

CONSTRUCTION MATERIAL &  
INTERIOR DECORATION JOINT  
STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom – Happiness

No.: 107/CBTT-HĐQT

HCM City, January 24, 2025

## DISCLOSURE OF PERIODIC REPORT ON CORPORATE GOVERNANCE

To : Hanoi Stock Exchange

Complying with the provisions of Clause 4, Article 10 of Circular No. 96/2020/TT-BTC dated November 16<sup>th</sup>, 2020 of the Ministry of Finance guiding information disclosure on the stock market, Construction Material & Interior Decoration Joint Stock Company discloses the Report on corporate governance in 2024 to Hanoi Stock Exchange as follows:

1. Name of company: *CONSTRUCTION MATERIAL & INTERIOR DECORATION JOINT STOCK COMPANY*

- Stock symbol: *CMD*

- Address of head office: *215-217 Tran Hung Dao, Co Giang Ward, District 1, HCM City*

- Telephone: (028) 39205104

Fax: (028) 38369434

- E-mail: *cmidvixd@gmail.com*

2. Content of information disclosure:

- Report on corporate governance in 2024.

This information was published on the Company's website on January 24, 2025 at the link: <http://www.cmid.com.vn>

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

**\* Attached Documents:**

Documents related to the disclosed information

- Report on corporate governance in 2024 – Full version.

- Report on corporate governance in 2024 – Disclosed version.

**Organization representative**  
Legal representative/ Person authorized to disclose information

(Signature, full name, position, and seal)



**TỔNG GIÁM ĐỐC**  
*Lê Văn Phải*

**CONSTRUCTION MATERIAL & INTERIOR  
DECORATION JOINT STOCK COMPANY**

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

No. ~~107~~/BCQT-HDQT6

HCM City, January 23, 2025

## REPORT ON CORPORATE GOVERNANCE YEAR 2024



To:        - **THE STATE SECURITIES COMMISSION**  
              - **HANOI STOCK EXCHANGE**

- Name of company        : CONSTRUCTION MATERIAL & INTERIOR DECORATION JOINT STOCK COMPANY
- Address of head office : 215-217 Tran Hung Dao, Co Giang Ward, District 1, HCM City
- Telephone                : 028 39 205 104    Fax: 848 38 369 434
- Email                     : cmidvld@gmail.com
- Charter capital         : 150,000,000,000 VND
- Stock symbol            : **CMD**
- Stock exchange         : UPCOM
- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors, General Director
- The implementation of internal audit: The company is not required to implementation

### **I. Activities of the General Meeting of Shareholders:**

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

No.	Resolution/ Decision No.	Date	Content
1	Resolution of the 2023 Annual General Meeting of Shareholders  No. 78 NQ- DHDCD	18/05/2024	*Approval of the business performance summary report for 2023, the directions and tasks for 2024, the financial performance report for 2023, and the activity reports of the Board of Directors and the Board of Supervisors. *Approval of the profit distribution plan and allocation to funds for 2023. *Approval of the business targets for 2024. *Approval of the proposal on remuneration



			<p>and bonuses for the Board of Directors and the Board of Supervisors for 2024.</p> <p>*Authorization for the Board of Directors to select the independent auditing firm for 2024.</p> <p>*Dismissal of the Head of the Board of Supervisors according to the resignation letter from Ms. Vu Phi Bang. Election of a new member to the Board of Supervisors, with Mr. Nguyen Van Chau elected as a member of the Board of Supervisors for the 2022-2026 term.</p>
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## II. Activities of the Board of Directors in 2024

### 1. Information about the members of the Board of Directors for term VI: 2022-2026

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 reappointment for term 2022-2026	Date of dismissal
1	Mr. Truong Minh Tuyen	Chairman of the BoD-Non-executive Member of the BoD.	30/03/2022		
2	Mr. Le Van Phai	Vice Chairman of the BoD, General Director	10/05/2017	30/03/2022	
3	Mr. Thai Thanh Son (*)	Member of the BoD, Deputy General Director	03/05/2018	30/03/2022	
4	Mr. Huynh Ngoc Khanh	Member of the BoD, Deputy General Director	30/03/2022		
5	Ms. Le Kim Trinh	Non-executive Member of the BoD	30/03/2022		

(\*) Mr. Thai Thanh Son submitted his resignation as a Member of the Board of Directors (BoD) effective from 01/07/2024. The BoD plans to seek approval from the 2025 Annual General Meeting of Shareholders for the dismissal.

