

No: 02/2025/BC-VRE

Hanoi, 30 July 2025

REPORT ON CORPORATE GOVERNANCE

(6 months in 2025)

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

- Name of company: **VINCOM RETAIL JOINT STOCK COMPANY**
- Address of head office: Symphony Office Building, Chu Huy Man Street, Vinhomes Riverside Ecological Urban Area, Phuc Loi Ward, Long Bien District, Hanoi City, Vietnam.
- Telephone: 024 3975 6699
- Charter capital: 23,288,184,100,000
- Stock symbol: VRE
- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors, General Director and Director.
- The implementation of internal audit: Implemented.

I. Activities of the General Meeting of Shareholders

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

No.	Resolution/Decision No.	Date	Content
1	01/2025/NQ-ĐHĐCĐ-VINCOM RETAIL	22 April 2025	Resolutions of the 2025 Annual General Meeting of Shareholders Voting procedure: E-voting

Shareholders are ensured the right to vote in accordance with the approved procedures and regulations.

II. Board of Directors (Annual report):

1. Information about the members of the Board of Directors:

No.	Board of Directors' members	Position	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Ms. Tran Mai Hoa	Chairperson of the Board of Directors - Non-executive member	23/04/2024	
2	Mr. Fong, Ming Huang Ernest	Independent members of the Board of Directors	26/04/2023	
3	Mr. Sanjay Vinayak	Independent members of the Board of Directors	26/04/2023	
4	Mr. Nguyen The Anh	Members of the Board of Directors - Non-executive member	26/04/2023	
5	Mr. Nguyen Hoai Nam	Members of the Board of Directors - Non-executive member	23/04/2024	

Term of the Board of Directors from 2023 to 2028

2. Meetings of the Board of Directors:

No.	Board of Director' member	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
1	Ms. Tran Mai Hoa	2/2	100%	
2	Mr. Fong, Ming Huang Ernest	2/2	100%	
3	Mr. Sanjay Vinayak	2/2	100%	
4	Mr. Nguyen The Anh	2/2	100%	
5	Mr. Nguyen Hoai Nam	2/2	100%	

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

Comply with the provisions of the Charter of Vincom Retail Joint Stock Company ("Company"), Corporate Governance Regulations, Internal Management Regulations and Current Laws, specifically:

(i) Organize and supervise the implementation of the Company's past and ongoing projects;

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(ii) Chair, direct and successfully organize the 2025 Annual General Meeting of Shareholders on April 22, 2025;

(iii) Organize and direct the strict implementation of the 2024 Financial Reporting regime; Quarterly financial reports; Annual report;

(iv) Supervise the implementation of Resolutions/Decisions issued by the General Meeting of Shareholders and the Board of Directors, and inspect the management activities of the Board of Directors in business activities;

(v) Supervise and direct information disclosure with the goal of ensuring transparency and timeliness in accordance with regulations;

(vi) Supervise the management activities of the Board of Directors to improve business performance and complete planned targets.

4. Activities of the Board of Directors' subcommittees:

The Internal Audit Department ("Internal Audit") is under the Board of Directors and is the unit that advises and assists the Board of Directors through implementing inspection activities, assessing risks, and reviewing compliance with regulations of the Board of Directors. laws, Charter, policies, processes, regulations of the Company and specific regulations at each subsidiary..., and at the same time advise to make independent, objective and timely recommendations. and exactly.

During 6 months in 2025, the Company's Internal Audit Department inspected, reviewed and evaluated the Company's business activities and compliance with regulations with the following activities:

(i) Risk assessment and orientation of Internal Audit activities.

(ii) Coordinate with the Legal and Finance and Accounting Departments to inspect and evaluate functional departments in compliance with legal regulations such as tax obligations, insurance and other obligations....

(iii) Coordinate with the Inspection Department to inspect and evaluate functional departments in compliance with internal processes, regulations and policies. Through that, evaluate the effectiveness and efficiency of the Company's internal control and governance systems related to the ability to promptly detect, prevent and handle risks during operations.

(iv) Check and review financial information of the Company and its subsidiaries periodically quarterly, semi-annually and annually.

(v) Recommend measures to correct and overcome errors and shortcomings discovered during the implementation of Internal Audit to continuously improve the Company's internal control and governance system.

(vi) Monitor and urge the implementation of Internal Audit recommendations for the Company and its subsidiaries.

(vii) Coordinate and discuss with the Company's independent audit unit to understand arising problems or unusual risks during the periodic audit of financial statements and propose solutions to handle them. timely.



In addition to the Internal Audit department, the Board of Directors does not establish other affiliated subcommittees.

