

CONSTRUCTION MATERIAL &
INTERIOR DECORATION JOINT
STOCK COMPANY

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

No.: 161/CBTT-HĐQT

HCM City, January 28th, 2026

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 16th, 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 2025 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, Cau Ong Lanh Ward, HCM City

- Telephone: (028) 39205104

Fax: (028) 38369434

- E-mail: cmidvlxd@gmail.com

2. Content of information disclosure:

- Report on corporate governance in 2025.

This information was published on the Company's website on January 28th, 2026 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 2025 -
Full version.

- Report on corporate governance in 2025 -
Disclosed version.

Organization representative

Person authorized to disclose information
(Signature, full name, position, and seal)



Nguyễn Thế Vinh

Appendix V

REPORT ON CORPORATE GOVERNANCE

(Promulgated with the Circular No 96/2020/TT-BTC on November 16, 2020 of the Minister of Finance)

CONSTRUCTION MATERIAL & INTERIOR
DECORATION JOINT STOCK COMPANY

No. 160/BCQT-HDQT6



SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

HCM City, January 27th, 2026

REPORT ON CORPORATE GOVERNANCE
IN 2025



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, Cau Ong Lanh Ward, HCM City
- Telephone : 028 39 205 104 Fax: 848 38 369 434
- Email : cmidvlxd@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 and General Director
- The implementation of internal audit: The Company is not subject to compulsory internal audit in accordance with Article 10 of Decree No. 05/2019/ND-CP on Internal Audit.

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 2025 Annual General Meeting of Shareholders No. 129 NQ- DHDCD	25/04/2025	*Approval of the business performance summary report for 2024, the directions and tasks for 2025, the financial performance report for 2024, and the activity reports of the Board of Directors and the Board of Supervisors for 2024. The Board of Directors' remuneration, the Board of Supervisors' remuneration and the Board of Executives' remuneration for 2024.

		<ul style="list-style-type: none"> *Approval of the profit distribution plan and allocation to funds for 2024. *Approval of the business targets for 2025. *Approval of the proposal on remuneration and bonuses for the Board of Directors and the Board of Supervisors for 2025. *Authorization for the Board of Directors to select the independent auditing firm for 2025. *Dismissal of the member of Board of Directors based on the resignation letter of Mr. Thai Thanh Son * Approval of the selling plan for treasury stock in 2025 * Amend and promulgate Company Charter. * Amend and promulgate Internal company management regulations * Amend and promulgate Regulations on the operation of the Board of Directors * Amend and promulgate Regulations on the operation of the Board of Supervisors
--	--	--

II. Activities of the Board of Directors in 2025

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

No.	Board of Directors' members	Position <i>(Independent members of the Board of Directors, Non-executive members of the Board of Directors)</i>	The date becoming/ceasing to be the member of the Board of Directors	
			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	30/03/2022	
3	Mr. Thai Thanh Son (*)	Member of the BoD	30/03/2022	25/04/2025
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 resignation letter was approved in the 2025 Annual General Meeting of Shareholders for the dismissal from 25/04/2025.

2. Meetings of the Board of Directors

In 2025, the BoD held 17 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	17/17	100%	
2	Mr. Le Van Phai	17/17	100%	
3	Mr. Thai Thanh Son	0/17	0%	Resignation from the Member of the BoD from 25/04/2025
4	Mr. Huynh Ngoc Khanh	17/17	100%	
5	Ms. Le Kim Trinh	17/17	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.
- Attend and provide opinions at the Board of Management's regular operational briefing meetings.
- Evaluate the financial and commercial Contracts signed with organizations and individuals in business activities.
- Inspecting the management and administration in 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 (Report in 2025):

No.	Resolution/Decision No.	Date	Content	Approval rate
01	Resolution No. 104/NQ-HDQT	15/01/2025	Revaluation of assets and provision allocation as of 31/12/2024	100%
02	Resolution No. 105/NQ-HDQT	15/01/2025	Adjust the salary fund allocation ratio in 2024.	100%

03	Resolution No. 106A/NQ-HDQT	23/01/2025	Liquidation of fixed assets – barge SG.8723	100%
04	Resolution No. 109/NQ-HDQT	01/03/2025	Organize the Annual General Meeting in 2025	100%
05	Resolution No. 113/NQ-HDQT	27/03/2025	Sign the contract appendix with Hung Thanh Construction - Service - Trading Co., Ltd.	100%
06	Resolution No. 132/NQ-HDQT	09/05/2025	Review the company's salary price list for the year 2025.	100%
07	Resolution No. 134/NQ-HDQT	03/06/2025	Purchase fixed assets – apartment for staff and employees	100%
08	Resolution No. 135/NQ-HDQT	13/06/2025	Finalize the list of shareholders for the interim dividend payment of the first installment in 2025 in cash.	100%
09	Resolution No. 136/NQ-HDQT	19/06/2025	Choosing the independent auditing unit for the year 2025 is NVA Auditing LLC.	100%
10	Resolution No. 138/NQ-HDQT	20/06/2025	Adjust the final registration date to exercise the right to close the shareholder list.	100%
11	Decision No. 140/QD-HDQT	27/06/2025	Decision to establish the Debt Settlement and Recovery Council	100%
12	Resolution No. 142/NQ-HDQT	21/07/2025	Asset revaluation and provision recognition as at 30 June 2025	100%
13	Resolution No. 143/NQ-HDQT	23/07/2025	Additional working capital loan from Sacombank – An Lac Transaction Office	100%