### 2. Meetings of the Board of Directors

In 2024, the BoD held 14 meetings, with the attendance details of the members as follows:

No.	Board of Director's member	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
1	Mr. Truong Minh Tuyen	14/14	100%	
2	Mr. Le Van Phai	14/14	100%	
3	Mr. Thai Thanh Son	6/14	43%	Resignation from the Member of the BoD
4	Mr. Huynh Ngoc Khanh	14/14	100%	
5	Ms. Le Kim Trinh	14/14	100%	

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

- Inspecting the compliance with and adherence to the provisions of the Law on Enterprises, the company's Charter, and other legal regulations.
- Implementing the resolutions of the General Meeting of Shareholders (GMS) and the Board of Directors (BoD) regarding the company's business and development investment plans.
- Financial reports for Q1, Q2, Q3, Q4, semi-annual, and annual financial statements for 2024.
- Financial and commercial Contracts signed with organizations and individuals in business activities.
- Managing and organizing the operational structure, including the appointment and dismissal of managerial staff.
- The General Director has ensured full, accurate, and timely disclosure of business-related issues and developments to shareholders and regulatory agencies in accordance with regulations.

4. Activities of the Board of Directors' subcommittees (If any): None

5. Resolutions/Decisions of the Board of Directors (2024 Annual Report):

No.	Resolution/Decision No.	Date	Content	Approval rate
01	Resolution No. 57/NQ-HDQT	02/01/2024	Revaluation of assets and provision allocation as of 31/12/2023	100%
02	Resolution No. 63/NQ-HDQT	04/03/2024	Organize the 2024 Annual General Meeting of Shareholders	100%
03	Resolution No. 66/NQ-HDQT	01/04/2024	Adjust the schedule for the 2024 Annual General Meeting of Shareholders	100%



04	Resolution No. 82/NQ-HDQT	12/06/2024	Dismissal from the position of Deputy General Director	100%
05	Resolution No. 83/NQ-HDQT	12/06/2024	Execute the first dividend advance payment for 2024 in cash at a rate of 10% per share.	100%
06	Resolution No. 86/NQ-HDQT	22/06/2024	Selection of the independent auditing firm for 2024: Nhan Tam Viet Auditing Company Limited	100%
07	Resolution No. 89/NQ-HDQT	05/07/2024	Revaluation of assets and provision allocation as of 30/06/2024	100%
08	Resolution No. 90/NQ-HDQT	05/07/2024	Approval of the company's wage rate for 2024	100%
09	Resolution No. 96/NQ-HDQT	10/10/2024	Borrowing capital and using secured assets at BIDV Bank	100%
10	Resolution No. 98/NQ-HDQT	22/11/2024	Dismissal of the Secretary of the BoD and appointment of the Person in charge of Corporate Governance	100%
11	Resolution No. 100/NQ-HDQT	10/12/2024	Approval of the record date for the list of shareholders for the second dividend advance payment in 2024	100%
12	Resolution No. 102/NQ-HDQT	30/12/2024	Issuance of the Information Disclosure Regulation – CMID Company	100%
13	Resolution No. 102A/NQ-HDQT	31/12/2024	Approval of the Contract signing between CMID Company and Hung Thanh Construction - Services - Trading Company Limited	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	Ms. Vu Phi Bang	Head of the Board of Supervisors	18/05/2024	Bachelor of Economics
2	Ms. Chau Thuy My	Member of the Board of Supervisors	10/05/2017	Bachelor of Economics
3	Ms. Vo Thi Anh Loan	Member of the Board of Supervisors	30/06/2022	Bachelor of Business Administration
4	Nguyen Van Chau	Head of the Board of Supervisors	18/05/2024	Bachelor of Economics

Ms. Vu Phi Bang was dismissed from the position of Head of the Board of Supervisors at the 2024 Annual General Meeting of Shareholders held on May 18, 2024. Mr. Nguyen Van Chau was elected as an additional member of the Board of Supervisors by the General Meeting, and the members of the Board of Supervisors elected Mr. Nguyen Van Chau as the Head of the Board of Supervisors on 18/05/2024.

## 2. Meetings of Board of Supervisors

The Board of Supervisors held 05 meetings in 2024, with full participation from all members, details are as follows:

No.	Members of Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Ms. Vu Phi Bang	1/2	50%	100%	Resignation from April 1, 2024
2	Ms. Chau Thuy My	5/5	100%		
3	Ms. Vo Thi Anh Loan	5/5	100%		
4	Mr. Nguyen Van Chau	3/3	100%		Elected to the Board of Supervisors on May 18, 2024

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

- The Board of Supervisors participated in the meetings of the Board of Directors to promptly grasp the company's business operations.
- The Board of Supervisors supervised the process of electing additional members to the Board of Directors. In the first six months of the year, the Board of Supervisors held regular meetings



and presented reports at the General Meeting of Shareholders, meeting the regulatory requirements stipulated in the company's charter.