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

No.	Resolution/Decision No.	Date	Content	Approval rate
1	01/2025/NQ-HĐQT-VCR	02/01/2025	Resolution on the approval of the Company's policy to enter into and implement contracts/transactions with related parties expected to arise in 2025	100%
2	02/2025/NQ-HĐQT-VCR	28/02/2025	Resolution on the finalization of the list of securities holders eligible to exercise the right to attend the 2025 Annual General Meeting ("AGM").	100%
3	03/2025/NQ-HĐQT-VCR	30/03/2025	Resolution on the organization of the 2025 Annual General Meeting and the approval of the meeting agenda and materials.	100%
4	04/2025/NQ-HĐQT-VCR	29/05/2025	Resolution on the Organization of the First Written Ballot of Shareholders in 2025	100%
5	05/2025/NQ-HĐQT-VCR	29/05/2025	Resolution on the change of the legal representative of the Company.	100%
6	06/2025/NQ-HĐQT-VCR	23/06/2025	Resolution on the approval of the Signing of a Deposit Agreement with Can Gio Urban Tourism Joint Stock Company	100%

III. Board of Supervisors:

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
1	Mr. Nguyen	Head of the Board of	Date of appointment: April 23, 2024	Bachelor of International Trade

	Thanh Trung	Supervisors		Law and Bachelor of International Economics – Foreign Trade University
2	Mr. Tran Xuan Hai	Member of Board of Supervisors	Date of appointment: April 23, 2024	Bachelor of Public Administration – National Academy of Public Administration
3	Mr. Hoang Duc Hung	Member of Board of Supervisors	Date of appointment: April 23, 2024	Bachelor of Accounting and Finance – Oxford Brookes University, UK

2. Meetings of Board of Supervisors:

No.	Members of Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Mr. Nguyen Thanh Trung	1/1	100%	100%	
2	Mr. Tran Xuan Hai	1/1	100%	100%	
3	Mr. Hoang Duc Hung	1/1	100%	100%	

3. Supervising Board of Directors, Board of Management and shareholders by Board of Supervisors:

Within the scope of responsibilities, functions and powers of the Supervisory Board as prescribed in the Company's Charter, comply with the provisions of the Enterprise Law, operating regulations of listed companies, corporate governance regulations, 6 months in 2025, the Supervisory Board has accomplished the following tasks:

- (i) Supervise the implementation of Resolutions of the General Meeting of Shareholders and the Board of Directors;
- (ii) Monitor and give opinions on the implementation of production and business objectives to achieve revenue plans;
- (iii) Supervise financial investments, advise the Board of Directors with professional opinions so that investments bring the highest profit yield and least risk;
- (iv) Verify the 2024 financial statements, quarterly financial reports to assess the honesty and reasonableness of financial data, in accordance with standards and regulations. Vietnam's current accounting standards and financial policies;

- (v) Control the Company's information disclosure to ensure compliance with legal regulations;
- (vi) Review and appraise the Company's key transactions with related parties.

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

6 months in 2025, due to the strict implementation of the Corporate Governance Regulations and programs to restructure operations and organizational models from the Company to its member units, the Board of Directors has been proactive in directing , operating and supervising the improvement of the apparatus and operating processes in parallel with promoting business activities, ensuring efficiency and safety, while still closely following the Resolutions approved by the General Meeting of Shareholders. The Board of Directors has also made many efforts in organizing and implementing business activities, and at the same time performing good internal management, limiting many risks and violations.

Functional departments prepare monthly and quarterly operational reports in a timely manner, in compliance with the provisions of law and the Company's Charter.

The company has strictly implemented all regulations as well as commitments to domestic and foreign investors, without any violations or omissions.

5. Other activities of the Board of Supervisors: None

IV. Board of Management

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment / dismissal of members of the Board of Management /
1	Ms. Pham Thi Thu Hien - CEO	07/01/1977	Bachelor of Banking and Finance – Banking Academy. Master of Small and Medium Enterprise Administration - VCCI	Appointment date: April 22, 2024
2	Mr. Nguyen Duy Khanh – Deputy CEO	25/02/1991	Bachelor of Laws from Hanoi Law University and Bachelor of Business Administration from Foreign Trade University Master of International Business Law from Foreign Trade University.	Appointment date: January 29, 2024
3	Ms. Pham Thi Ngoc Ha – CFO	13/12/1983	Bachelor of Accounting – Auditing – National Economics University	Appointment date: September 7, 2021

			Master of Business Administration – Columbia Southern University	
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V. Chief Accountant

Name	Date of birth	Qualification	Date of appointment/dismissal
Ms. Nguyen Thi Lan Huong	12/08/1988	Bachelor of Accounting – National Economics University	Appointment date: November 01, 2022

VI. Training courses on corporate governance:

Members of the Board of Directors, members of the Supervisory Board, Board of Directors and the person in charge of administration/Company Secretary have participated in training courses on implementing and applying new regulations of the Enterprise Law, Securities Law, and other regulations. Decree and Circular guiding corporate governance; Guidance on information disclosure on the stock market, internal audit...

In 6 months in 2025, Person in charge of corporate governance participated in a training program and was awarded a Certificate in Corporate Governance by the Center for Scientific Research and Securities Training, under the State Securities Commission of Vietnam.

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

1. The list of affiliated persons of the Company: attached Appendix 1.

2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons: Related transactions are carried out in accordance with Resolution No. 01/2025/NQ-HĐQT-VCR dated January 02, 2025 on approval and approval of contracts/transactions between the Company and related parties in information published in 2025 (hereinafter referred to as “**Approval of the 2025 Relevant Transaction Framework**”) and listed in Appendix 3 attached to this Report.

3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company’s subsidiaries in which the Company takes controlling power: Related transactions are carried out in accordance with Approval of the 2025 Relevant Transaction Framework and listed in Appendix 3 attached to this Report.

4. Transactions between the Company and other objects

4.1. Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, Director (General Director) have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting): Related transactions are carried out in accordance with Approval of the 2025 Relevant Transaction Framework and listed in Appendix 3 attached to this Report.

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

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

All transactions between the Company and the above-mentioned parties were carried out fairly, transparently, and on the basis of market value.

