30, 2022  | Activities of paying for buses to transport employees | Mr. Pham Nhat Vuong - Chair of the Board of Directors of Vingroup is also the controlling shareholder and member of the Board of Directors of VMI Company |
| 44. | GSM Green And Smart Mobility Joint Stock Company | Affiliated party of PDMR |  |  | In 2023 | Resolution No. 31/2022/NQ-HDQT-VINGROUP dated December 30, 2022 Resolution No. 19/2023/NQ-HDQT-VINGROUP dated August 25, 2023 | Capital contribution and service use activities | Mr. Pham Nhat Vuong - Chair of the Board of Directors of Vingroup is also the controlling shareholder of GSM Company’s shares  |
| 45. | Vu Ha Van  | Subsidiary manager |  |  | In 2023 | Resolution No. 31/2022/NQ-HDQT-VINGROUP dated December 30, 2022  | Share transfer |  |
| 46. | Ecology Development And Investment Joint Stock Company | Subsidiary, Affiliated party of PDMR |  |  | In 2023 | Resolution No. 31/2022/NQ-HDQT-VINGROUP dated December 30, 2022  | Service purchase | Mr. Nguyen Viet Quang - General Manager of Vingroup is also the General Manager of Ecology Development And Investment Joint Stock Company |
| 47. | SDI Trading Development And Investment Joint Stock Company | Subsidiary |  |  | In 2023 | Resolution No. 31/2022/NQ-HDQT-VINGROUP dated December 30, 2022  | Capital contribution |  |
| 48. | Vingroup Global Pte.ltd | Subsidiary |  |  | In 2023 | Resolution No. 31/2022/NQ-HDQT-VINGROUP dated December 30, 2022 31/2022/NQ-HDQT-PGT dated December 30, 2022 | Activities of paying for computers |  |

* 1. Other transactions of the Company (if any) that can bring material or non-material benefits to members of the Board of Directors, members of the Supervisory Board, and the Executive General Manager: Not incurred.
1. Share transactions of PDMR and affiliated persons of PDMR
2. Transactions of PDMR and affiliated persons to the Company’s shares (VIC shares):

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. | Transaction conductor | PDMR/Relations with the PDMR | Number of VIC shares owned at the beginning of the period | Number of VIC shares owned at the end of the period | Reasons for increase or decrease (purchase, sell, convert, reward, etc.) | Transaction time |
| Number of shares | Rate (%) | Number of shares | Rate (%) |
| 1 | Mr. Pham Nhat Vuong | Chair of the Board of Directors | 742,040,342 | 19.18% | 691,274,400 | 17.87% | Transfer the rights of 50,765,942 VIC shares due to capital contribution by VIC shares to GSM Green And Smart Mobility Joint Stock Company | March 2023 |
| 2 | GSM Green And Smart Mobility Joint Stock Company | Affiliated party of PDMR | 0 | 0% | 50,765,942 | 1.31% | Receive capital contribution by VIC shares from Mr. Pham Nhat Vuong | March 2023 |
| 3 | Ms. Pham Thuy Hang | Vice Chair of the Board of Directors | 113,491,446 | 2.93% | 114,163,446 | 2.94% | Exercise the rights to buy ESOP shares | December 2023- |
| 4 | Ms. Pham Thu Huong | Vice Chair of the Board of Directors | 169,938,525 | 4.39% | 170,610,525 | 4.40% | Exercise the rights to buy ESOP shares | December 2023 |
| 5 | Ms. Nguyen Dieu Linh | Vice Chair of the Board of Directors | 260,709 | 0.01% | 932,709 | 0.02% | Exercise the rights to buy ESOP shares | December 2023 |
| 6 | Mr. Nguyen Viet Quang | Vice Chair of the Board of Directors-cum-General Manager | 196 | 0.00% | 672,196 | 0.02% | Exercise the rights to buy ESOP shares | December 2023 |
| 7 | Ms. Mai Huong Noi | Deputy General Manager | 0 | 0.00% | 150,000 | 0.00% | Exercise the rights to buy ESOP shares | December 2023 |
| 8 | Mr. Pham Van Khuong | Deputy General Manager | 2,117,587 | 0.05% | 2,267,587 | 0.06% | Exercise the rights to buy ESOP shares | December 2023  |
| 9 | Ms. Duong Thi Hoan | Deputy General Manager | 322 | 0.00% | 672,322 | 0.02% | Exercise the rights to buy ESOP shares | December 2023 |
| 10 | Mr. Nguyen The Anh | Chief of the Supervisory Board | 13,854 | 0.00% |  163,854 | 0.00% | Exercise the rights to buy ESOP shares | December 2023 |
| 11 | Ms. Nguyen Thi Thu Hien | Chief Accountant | 196 | 0.00% | 150,196 | 0.00% | Exercise the rights to buy ESOP shares | December 2023 |
| 12 | Ms. Duong Thi Hang | Affiliated person of Ms. Duong Thi Hoan | 131 | 0.00% | 150,131 | 0.00% | Exercise the rights to buy ESOP shares | December 2023 |
| 13 | Ms. Mai Thu Thuy | Affiliated person of Ms. Mai Huong Noi | 0 | 0.00% | 150,000 | 0.00% | Exercise the rights to buy ESOP shares | December 2023 |
| 14 | Mr. Pham Nhat Quan Anh | Affiliated person of Mr. Pham Nhat Vuong and Ms. Pham Thu Huong | 0 | 0.00% | 150,000 | 0.00% | Exercise the rights to buy ESOP shares | December 2023 |
| 15 | Mr. Nguyen Quoc Thanh | Affiliated person of Pham Thuy Hang | 12,083,636 | 0.31% | 12,755,636 | 0.33% | Exercise the rights to buy ESOP shares | December 2023 |
| 16 | Ms. Pham Hong Linh | Affiliated person of Ms. Pham Thuy Hang and Ms. Pham Thu Huong  | 13,647,503 | 0.35% | 13,797,503 | 0.36% | Exercise the rights to buy ESOP shares | December 2023 |

1. Other significant issues: None