- The Board of Supervisors Conducted inspections and supervision of the financial situation and the financial statements for Q1, Q2, Q3, and Q4, as well as the semi-annual and annual financial statements of the company. The activities of the Board of Directors complied with the Charter, Corporate Governance Regulations, and relevant laws.

- The Board of Supervisors did not receive any requests or complaints from shareholders or groups of shareholders with the ownership ratio and duration stipulated in the company's Charter.

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

The Board of Supervisors has been promptly and fully provided with Resolutions and Decisions of the Board of Directors.

The Executive Board and the company's functional departments have coordinated and facilitated the timely updating of the company's operations, as well as the collection of information and documents to support inspection and supervision activities when required.

#### **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	Date of dismissal
1	Mr. Le Van Phai	05/09/1957	Bachelor of Economics	30/03/2022	
2	Mr. Thai Thanh Son	29/06/1970	Bachelor of Economics	30/03/2022	01/07/2024
3	Mr. Huynh Ngoc Khanh	13/05/1985	Bachelor of Business Administration	30/03/2022	

### **V. Chief Accountant**

Name	Date of birth	Qualification	Date of appointment	Date of reappointment
Ms. Pham Thi Bac Giang	13/10/1964	Bachelor of Economics	11/01/2002	30/03/2022

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

Training courses on corporate governance were involved by members of Board of Directors, the Board of Supervisors, General Director, Director, other managers and secretaries in accordance with regulations on corporate governance:

1. Workshop on Enhancing Effectiveness in Corporate Governance for Public Companies through Internal Regulations. Organized by FPT Securities in collaboration with the HCM City Stock Exchange (HOSE) in HCM City on 13/09/2024.

2. Workshop on Training for Information Disclosure Obligations and Corporate Governance Guidance in the Securities Market. Organized by the Hanoi Stock Exchange (HNX) in HCM City on 27/09/2024.

## VII. The list of affiliated persons of the public company (2024 report) and transactions of affiliated persons of the Company.

### 1. The list of affiliated persons of the Company

No.	Name	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date 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	Truong Minh Tuyen		Chairman of the BoD			30/03/2022			Chairman of the BoD
1.1	Nguyen Thi Thu Huong					30/03/2022			- Related person to Mr. Truong Minh Tuyen - Wife
1.2	Truong Thi Thu Trang					30/03/2022			- Related person to Mr. Truong Minh Tuyen - Daughter
1.3	Truong Thi Thu Phuong					30/03/2022			- Related person to Mr. Truong Minh Tuyen - Daughter
1.4	Truong Thi Thu Thanh					30/03/2022			- Related person to Mr. Truong Minh Tuyen - Daughter
1.5	Truong Van Dong					30/03/2022			- Related person to Mr. Truong Minh Tuyen - Younger brother
2	Le Van Phai		Member of the BoD, Legal Representative, General Director			10/05/2017			Member of the BoD, Legal Representative, General Director
2.1	Chau Thi Kim Xoan					10/05/2017			- Related person to Mr. Le Van Phai - Wife



2.2	Le Quangg Chanh					10/05/2017			- Related person to Mr. Le Van Phai - Son
2.3	Le Quang Nghia					10/05/2017			- Related person to Mr. Le Van Phai - Son
2.4	Bui Thi Binh Minh					10/05/2017			- Related person to Mr. Le Van Phai - Daughter-in-law
2.5	Le Thi Hang					10/05/2017			- Related person to Mr. Le Van Phai - Younger sister
2.6	Van Cong Ngon					10/05/2017			- Related person to Mr. Le Van Phai - Younger brother-in-law
2.7	Le Kim Trinh		Member of the BoD			30/03/2022			- Member of the BoD and Related person to Mr. Le Van Phai - Daughter
3	Thai Thanh Son		Member of the BoD, deputy General Director			03/05/2018			Member of the BoD, Dismissal of Deputy General Director since 01/07/2024
3.1	Thai Son Anh					03/05/2018			- Related person to Mr. Thai Thanh Son - Younger sister
3.2	Thai Thi Tu Trinh					03/05/2018			- Related person to Mr. Thai Thanh Son - Younger sister
3.3	Thai Quang Qui					03/05/2018			- Related person to Mr. Thai Thanh Son - Son
3.4	Ho Thi Truc Mai					03/05/2018			- Related person to Mr. Thai Thanh Son - Daughter-in-law
3.5	Thai Tran Trung					03/05/2018			- Related person to Mr. Thai Thanh Son - Younger brother
3.6	Duong Phan Hong Nhung					03/05/2018			- Related person to Mr. Thai Thanh Son - Younger sister-