VIII. Share transactions of internal persons and their affiliated persons:

1. The list of internal persons and their affiliated persons: attached Appendix 2.
2. Transactions of internal persons and affiliated persons with shares of the company: None

IX. Other significant issues: None

CHAIRPERSON OF THE BOARD OF DIRECTORS




TRAN MAI HOA





APPENDIX 1 – LIST OF RELATED PERSONS OF THE COMPANY
(attached 6 months in 2025 Report on Corporate Governance of Vincom Retail Joint Stock Company)

No.	Name	Stock Trading Account (if any)	Position (if any)	ID /Passport/ Business Registration Certificate	Date of issue	Place of issue	Head Office address/ Contact address	Starting time is being the related person of the company/insider	Time of no longer a related person of the company/insider	Reasons	Relationship with company /insider
I LIST OF THE INTERNAL ACTORS											
1	Trần Mai Hoa	-	Chairpersons of the Board of Directors					30/06/2017			Insider
2	Nguyễn Thế Anh	-	Board Member					23/06/2021			Insider
3	Fong, Ming Huang Ernest	-	Independent Broad Member					26/05/2020			Insider
4	Sanjay Vinayak	-	Independent Broad Member					05/01/2021			Insider
5	Nguyễn Hoài Nam	-	Broad Member					23/04/2024			Insider
6	Nguyễn Duy Khánh	-	Deputy CEO					29/01/2024			Insider
7	Phạm Thị Ngọc Hà	-	CFO					07/09/2021			Insider
8	Phạm Thị Thu Hiền	-	Tổng giám đốc					16/03/2021			Insider
9	Nguyễn Thị Lan Hương	-	Chief Accountant					01/11/2022			Insider
10	Vũ Nguyễn Hải Đường	-	Person in charge of corporate governance					17/03/2022			Insider



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11	Nguyễn Anh Dũng	-	Director of Security, Safety and Fire Prevention					22/02/2023	06/06/2025	No longer the legal representative of the company.	Insider
12	Trương Đức Dũng	-	Head of the Department of Security, Safety and Fire Prevention					06/06/2025		Became the legal representative of the company.	Insider
13	Trần Xuân Hải	-	Supervisory Board Member					23/04/2024			Insider
14	Hoàng Đức Hùng	-	Supervisory Board Member					23/04/2024			Insider
15	Nguyễn Thành Trung	-	Supervisory Board Member					23/04/2024			Insider
II LIST OF PARENT COMPANIES, MANAGERS, LEGAL REPRESENTATIVES OF PARENT COMPANIES, MAJOR SHAREHOLDERS											
1	Vingroup – Joint Stock Company	-		0101245486	03/05/2002	Department of Planning and Investment of Hanoi City	No. 7, Bang Lang 1 Street, Vinhomes Riverside Eco-Urban Area, Viet Hung Ward, Long Bien District, Hanoi City, Vietnam	2017			Major Shareholders
1.01	Phạm Nhật Vượng	105C011968						2017			Chairman of the Board of Directors
1.02	Phạm Thúy Hằng	105C010883						2017			Vice Chairperson of the Board of Directors

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1.03	Phạm Thu Hương	105C010890						2017			Vice Chairperson of the Board of Directors
1.04	Nguyễn Diệu Linh	-						2017			Vice Chairperson of the Board of Directors
1.05	Nguyễn Việt Quang	-						2017			Vice Chairperson of the Board of Directors and CEO
1.06	Chin Michael Jaewuk	-						'06/2021			Independent Broad Member
1.07	Adil Ahmad	-						'06/2021			Independent Broad Member
1.08	Ronaldo Dy-Liacco Ibasco	-						'06/2021			Independent Broad Member
1.09	Chun Chae Rhan	-						17/05/2023			Broad Member
1.10	Mai Hương Nội	-						2017			Deputy CEO
1.11	Phạm Văn Khương	-						2017			Deputy CEO
1.12	Dương Thị Hoàn	-						2017			Deputy CEO
2	SADO Trading Joint Stock Company	-		0109316812	19/08/2020	Department of Planning and Investment of Hanoi City	Symphony Office Building, Chu Huy Man Street, Vinhomes Riverside Eco-Urban Area,	02/2021			Major Shareholders

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							Phuc Loi Ward, Long Bien District, Hanoi City				
2.01	Nguyễn Anh Dũng	-						3/2020			Insider
2.02	Nguyễn Thị Thanh Châu	-						06/2024			Broad Member
2.03	Trần Đức Huy	-						06/2024			Broad Member
2.04	Trần Thị Thu Hoài	-						06/2024			CEO, Legal Representative
III LIST OF SUBSIDIARIES, MANAGERS AND LEGAL REPRESENTATIVES OF SUBSIDIARIES											
1	Vincom Retail Operating Company Limited	-		0106250673	05/08/2013	Department of Planning and Investment of Hanoi City	Symphony Office Building, Chu Huy Man Street, Vinhomes Riverside Eco-Urban Area, Phuc Loi Ward, Long Bien District, Hanoi City, Vietnam	01/08/2013			Subsidiary
1.01	Nguyễn Duy Khánh	-	Deputy CEO					21/07/2023			Insider
2	Suoi Hoa Urban Development and Investment Limited Company	-		2300819428	22/01/2014	Department of Planning and Investment of Bac Ninh Province	Km1 + 200, Tran Hung Dao Street, Suoi Hoa Ward, Bac Ninh City, Bac Ninh Province	01/2015			Subsidiary