0248
ÔNG
Ô PH
H
IG TR
Ô C

Ô H

14	Resolution No. 146/NQ-HDQT	19/08/2025	Amendment to the additional working capital loan plan at Sacombank – An Lac Transaction Office	100%
15	Resolution No. 147/NQ-HDQT	26/08/2025	Assignment of a residential sale and purchase agreement	100%
16	Resolution No. 149/NQ-HDQT	06/10/2025	Investment in the purchase of a cement storage silo	100%
17	Resolution No. 150/NQ-HDQT	06/11/2025	Investment in a warehouse and logistics port project in My Le Commune, Tây Ninh Province	100%
18	Resolution No. 152/NQ-HDQT	24/11/2025	Obtaining credit facilities and using assets as collateral at BIDV – Ho Chi Minh City Branch	100%
19	Resolution No. 153/NQ-HDQT	22/12/2025	Finalization of the shareholder list for payment of the second interim dividend in 2025	100%
20	Resolution No. 138/NQ-HDQT	22/12/2025	Reorganization involving merger, dissolution, and establishment of business units	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 Van Chau	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

2. Meetings of Board of Supervisors

The Board of Supervisors held 03 meetings in 2025, 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	Mr. Nguyen Van Chau	3/3	100%	100%	
2	Ms. Chau Thuy My	3/3	100%	100%	
3	Ms. Vo Thi Anh Loan	3/3	100%	100%	

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 monitored the implementation of the 2025 General Meeting of Shareholders' Resolution and the Board of Directors' resolutions by the executive of the Board of Management in business operations, risk prevention, and organizational personnel restructuring to improve efficiency
- The Board of Supervisors conducted inspections and supervision of the financial situation and the financial statements for Q1, Q2, Q3, Q4 in 2025, as well as the semi-annual financial statements in 2025 of the company. The activities of the Board of Directors complied with the Charter, Corporate Governance Regulations, and relevant laws.
- The Board of Supervisors submitted a report to the 2025 Annual General Meeting of Shareholders for approval, including the Supervisory Board's Activity Report, the Supervisory Board's remuneration for 2024, and the Supervisory Board's Operational Plan for 2025
- 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 cooperation between the Board of Supervisors, the Board of Directors, and the Board of Management is conducted on the basis of maintaining the Company's stability and sustainable development, and ensuring shareholders' rights in compliance with applicable laws and the Company's Charter.
- The Board of Supervisors has been promptly and fully provided with the resolutions and decisions of the Board of Directors by the Board of Directors, and has participated in meetings of the Board of Directors and other meetings of the Company.
- 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.
- The Board of Supervisors cooperated with the Company's functional departments to review and supervise the operations of subordinate units.

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. 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:

- Registering the Corporate Governance Officer for the "Corporate Governance" training course organized by the Institute of Human Resources and Business Development (HUREDIN) - University of Economics Ho Chi Minh City.
- Attended the workshop "Advanced Training on Awareness of the ASEAN Corporate Governance Scorecard (ACGS)" organized by the State Securities Commission of Vietnam on 11 December 2025.
- Attended the 8th Annual Corporate Governance Forum themed "Board of Directors' Breakthrough: Expanding Regional Reach and Positioning Trust and Reputation in the Capital Market," organized by the Vietnam Institute of Directors (VIOD) on 05 December 2025.

VII. The list of affiliated persons of the public company (Report in 2025) 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 Quang 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	Le Kim Trinh		Member of the BoD			30/03/2022			- Related person to Mr. Le Van Phai - Daughter

2.5	Bui Thi Binh Minh					10/05/2017			- Related person to Mr. Le Van Phai - Daughter-in-law
2.6	Tran Thi Phuong Thao					14/04/2025			- Related person to Mr. Le Van Phai - Daughter-in-law
2.7	Le Thi Hang					10/05/2017			- Related person to Mr. Le Van Phai - Younger sister
2.8	Van Cong Ngon					10/05/2017			- Related person to Mr. Le Van Phai - Younger brother-in-law
2.9	Kien Duc Construction Trade Service Co., Ltd.								The related party is the organization - Mr. Le Van Phai is the legal representative and has contributed capital to the company.
2.10	Kien Thanh Construction Trade Service Co., Ltd.								-The related party is the organization - Mr. Le Van Phai has contributed capital to the company.
3	Thai Thanh Son		Member of the BoD			03/05/2018	25/04/ 2025		Member of the Board of Directors has been dismissed of duty since April 25, 2025, at the 2025 Annual General Meeting.
3.1	Thai Son Anh					03/05/2018	25/04/ 2025		- Related person to Mr. Thai Thanh Son - Younger sister
3.2	Thai Thi Tu Trinh					03/05/2018	25/04/ 2025		- Related person to Mr. Thai Thanh Son - Younger sister
3.3	Thai Quang Qui					03/05/2018	25/04/ 2025		- Related person to Mr. Thai Thanh Son - Son