									in-law
4	Huynh Ngoc Khanh		Member of the BoD, Deputy General Director			30/03/2022			Member of the BoD, Deputy General Director
4.1	Tran Thi Tuong					30/03/2022			- Related person to Mr. Huynh Ngoc Khanh- Biological mother
4.2	Huynh Thanh Quang					30/03/2022			- Related person to Mr. Huynh Ngoc Khanh- Older brother
4.3	Nguyen Thi Ha					30/03/2022			- Related person to Mr. Huynh Ngoc Khanh- Wife
4.4	Huynh Ha Phuong					30/03/2022			- Related person to Mr. Huynh Ngoc Khanh- Daughter
4.5	Huynh Le Khanh Hung					30/03/2022			- Related person to Mr. Huynh Ngoc Khanh- Son
5	Le Kim Trinh		Member of the BoD			30/03/2022			Member of the BoD
5.1	Le Van Phai		Member of the BoD, Legal Representative, General Director			10/05/2017			- Related person to Mrs. Le Kim Trinh - Biological father
5.2	Châu Thi Kim Xoan					10/05/2017			- Related person to Mrs. Le Kim Trinh - Biological mother
5.3	Le gQuang Chanh					10/05/2017			- Related person to Mrs. Le Kim Trinh - Older brother
5.4	Le Quang Nghia					10/05/2017			- Related person to Mrs. Le Kim Trinh - Older brother



5.5	Bui Thi Binh Minh					10/05/2017			- Related person to Mrs. Le Kim Trinh - Sister-in-law
6	Pham Thi Bac Giang		Chief Accountant			11/01/2002			Chief Accountant
6.1	Pham Thi Trieu					11/01/2002			- Related person to Ms. Pham Thi Bac Giang - Older sister
6.2	Pham Thi Khoa					11/01/2002			- Related person to Ms. Pham Thi Bac Giang - Older sister
6.3	Pham Thi Phuong Hong					11/01/2002			- Related person to Ms. Pham Thi Bac Giang - Younger sister
7	Vu Phi Bang		Head of the Board of Supervisors			10/05/2017			Head of the Board of Supervisors, Dismissal since 18/05/2024
7.1	Vu Chinh Thong					10/05/2017			- Related person to Ms. Vu Phi Bang - Biological father
7.2	Tran Thi Hoang					10/05/2017			- Related person to Ms. Vu Phi Bang - Biological mother
7.3	Van Thi Quun					10/05/2017			- Related person to Ms. Vu Phi Bang - Mother-in-law
7.4	Huynh Cong Danh					10/05/2017			- Related person to Ms. Vu Phi Bang - Husband
7.5	Huynh Lam					10/05/2017			- Related person to Ms. Vu Phi Bang - Child
7.6	Huynh Anh					10/05/2017			- Related person to Ms. Vu Phi Bang - Child
7.7	Vu Kim Phuong					10/05/2017			- Related person to Ms. Vu Phi Bang - Younger sister
7.8	Vo Thanh Trung					10/05/2017			- Related person to Ms. Vu Phi Bang - Younger

									brother-in-law
7.9	Vu Tien Vu					10/05/2017			- Related person to Ms. Vu Phi Bang – Younger brother
7.10	Vo Thi Phuong Thao					10/05/2017			- Related person to Ms. Vu Phi Bang – Sister-in-law
8	Chau Thuy My		Member of the BoS			10/05/2017			Member of the BoS
8.1	Chau Cam Thuy					10/05/2017			- Related person to Mrs. Chau Thuy My -Older sister
8.2	Pham Thi Tuyet Sa					10/05/2017			- Related person to Mrs. Chau Thuy My - Biological mother
8.3	Chauau Quoc Viet					10/05/2017			- Related person to Mrs. Chau Thuy My - Younger brother
9	Vo Thi Anh Loan		Member of the BoS			30/06/2022			Member of the BoS
9.1	Vo Thanh Loc					30/06/2022			- Related person to Ms. Vo Thi Anh Loan - Biological father
9.2	Huynh Thi Nam					30/06/2022			- Related person to Ms. Vo Thi Anh Loan - Biological mother
9.3	Tran Thanh Minh					30/06/2022			- Related person to Ms. Vo Thi Anh Loan - Husband
9.4	Tran Vo Minh Man					30/06/2022			- Related person to Ms. Vo Thi Anh Loan - Son
9.5	Tran Vo Hong Lien					30/06/2022			- Related person to Ms. Vo Thi Anh Loan - Daughter
9.6	Vo Thi Hong Tham					30/06/2022			- Related person to Ms. Vo Thi Anh Loan - Younger sibling