2.01	Nguyễn Anh Dũng	-	Director of Security, Safety and Fire Prevention					03/2020			Insider
3	Vincom Retail Landmark 81 Company Limited	-		0317162962	22/02/2022	Department of Planning and Investment of Ho Chi Minh City	20A Floor, Vincom Center Dong Khoi Building, 72 Le Thanh Ton, Ben Nghe Ward, District 1, Ho Chi Minh City, Vietnam	01/09/2022			Subsidiary
3.01	Phạm Thị Ngọc Hà	-	CFO					07/09/2021			Insider
4	Vincom NCT Real Estate Company Limited	-		0110721491	20/05/2024	Department of Planning and Investment of Hanoi City	No. 54A Nguyen Chi Thanh Street, Lang Thuong Ward, Dong Da District, Hanoi City, Vietnam	20/05/2024			Subsidiary
4.01	Phạm Thị Ngọc Hà	-	CFO					07/09/2021			Insider
4.02	Vũ Minh Phượng	-						20/05/2024			Broad Member

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APPENDIX 2 – LIST OF INTERNAL PERSONS AND RELATED PERSONS OF INTERNAL PERSONS

(attached 6 months in 2025 Report on Corporate Governance of Vincom Retail Joint Stock Company)

No.	Name	Stock Trading Account (if any)	Position (if any)	ID /Passport/ Business Registration Certificate	Date of issue	Place of issue	Head Office address/ Contact address	Number of shares held at the end of period	Ownership percentage at the end of period	Starting time is being the related person of the company/ insider	Time of no longer a related person of the company/ insider	Relationship with company/ insider
1	Trần Mai Hoa	-	Chairpersons of the Board of Directors					-	-	30/06/2017		Insider
1.01	Trần Nguyễn Thao	-						-	-			Father
1.02	Mai Thị Tiểu	-						-	-			Mother
1.03	Minoru Endo	-						-	-			Spouse
1.04	Endo Trần Nhật Minh	-						-	-			Nature child
1.05	Endo Trần Nhật Anh	-						-	-			Nature child
1.06	Trần Thị Hương	-						-	-			Sibling
1.07	Nguyễn Quỳnh Tùng	-						-	-			Brother-in-law
2	Nguyễn Thế Anh	-	Board Member					-	-	23/06/2021		Insider

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2.01	Nguyễn Quốc Đông	-						-	-			Father
2.02	Phan Quang Đăng	-						-	-			Father-in-law
2.03	Dương Thị Bích Hợp	-						-	-			Mother-in-law
2.04	Phan Hồng Nhung	-						-	-			Spouse
2.05	Nguyễn Phan Bảo Hân	-						-	-			Nature child
2.06	Nguyễn Phan Vân Khánh	-						-	-			Nature child
2.07	Nguyễn Phan Thế Quân	-						-	-			Nature child
2.08	Nguyễn Việt Cường	-						-	-			Sibling
2.09	Nguyễn Thị Kim Chi	-						-	-			Sibling
2.10	Lê Thị Thanh Nga	-						-	-			Sister-in-law
2.11	Nguyễn Đức Thiện	-						-	-			Brother-in-law
2.12	Vingroup – Joint Stock Company	-		0101245486	03/05/2002	Department of Planning and Investment of Hanoi City	No. 7, Bang Lang 1 Street, Vinhomes Riverside Urban Area, Viet Hung Ward, Long Bien District, Hanoi	427.715.101	18,37			Related party of insiders
3	Fong, Ming Huang Ernest	-	Independent Broad Member					-	-	26/05/2020		Insider

3.01	Fong Kum Choy	-						-	-			Father
3.02	Ang Kok Chuan	-						-	-			Mother
3.03	Lee Seok Yam	-						-	-			Mother-in-law
3.04	Marian Sia	-						-	-			Spouse
3.05	Fong, Ching Wen Sarah	-						-	-			Nature child
3.06	Fong, Ting Ning Sheryl	-						-	-			Nature child
3.07	Fong Ming Kwan Gabriel	-						-	-			Sibling
3.08	Chua Boon Hui	-						-	-			Sister-in-law
3.09	Sia Wee Sin	-						-	-			Brother-in-law
3.10	Nancy Sheng @ Nancy Sia	-						-	-			Sister-in-law
4	Sanjay Vinayak	-	Independent Broad Member					-	-	05/01/2021		Insider
4.01	Late J.P Vinayak	-						-	-			Father
4.02	Mrs J Vinayak	-						-	-			Mother
4.03	Michelle Vinayak	-						-	-			Spouse
4.04	Rajiv Vinayak	-						-	-			Sibling
4.05	Shaynan Vinayak	-						-	-			Nature child
4.06	Eshaan Vinayak	-						-	-			Nature child

4.07	Connect and Heal Global Pte Company Limited	-		201537272K	09/10/2015	Singapore	10 Anson Road, #29-03A International Plaza, Singapore 079903	-	-			Related party of insiders
5	Nguyễn Hoài Nam	-	Broad Member					-	-	23/04/2024		Insider
5.01	Nguyễn Ngọc Hoa	-						-	-			Mother
5.02	Nguyễn Thị Thu Hương	-						-	-			Spouse
5.03	Nguyễn Hoài Nam Thanh	-						-	-			Nature child
5.04	Nguyễn Hoài Nam Khánh	-						-	-			Nature child
5.05	Nguyễn Hoài Nam Anh	-						-	-			Nature child
5.06	Nguyễn Thị Hoài Phương	-						-	-			Sibling
5.07	Berjaya - Handico12 Company Limited	-		011022000055	09/02/2007	Hanoi People's Committee	Thach Ban New Urban Area, Long Bien District, Hanoi City	-	-			Related party of insiders
5.08	Nam Huong Media and Investment Joint Stock Company	-		0101166516	29/03/2006	Department of Planning and Investment of Ho Chi Minh City	98 Lam Van Ben Street, Tan Kieng Ward, District 7, Ho Chi Minh City	-	-			Related party of insiders
5.09	TTNH Berjaya - West Lake Joint Venture Company	-		011022000156	10/07/2008	Hanoi People's Committee	K5 Nghi Tam Street, Quang An Ward, Tay Ho District, Hanoi City	-	-			Related party of insiders

5.10	NP Business Investment Joint Stock Company	-		0318226150	21/12/2023	Department of Planning and Investment of Ho Chi Minh City	153 Nguyen Tat Thanh Street, Ward 13, District 4	-	-			Related party of insiders
5.11	JVA Ho Chi Minh City Company Limited	-		0316562164	28/10/2020	Department of Planning and Investment of Ho Chi Minh City	1349 Huynh Tan Phat, Phu Thuan Ward, District 7, Ho Chi Minh City	-	-			Related party of insiders
5.12	Berjaya - D2D Company Limited	-		3600994648	22/04/2008	Department of Planning and Investment of Dong Nai Province	HH2, Vo Thi Sau Street, Quarter 7, Thong Nhat Ward, Bien Hoa City, Dong Nai Province	-	-			Related party of insiders
6	Nguyễn Duy Khánh	-	Deputy CEO					-	-	29/01/2024		Insider
6.01	Nguyễn Thị Thu Hương	-	-					-	-			Mother
6.02	Nguyễn Anh Minh	-	-					-	-			Father
6.03	Nguyễn Lam Ngọc	-	-					-	-			Sibling
6.04	Nguyễn Anh Linh	-	-					-	-			Sibling
6.05	Nguyễn Thị Thu Hằng	-	-					-	-			Sister-in-law
6.06	Vincom Retail Operating Company Limited	-		0106250673	05/08/2013	Department of Planning and Investment of Hanoi City	Symphony Office Building, Chu Huy Man Street, Vinhomes Riverside Eco-Urban Area, Phuc Loi Ward, Long Bien District, Hanoi City, Vietnam	-	-			Related party of insiders
7	Phạm Thị Ngọc Hà	-	CFO					-	-	07/09/2021		Insider

7.01	Phạm Văn Mẫn	-						-	-			Father
7.02	Nguyễn Thị Thọ	-						-	-			Mother
7.03	Nguyễn Văn Hoan	-						-	-			Father-in-law
7.04	Bùi Thị Hiền	-						-	-			Mother-in-law
7.05	Nguyễn Văn Hải	-						-	-			Spouse
7.06	Nguyễn Hà Anh	-						-	-			Nature child
7.07	Nguyễn Hà An	-						-	-			Nature child
7.08	Phạm Viết Hùng	-						-	-			Sibling
7.09	Trần Nguyễn Thu Trà	-						-	-			Sister-in-law
7.10	Vincom Retail Landmark 81 Company Limited	-		0317162962	22/02/2022	Department of Planning and Investment of Ho Chi Minh City	20A Floor, Vincom Center Dong Khoi Building, 72 Le Thanh Ton, Ben Nghe Ward, District 1, Ho Chi Minh City, Vietnam	-	-			Related party of insiders
7.11	Vincom NCT Real Estate Company Limited	-		0110721491	20/05/2024	Department of Planning and Investment of Hanoi City	No. 54A Nguyen Chi Thanh Street, Lang Thuong Ward, Dong Da District, Hanoi City, Vietnam	-	-			Related party of insiders
8	Phạm Thị Thu Hiền	-	Tổng giám đốc					-	-	16/03/2021		Insider

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8.01	Phạm Văn Phước	-						-	-			Father (lost contact)
8.02	Vũ Thị Kê	-						-	-			Mother
8.03	Phạm Thị Thu Hoài	-						-	-			Sibling
8.04	Bùi Trung Hiếu	-						-	-			Brother-in-law
8.05	Kaiserdom Vietnam Joint Stock Company	-		0104979407	03/11/2010	Department of Planning and Investment of Hanoi City	4th Floor, No. 4, Lieu Giai Street, Cong Vi Ward, Ba Dinh District, Hanoi City	-	-			Related party of insiders
9	Nguyễn Thị Lan Hương	-	Chief Accountant					-	-	01/11/2022		Insider
9.01	Lương Tuấn Đạt	-						-	-			Spouse
9.02	Lương Tú Linh	-						-	-			Nature child
9.03	Lương Tuệ Linh	-						-	-			Nature child
9.04	Nguyễn Quang Vinh	-						-	-			Father
9.05	Nguyễn Thị Thu Hà	-						-	-			Mother
9.06	Nguyễn Thị Thùy Dung	-						-	-			Sibling
9.07	Lương Văn Tư	-						-	-			Father-in-law