9.7	Vo Thanh Nhan					30/06/2022			- Related person to Ms. Vo Thi Anh Loan - Younger sibling
9.8	Vo Thi Cam Nhung					30/06/2022			- Related person to Ms. Vo Thi Anh Loan - Younger sibling
9.9	Tran Hieu Thao					30/06/2022			- Related person to Ms. Vo Thi Anh Loan - Younger brother-in-law
10	Nguyen The Vinh		Person in charge of Corporate Governance , Assistant to the General Director			30/03/2022			Person in charge of Corporate Governance, Assistant to the General Director
10.1	Nguyen Van Hau					18/09/2023			Related person to Mr. Nguyen The Vinh – Biological father
10.2	Chau Thi Thach					18/09/2023			Related person to Mr. Nguyen The Vinh – Biological mother
10.3	Nguyen Thanh Quang					18/09/2023			Related person to Mr. Nguyen The Vinh – Older brother
10.4	Le Kieu Oanh					18/09/2023			Related person to Mr. Nguyen The Vinh – Sister-in-law
10.5	Nguyen Bich Hanh					18/09/2023			Related person to Mr. Nguyen The Vinh – Wife
10.6	Nguyen Van Hanh					18/09/2023			Related person to Mr. Nguyen The Vinh – Father-in-law
10.7	Trịnh Thị Bích					18/09/2023			Related person to Mr. Nguyen The Vinh – Mother-in-law
10.8	Nguyen Hoang Long					18/09/2023			Related person to Mr. Nguyen The Vinh – Brother-in-law (younger)

10.9	Nguyen Thai Bao Vi					18/09/2023			Related person to Mr. Nguyen The Vinh – Biological child
10.10	Nguyen Minh					18/09/2023			Related person to Mr. Nguyen The Vinh – Biological child
11	Nguyen Van Chau		Head of the Board of Supervisors			18/05/2024			Head of the Board of Supervisors
11.1	Nguyen Van Hoi					18/05/2024			Related person to Mr. Nguyen Van Chau – Biological father
11.2	Nguyen Thi Guong					18/05/2024			Related person to Mr. Nguyen Van Chau – Biological mother
11.3	Nguyen Thi Huong					18/05/2024			Related person to Mr. Nguyen Van Chau – Older sister
11.4	Nguyen Thi Hoa					18/05/2024			Related person to Mr. Nguyen Van Chau – Older sister
11.5	Nguyen Thi Duyen					18/05/2024			Related person to Mr. Nguyen Van Chau – Older sister
11.6	Nguyen Van Hoang					18/05/2024			Related person to Mr. Nguyen Van Chau – Older brother
11.7	Nguyen Thi Yen					18/05/2024			Related person to Mr. Nguyen Van Chau – Older sister
11.8	Nguyen Van Du					18/05/2024			Related person to Mr. Nguyen Van Chau – Older brother
11.9	Nguyen Van Hieu					18/05/2024			Related person to Mr. Nguyen Van Chau – Older brother
11.10	Nguyen Van Hai					18/05/2024			Related person to Mr. Nguyen Van Chau – Younger sibling



11.11	Nguyen Thi Kim Hong					18/05/2024			Related person to Mr. Nguyen Van Chau – Younger sibling
11.12	To Ngoc Phuong					18/05/2024			Related person to Mr. Nguyen Van Chau – Wife
11.13	Nguyen Ngoc Bao Han					18/05/2024			Related person to Mr. Nguyen Van Chau – Biological child
11.14	Nguyen Thanh Phat					18/05/2024			Related person to Mr. Nguyen Van Chau – Biological child
11.15	To Binh					18/05/2024			Related person to Mr. Nguyen Van Chau – Father-in-law
11.16	Quach Thi Khiem					18/05/2024			Related person to Mr. Nguyen Van Chau – Mother-in-law
11.17	To Huy Minh					18/05/2024			Related person to Mr. Nguyen Van Chau – Brother-in-law

2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons: **none**

No.	Name of organization/ individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders / Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction	Note

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: None

No .	Transaction executor	Relationship with internal persons	Position at the listed Company	ID card No. /Passport No., date of issue, place of Issue	Address	Name of subsidiaries or companies which the Company Control	Time of transaction	Content, quantity, total value of transaction	Note

#### 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 Supervisors, General Director have been founding members or members of Board of Directors, or the Supervisors in three (03) latest years (calculated at the time of reporting): None

4.2 Transactions between the Company and the company that its affiliated persons with members of Board of Directors, the Supervisors, General Director, Board of management and other managers as a member of Board of Directors, Director (General Director or CEO):

4.2.1 Signing of the sales Contract between CMID Company and Kien Thanh Construction - Services - Trading Company Limited in accordance with Resolution No. 54/NQ-HDQT dated 18/12/2023. The total transaction value in 2024 is 4,880,329,327 VND.

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, General Director, Board of Directors and other managers: None

### VIII. Share transactions of internal persons and their affiliated persons (2024 report):

#### 1. The list of internal persons and their affiliated persons:



No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1	Truong Minh Tuyen		Chairman of the BoD			20,375	0.18%	Chairman of the BoD
1.1	Nguyen Thi Thu Huong					25,250	0.23%	- Related person to Mr. Truong Minh Tuyen - Wife
1.2	Truong Thi Thu Trang					6,480	0.06%	- Related person to Mr. Truong Minh Tuyen - Daughter
1.3	Truong Thi Thu Phuong					0	0.00%	- Related person to Mr. Truong Minh Tuyen - Daughter
1.4	Truong Thi Thu Thanh					0	0.00%	- Related person to Mr. Truong Minh Tuyen - Daughter
1.5	Truong Van Dong					1,000	0.01%	- Related person to Mr. Truong Minh Tuyen - Younger brother
2	Le Van Phai		Member of the BoD, Legal Representative, General Director			3,094,687	27.58%	Member of the BoD, Legal Representative, General Director
2.1	Chau Thi Kim Xoan					800,000	7.13%	- Related person to Mr. Le Van Phai - Wife
2.2	Le Quangg Chanh					200,000	1.78%	- Related person to Mr. Le Van Phai - Son
2.3	Le Quang Nghia					200,000	1.78%	- Related person to Mr. Le Van Phai - Son
2.4	Bui Thi Binh Minh					200,000	1.78%	- Related person to Mr. Le Van Phai - Daughter-in-law

2.5	Le Thi Hang					0	0.00%	- Related person to Mr. Le Van Phai - Younger sister
2.6	Van Công Ngon					0	0.00%	- Related person to Mr. Le Van Phai - Younger brother-in-law
2.7	Le Kim Trinh		Member of the BoD			233,750	2.08%	- Related person to Mr. Le Van Phai - Daughter
3	Thai Thanh Son		Member of the BoD, Deputy General Director			0	0.00%	Member of the BoD, Deputy General Director
3.1	Thai Son Anh					0	0.00%	- Related person to Mr. Thai Thanh Son - Younger sister
3.2	Thai Thi Tu Trinh					8	0.001%	- Related person to Mr. Thai Thanh Son - Younger sister
3.3	Thai Quang Qui					0	0.00%	- Related person to Mr. Thai Thanh Son - Son
3.4	Ho Thi Truc Mai					0	0.00%	- Related person to Mr. Thai Thanh Son - Daughter-in-law
3.5	Thai Tran Trung					0	0.00%	- Related person to Mr. Thai Thanh Son - Younger brother
3.6	Duong Phan Hong Nhung					0	0.00%	- Related person to Mr. Thai Thanh Son - Younger sister-in-law
4	Huynh Ngoc Khanh		Member of the BoD, Deputy General Director			150,000	1.34%	Member of the BoD, Deputy General Director



4	Huynh Ngoc Khanh		Member of the BoD, Deputy General Director			518,080	4.62%	Member of the BoD, Deputy General Director
4.1	Tran Thi Tuong					150,000	1.34%	- Related person to Mr. Huynh Ngoc Khanh- Biological mother
4.1	Tran Thi Tuong					368,079	3.28%	- Related person to Mr. Huynh Ngoc Khanh- Biological mother
4.2	Huynh Thanh Quang					150,000	1.34%	- Related person to Mr. Huynh Ngoc Khanh- Older brother
4.2	Huynh Thanh Quang					160,000	1.43%	- Related person to Mr. Huynh Ngoc Khanh- Older brother
4.3	Nguyen Thi Ha					0	0.00%	- Related person to Mr. Huynh Ngoc Khanh- Wife
4.4	Huynh Ha Phuong					0	0.00%	- Related person to Mr. Huynh Ngoc Khanh- Daughter
4.5	Huynh Le Khanh Hung					0	0.00%	- Related person to Mr. Huynh Ngoc Khanh- Son
5	Le Kim Trinh		Member of the BoD			233,750	2.08%	- Member of the BoD and Related person to Mr. Le Van Phai - Daughter
5.1	Le Van Phai		Member of the BoD, Legal Representative, General Director			3,094,687	27.58%	- Related person to Mrs. Le Kim Trinh - Biological father
5.2	Chau Thi Kim Xoan					800,000	7.13%	- Related person to Mrs. Le Kim Trinh - Biological mother