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9.08	Đào Thị Tuyết Lan	-						-	-			Mother-in-law
9.09	Lương Tiến Thành	-						-	-			Brother-in-law
9.10	Vincom Retail Operating Company Limited	-		0106250673	05/08/2013	Department of Planning and Investment of Hanoi City	Symphony Office Building, Chu Huy Man Street, Vinhomes Riverside Eco-Urban Area, Phuc Loi Ward, Long Bien District, Hanoi City, Vietnam	-	-			Related party of insiders
9.11	Suoi Hoa Urban Development and Investment Company Limited	-		2300819428	22/01/2014	Department of Planning and Investment of Hanoi City	Km1 + 200, Tran Hung Dao Street, Suoi Hoa Ward, Bac Ninh City, Bac Ninh Province	-	-			Related party of insiders
9.12	Vincom Retail Landmark 81 Company Limited	-		0317162962	22/02/2022	Department of Planning and Investment of Hanoi City	20A Floor, Vincom Center Dong Khoi Building, 72 Le Thanh Ton, Ben Nghe Ward, District 1, Ho Chi Minh City, Vietnam	-	-			Related party of insiders
9.13	Vincom NCT Real Estate Company Limited	-		0110721491	20/05/2024	Department of Planning and Investment of Hanoi City	No. 54A Nguyen Chi Thanh Street, Lang Thuong Ward, Dong Da District, Hanoi City, Vietnam	-	-			Related party of insiders
10	Vũ Nguyễn Hải Đường	-	Person in charge of corporate governance					-	-	17/03/2022		Insider
10.01	Vũ Hoài Trung	-						-	-			Father
10.02	Nguyễn Thị Thanh Hương	-						-	-			Mother

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10.03	Vũ Nguyễn Hương Nhi	-						-	-			Sibling
11	Nguyễn Anh Dũng	-	Director of Security, Safety and Fire Prevention					-	-	22/02/2023	06/06/2025	Insider
12	Trương Đức Dũng	-	Head of the Department of Security, Safety and Fire Prevention					-	-	06/06/2025		Insider
12.01	Đào Thị Minh Tân	-						-	-			Mother
12.02	Phạm Thị Ngoan	-						-	-			Wife
12.03	Trương Thùy Dương	-						-	-			Nature child
12.04	Trương Thành Đạt	-						-	-			Nature child
12.05	Trương Đức Tuấn	-						-	-			Sibling
12.06	Lê Hoàng Hằng Châu	-						-	-			Sister-in-law
12.07	Trương Đức Hùng	-										Sibling
12.08	Trần Thị Kim Phương	-										Sister-in-law
12.09	Trương Đình Đức	-						-	-			Sibling

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12.10	Nguyễn Thủy Hà	-										Sister-in-law
13	Trần Xuân Hải	-	Supervisory Board Member					-	-			Insider
13.01	Trần Xuân Dương	-						-	-			Father
13.02	Lê Thị Hằng	-						-	-			Mother
13.03	Cao Xuân Thù	-						-	-			Father-in-law
13.04	Đỗ Thị The	-						-	-			Mother-in-law
13.05	Cao Thị Thúy	-						-	-			Spouse
13.06	Trần Hải Bình	-						-	-			Nature child
13.07	Trần Hải Sơn	-						-	-			Nature child
14	Hoàng Đức Hùng	-	Supervisory Board Member					-	-			Insider
14.01	Hoàng Trọng Thủy	-						-	-			Father
14.02	Hồng Thu Hằng	-						-	-			Mother
14.03	Hoàng Gia Linh	-						-	-			Sibling
14.04	Nguyễn Như Huy	-						-	-			Brother-in-law

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15	Nguyễn Thành Trung	-	Supervisory Board Member					-	-			Insider
15.01	Nguyễn Hồng Thủy	-						-	-			Father
15.02	Giang Thị Sen	-						-	-			Mother
15.03	Vũ Tuấn Anh	-						-	-			Father-in-law
15.04	Nguyễn Thị Kim Yến	-						-	-			Mother-in-law
15.05	Vũ Thu Hà	-						-	-			Spouse
15.06	Nguyễn Việt Đức	-						-	-			Sibling





APPENDIX 3
LIST OF TRANSACTIONS OF PERSONS RELATED TO THE COMPANY
(attached 6 months in 2025 Report on Corporate Governance of Vincom Retail Joint Stock Company)