5.3	Le Quangg Chanh					200,000	1.78%	- Related person to Mrs. Le Kim Trinh - Older brother
5.4	Le Quang Nghia					200,000	1.78%	- Related person to Mrs. Le Kim Trinh - Older brother
5.5	Bui Thi Binh Minh					200,000	1.78%	- Related person to Mrs. Le Kim Trinh - Sister-in-law
6	Pham Thi Bac Giang		Chief Accountant			100,468	0.90%	Chief Accountant
6.1	Pham Thi Trieu					0	0.00%	- Related person to Ms. Pham Thi Bac Giang - Older sister
6.2	Pham Thi Khoa					0	0.00%	- Related person to Ms. Pham Thi Bac Giang - Older sister
6.3	Pham Thi Phuong Hong					0	0.00%	- Related person to Ms. Pham Thi Bac Giang - Younger sister
7	Vu Phi Bang		Head of the Board of Supervisors			1,000	0.01%	Head of the Board of Supervisors
7.1	Vu Chinh Thong					0	0.00%	- Related person to Ms. Vu Phi Bang - Biological father
7.2	Tran Thi Hoang					0	0.00%	- Related person to Ms. Vu Phi Bang - Biological mother
7.3	Van Thi Quun					0	0.00%	- Related person to Ms. Vu Phi Bang - Mother-in-law
7.4	Huynh Cong Danh					0	0.00%	- Related person to Ms. Vu Phi Bang - Husband
7.5	Huynh Lam					0	0.00%	- Related person to Ms. Vu Phi Bang - Child
7.6	Huynh Anh					0	0.00%	- Related person to Ms. Vu Phi Bang - Child



7.7	Vu Kim Phuong					0	0.00%	- Related person to Ms. Vu Phi Bang - Younger sister
7.8	Vo Thanh Trung					0	0.00%	- Related person to Ms. Vu Phi Bang - Younger brother-in-law
7.9	Vu Tien Vu					0	0.00%	- Related person to Ms. Vu Phi Bang - Younger brother
7.10	Vo Thi Phuong Thao					0	0.00%	- Related person to Ms. Vu Phi Bang - Younger sister-in-law
8	Chau Thuy My		Member of the BoS			30,000	0.27%	Member of the Board of Supervisors
8.1	Chau Cam Thuy					40,000	0.36%	- Related person to Mrs. Chau Thuy My -Older sister
8.2	Pham Thi Tuyet Sa					0	0.00%	- Related person to Mrs. Chau Thuy My - Biological mother
8.3	Chauau Quoc Viet					0	0.00%	- Related person to Mrs. Chau Thuy My - Younger brother
9	Vo Thi Anh Loan		Member of the BoS			16,368	0.15%	Member of the Board of Supervisors
9.1	Vo Thanh Loc					0	0.00%	- Related person to Ms. Vo Thi Anh Loan - Biological father
9.2	Huynh Thi Nam					0	0.00%	- Related person to Ms. Vo Thi Anh Loan - Biological mother
9.3	Tran Thanh Minh					0	0.00%	- Related person to Ms. Vo Thi Anh Loan - Husband
9.4	Tran Vo Minh Man					0	0.00%	- Related person to Ms. Vo Thi Anh Loan - Son
9.5	Tran Vo Hong Lien					0	0.00%	- Related person to Ms. Vo Thi Anh Loan -

								Daughter
9.6	Vo Thi Hong Tham					0	0.00%	- Related person to Ms. Vo Thi Anh Loan - Younger sibling
9.7	Vo Thanh Nhan					0	0.00%	- Related person to Ms. Vo Thi Anh Loan - Younger sibling
9.8	Vo Thi Cam Nhung					0	0.00%	- Related person to Ms. Vo Thi Anh Loan - Younger sibling
9.9	Tran Hieu Thao					0	0.00%	- Related person to Ms. Vo Thi Anh Loan - Younger brother-in-law
10	Nguyen The Vinh		Person in charge of Corporate Governance, Assistant to the General Director			50,000	0.45%	Person in charge of Corporate Governance, Assistant to the General Director
10	Nguyen The Vinh		Person in charge of Corporate Governance, Assistant to the General Director			168,721	1.50%	Person in charge of Corporate Governance, Assistant to the General Director
10.1	Nguyen Van Hau					0	0.00%	Related person to Mr. Nguyen The Vinh – Biological father
10.2	Chau Thi Thach					0	0.00%	Related person to Mr. Nguyen The Vinh – Biological mother
10.3	Nguyen Thanh Quang					0	0.00%	Related person to Mr. Nguyen The Vinh – Older brother
10.4	Le Kieu Oanh					0	0.00%	Related person to Mr. Nguyen The Vinh – Sister-in-law