No.	Name of organization/individual	Relationship with the Company	No. *, date of issue, place of issue	Address	Time of transaction with the Company	Resolution number of the General Meeting of Shareholders/Board of Directors... approved (if any)	Content, quantity, total transaction value	Note
1	Vingroup Joint Stock Company	Major Shareholder	0101245486 issued by Hanoi Business Registration Office on May 3, 2002	No. 7, Bang Lang 1 Street, Vinhomes Riverside urban area, Viet Hung Ward, Long Bien District, Hanoi City, Vietnam	6 months in 2025	- Resolution No.: 01/2025/NQ-HĐQT-VCR dated January 02, 2025	- Lease transactions and related services - Investment cooperation transactions - Purchase transactions of goods and services	
2	Vinhomes Joint Stock Company	Related Parties of Major Shareholders	0102671977 issued by Hanoi Business Registration Office on March 6, 2008	Symphony Office Building, Chu Huy Man Street, Vinhomes Riverside Ecological Urban Area, Phuc Loi Ward, Long Bien District, Hanoi City, Vietnam	6 months in 2025	- Resolution No.: 01/2025/NQ-HĐQT-VCR dated January 02, 2025	- Lease transactions and related services - Investment cooperation transactions - Purchase transactions of goods and services - Investment cooperation transactions	
3	Vietnam Investment and Consulting Joint Stock Company	Related Parties of Major Shareholders	0106459393 issued by Hanoi Business Registration Office on February 18, 2014	No. 191, Ba Trieu Street, Le Dai Hanh Ward, Hai Ba Trung District, Hanoi City, Vietnam	6 months in 2025	- Resolution No.: 01/2025/NQ-HĐQT-VCR dated January 02, 2025	- Purchase transactions of goods and services	
4	Central Park Development Company Limited	Related Parties of Major Shareholders	0107741804, issued by the Hanoi Department of Planning and Investment on March 1, 2017	Room 900, 9th Floor, IPH Building, No. 241 Xuân Thủy Street, Cầu Giấy Ward, Hanoi City, Vietnam	6 months in 2025	- Resolution No.: 01/2025/NQ-HĐQT-VCR dated January 02, 2025	- Purchase transactions of goods and services	



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5	Millennium Development and Investment Trading Co., Ltd.	Related Parties of Major Shareholders	0315003043 issued by Ho Chi Minh Department of Planning and Investment on April 20, 2018	20A Floor, Vincom Center Dong Khoi Building, 72 Le Thanh Ton, Ben Nghe Ward, District 1, Ho Chi Minh City, Vietnam	6 months in 2025	- Resolution No.: 01/2025/NQ-HĐQT-VCR dated January 02, 2025	- Purchase transactions of goods and services	
6	Vinmec International General Hospital Joint Stock Company	Related Parties of Major Shareholders	0106050554 issued by Hanoi Department of Planning and Investment on November 30, 2012	No. 458, Minh Khai Street, Vinh Huy Ward, Hai Ba Trung District, Hanoi City, Vietnam	6 months in 2025	- Resolution No.: 01/2025/NQ-HĐQT-VCR dated January 02, 2025	- Purchase transactions of goods and services	
7	VIN3S Joint Stock Company	Related Parties of Major Shareholders	0106892021 issued by Hanoi Department of Planning and Investment on July 3, 2015	No. 7, Bang Lang 1 Street, ST Vinhomes Riverside Urban Area, Viet Hung Ward, Long Bien District, Hanoi City, Vietnam	6 months in 2025	- Resolution No.: 01/2025/NQ-HĐQT-VCR dated January 02, 2025	- Purchase transactions of goods and services	
8	Vinschool Joint Stock Company	Same company as parent company	0106156871 issued by Hanoi Department of Planning and Investment on April 17, 2013	No. 7, Bang Lang 1 Street, ST Vinhomes Riverside Urban Area, Viet Hung Ward, Long Bien District, Hanoi City, Vietnam	6 months in 2025	- Resolution No.: 01/2025/NQ-HĐQT-VCR dated January 02, 2025	- Lease transactions and related services	
9	VINACADEMY Education and Training Co., Ltd.	Related Parties of Major Shareholders	0106805396 issued by Hanoi Department of Planning and Investment on March 30, 2015	No. 7, Bang Lang 1 Street, ST Vinhomes Riverside Urban Area, Viet Hung Ward, Long Bien District, Hanoi City, Vietnam	6 months in 2025	- Resolution No.: 01/2025/NQ-HĐQT-VCR dated January 02, 2025	- Purchase transactions of goods and services	
10	Vietnam Exhibition and Fair Center Joint Stock Company	Related Parties of Major Shareholders	0100111472, issued by the Hanoi Department of Planning and Investment on January 4, 2011	Lại Đà Hamlet, Đông Hội Commune, Đông Anh District, Hanoi	6 months in 2025	- Resolution No.: 01/2025/NQ-HĐQT-VCR dated January 02, 2025	- Investment cooperation transaction	

11	VINCSS Cybersecurity Services Joint Stock Company	Related Parties of Major Shareholders	0108520364 issued by Hanoi Department of Planning and Investment on November 20, 2018	No. 7, Bang Lang 1 Street, ST Vinhomes Riverside Urban Area, Viet Hung Ward, Long Bien District, Hanoi City, Vietnam	6 months in 2025	- Resolution No.: 01/2025/NQ-HĐQT- VCR dated January 02, 2025	- Purchase transactions of goods and services	
12	VinHMS Software Production and Trading Company Limited	Related Parties of Major Shareholders	0315396330, issued by the Hanoi Department of Planning and Investment on November 21, 2018	No. 7, Bàng Lãng 1 Street, Vinhomes Riverside Urban Area, Việt Hưng Ward, Long Biên District, Hanoi City, Vietnam	6 months in 2025	- Resolution No.: 01/2025/NQ-HĐQT- VCR dated January 02, 2025	- Purchase transactions of goods and services	
13	Vinfast Trading and Services Company Limited	Related Parties of Major Shareholders	0108926276 issued by Hanoi Department of Planning and Investment on October 1, 2019	No. 7, Bang Lang 1 Street, Vinhomes Riverside Urban Area, Viet Hung Ward, Long Bien District, Hanoi City, Vietnam	6 months in 2025	- Resolution No.: 01/2025/NQ-HĐQT- VCR dated January 02, 2025	- Lease transactions and related services	
14	VINITIS Information Technology and Transmission Infrastructure Solutions Joint Stock Company	Related Parties of Major Shareholders	0105479189 issued by Hanoi Department of Planning and Investment on August 31, 2011	No. 7, Bang Lang 1 Street, ST Vinhomes Riverside Urban Area, Viet Hung Ward, Long Bien District, Hanoi City, Vietnam	6 months in 2025	- Resolution No.: 01/2025/NQ-HĐQT- VCR dated January 02, 2025	- Lease transactions and related services - Purchase transactions of goods and services	
15	Vinbigdata Joint Stock Company	Related Parties of Major Shareholders	0109817199 issued by Hanoi Department of Planning and Investment on September 13, 2021	Symphony Office Building, Chu Huy Man Street, Vinhomes Riverside Ecological Urban Area, Phuc Loi Ward, Long Bien District, Hanoi City, Vietnam	6 months in 2025	- Resolution No.: 01/2025/NQ-HĐQT- VCR dated January 02, 2025	- Purchase transactions of goods and services	
16	Vinpearl Joint Stock Company	Related Parties of Major Shareholders	4200456848 Khanh Hoa Business Registration Office issued on July 26, 2006	Hon Tre Island, Vinh Nguyen Ward, Nha Trang City, Khanh Hoa Province	6 months in 2025	- Resolution No.: 01/2025/NQ-HĐQT- VCR dated January 02, 2025	- Lease transactions and related services - Purchase transactions of goods and services	

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17	Vincom Retail Operating Company Limited	Subsidiaries	0106250673 issued by Hanoi Department of Planning and Investment on August 5, 2013	Symphony Office Building, Chu Huy Man Street, Vinhomes Riverside Ecological Urban Area, Phuc Loi Ward, Long Bien District, Hanoi City, Vietnam	6 months in 2025	- Resolution No.: 01/2025/NQ-HĐQT-VCR dated January 02, 2025	- Lease transactions and related services - Purchase transactions of goods and services - Loan transactions - Capital contribution transactions	
18	Suoi Hoa Urban Development and Investment Co., Ltd.	Subsidiaries	2300819428 issued by the Department of Planning and Investment of Bac Ninh Province on January 22, 2014	Km1 + 200, Tran Hung Dao Street, Suoi Hoa Ward, Bac Ninh City, Bac Ninh Province	6 months in 2025	- Resolution No.: 01/2025/NQ-HĐQT-VCR dated January 02, 2025	- Lease transactions and related services - Purchase transactions of goods and services	
19	Vincom Retail Landmark 81 Company Limited	Subsidiaries	0317162962 issued by the Department of Planning and Investment of Ho Chi Minh City on February 22, 2022	Floor 20A, Vincom Center Dong Khoi Building, 72 Le Thanh Ton, Ben Nghe Ward, District 1, Ho Chi Minh City, Vietnam	6 months in 2025	- Resolution No.: 01/2025/NQ-HĐQT-VCR dated January 02, 2025	- Purchase transactions of goods and services	
20	Vincom NCT Real Estate Company Limited	Subsidiaries	0110721491, issued by the Hanoi Department of Planning and Investment on May 20, 2024	No. 54A Nguyễn Chí Thanh Street, Láng Thượng Ward, Đống Đa District, Hanoi City, Vietnam	6 months in 2025	- Resolution No.: 01/2025/NQ-HĐQT-VCR dated January 02, 2025	- Lease transactions and related services	
21	Ecological Investment and Development Joint Stock Company	Related Parties of Major Shareholders	0900222333 issued by Hanoi Department of Planning and Investment on March 31, 2008	No. 191, Ba Trieu Street, Le Dai Hanh Ward, Hai Ba Trung District, Hanoi City	6 months in 2025	- Resolution No.: 01/2025/NQ-HĐQT-VCR dated January 02, 2025	- Purchase transactions of goods and services	
22	GSM Green and Smart Mobility Joint Stock Company	Related Parties of Major Shareholders	0110269067 issued by Hanoi Department of Planning and Investment on March 01, 2023	Symphony Office Building, Chu Huy Man Street, Vinhomes Riverside Ecological Urban Area, Phuc Loi Ward, Long Bien	6 months in 2025	- Resolution No.: 01/2025/NQ-HĐQT-VCR dated January 02, 2025	- Lease transactions and related services- Purchase transactions of goods and services	

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				District, Hanoi City, Vietnam				
23	Thai Son Investment and Construction Joint Stock Company	Related Parties of Major Shareholders	0305173688 issued by Hanoi Department of Planning and Investment on August 22, 2007	No. 7, Bang Lang 1 Street, Vinhomes Riverside Urban Area, Viet Hung Ward, Long Bien District, Hanoi City, Vietnam	6 months in 2025	- Resolution No.: 01/2025/NQ-HĐQT-VCR dated January 02, 2025	- Purchase transactions of goods and services	
24	VinWonders Nha Trang Joint Stock Company	Related Parties of Major Shareholders	4201954042 issued by Khanh Hoa Department of Planning and Investment on April 21, 2022	Hon Tre Island, Vinh Nguyen Ward, Nha Trang City, Khanh Hoa Province, Vietnam	6 months in 2025	- Resolution No.: 01/2025/NQ-HĐQT-VCR dated January 02, 2025	- Investment cooperation transaction	

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