10.5	Nguyen Bich Hanh					18,000	0.16%	Related person to Mr. Nguyen The Vinh – Wife
10.6	Nguyen Van Hanh					0	0.00%	Related person to Mr. Nguyen The Vinh – Father-in-law
10.7	Trịnh Thi Bích					10,000	0.09%	Related person to Mr. Nguyen The Vinh – Mother-in-law
10.8	Nguyen Hoang Long					0	0.00%	Related person to Mr. Nguyen The Vinh – Brother-in-law (younger)
10.9	Nguyen Thai Bao Vi					0	0.00%	Related person to Mr. Nguyen The Vinh – Biological child
10.10	Nguyen Minh					0	0.00%	Related person to Mr. Nguyen The Vinh – Biological child
11	Nguyen Van Chau		Head of the Board of Supervisors			0	0.00%	Head of the Board of Supervisors
11.1	Nguyen Van Hoi					0	0.00%	Related person to Mr. Nguyen Van Chau – Biological father
11.2	Nguyen Thi Guong					0	0.00%	Related person to Mr. Nguyen Van Chau – Biological mother
11.3	Nguyen Thi Huong					0	0.00%	Related person to Mr. Nguyen Van Chau – Older sister
11.4	Nguyen Thi Hoa					0	0.00%	Related person to Mr. Nguyen Van Chau – Older sister
11.5	Nguyen Thi Duyen					0	0.00%	Related person to Mr. Nguyen Van Chau – Older sister
11.6	Nguyen Van Hoang					0	0.00%	Related person to Mr. Nguyen Van Chau – Older brother

11.7	Nguyen Thi Yen					0	0.00%	Related person to Mr. Nguyen Van Chau – Older sister
11.8	Nguyen Van Du					0	0.00%	Related person to Mr. Nguyen Van Chau – Older brother
11.9	Nguyen Van Hieu					0	0.00%	Related person to Mr. Nguyen Van Chau – Older brother
11.10	Nguyen Van Hai					0	0.00%	Related person to Mr. Nguyen Van Chau – Younger sibling
11.11	Nguyen Thi Kim Hong					0	0.00%	Related person to Mr. Nguyen Van Chau – Younger sibling
11.12	To Ngoc Phuong					0	0.00%	Related person to Mr. Nguyen Van Chau – Wife
11.13	Nguyen Ngoc Bao Han					0	0.00%	Related person to Mr. Nguyen Van Chau – Biological child
11.14	Nguyen Thanh Phat					0	0.00%	Related person to Mr. Nguyen Van Chau – Biological child
11.15	To Binh					0	0.00%	Related person to Mr. Nguyen Van Chau – Father-in-law
11.16	Quach Thi Khiem					0	0.00%	Related person to Mr. Nguyen Van Chau – Mother-in-law
11.17	To Huy Minh					0	0.00%	Related person to Mr. Nguyen Van Chau – Brother-in-law

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

No.	Transaction executor	Relationship with internal persons	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increasing, decreasing (buying, selling, Converting, rewarding,
			Number of shares	Percentage	Number of shares	Percentage	

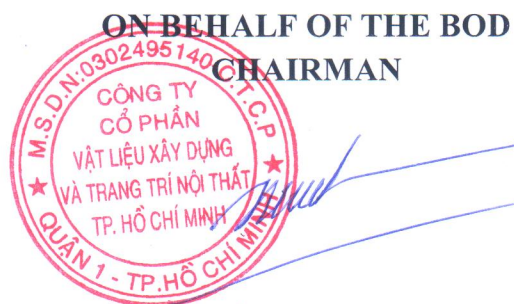


							etc.)
1	Thai Thanh Son	Member of the BoD, Deputy General Director	33,400	0.3%	0	0.0%	Sale of shares
2	Nguyen The Vinh	Person in charge of Corporate Governance, Assistant to the General Director	230,821	2.1%	218,721	2.0%	Sale of shares

**IX. Other significant issues: None**

Recipients:

- Same as above
- Member of the (BoD), (BoS)
- Archived: Secretariat.



**CHỦ TỊCH HĐQT  
Truong Minh Tuyen**