3.4	Ho Thi Truc Mai					03/05/2018	25/04/ 2025		- Related person to Mr. Thai Thanh Son - Daughter-in-law
3.5	Thai Tran Trung					03/05/2018	25/04/ 2025		- Related person to Mr. Thai Thanh Son - Younger brother
3.6	Duong Phan Hong Nhung					03/05/2018	25/04/ 2025		- 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		minor			30/03/2022			- Related person to Mr. Huynh Ngoc Khanh- Daughter
4.5	Huynh Le Khanh Hung		minor			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 Vien High- Tech Agricultur al Investmen t and Developm ent Joint Stock Company								The related party is the organization represented by Mrs. Le Kim Trinh as the legal representative of the company.

5.2	Le Van Phai		Member of the BoD, Legal Representative, General Director			10/05/2017			- Related person to Mrs. Le Kim Trinh - Biological father
5.3	Chau Thi Kim Xoan					10/05/2017			- Related person to Mrs. Le Kim Trinh - Biological mother
5.4	Le Quang Chanh					10/05/2017			- Related person to Mrs. Le Kim Trinh - Older brother
5.5	Le Quang Nghia					10/05/2017			- Related person to Mrs. Le Kim Trinh - Older brother
5.6	Bui Thi Binh Minh					10/05/2017			- Related person to Mrs. Le Kim Trinh - Sister-in-law
5.7	Tran Thi Phuong Thao					14/04/2025			- 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	Chau Thuy My		Member of the BoS			10/05/2017			Member of the BoS
7.1	Chau Cam Thuy					10/05/2017			- Related person to Mrs. Chau Thuy My -Older sister
7.2	Pham Thi Tuyet Sa					10/05/2017			- Related person to Mrs. Chau Thuy My -Biological mother

7.3	Chau Quoc Viet				10/05/2017			- Related person to Mrs. Chau Thuy My - Younger brother
8	Vo Thi Anh Loan		Member of the BoS		30/06/2022			Member of the BoS
8.1	Vo Thanh Loc				30/06/2022			- Related person to Ms. Vo Thi Anh Loan - Biological father
8.2	Huynh Thi Nam				30/06/2022			- Related person to Ms. Vo Thi Anh Loan - Biological mother
8.3	Tran Thanh Minh				30/06/2022			- Related person to Ms. Vo Thi Anh Loan - Husband
8.4	Tran Vo Minh Man				30/06/2022			- Related person to Ms. Vo Thi Anh Loan - Son
8.5	Tran Vo Hong Lien				30/06/2022			- Related person to Ms. Vo Thi Anh Loan - Daughter
8.6	Vo Thi Hong Tham				30/06/2022			- Related person to Ms. Vo Thi Anh Loan - Younger sibling
8.7	Vo Thanh Nhan				30/06/2022			- Related person to Ms. Vo Thi Anh Loan - Younger sibling
8.8	Vo Thi Cam Nhung				30/06/2022			- Related person to Ms. Vo Thi Anh Loan - Younger sibling
8.9	Tran Hieu Thao				30/06/2022			- Related person to Ms. Vo Thi Anh Loan - Younger brother-in-law
9	Nguyen The Vinh		Person in charge of Corporate Governanc e, Assistant to the General Director		30/03/2022			Person in charge of Corporate Governance, Assistant to the General Director

9.1	Nguyen Van Hau				18/09/2023			Related person to Mr. Nguyen The Vinh – Biological father
9.2	Chau Thi Thach				18/09/2023			Related person to Mr. Nguyen The Vinh – Biological mother
9.3	Nguyen Thanh Quang				18/09/2023			Related person to Mr. Nguyen The Vinh – Older brother
9.4	Le Kieu Oanh				18/09/2023			Related person to Mr. Nguyen The Vinh – Sister-in-law
9.5	Nguyen Bich Hanh				18/09/2023			Related person to Mr. Nguyen The Vinh – Wife
9.6	Nguyen Van Hanh				18/09/2023			Related person to Mr. Nguyen The Vinh – Father-in-law
9.7	Trinh Thi Bich				18/09/2023			Related person to Mr. Nguyen The Vinh – Mother-in-law
9.8	Nguyen Hoang Long				18/09/2023			Related person to Mr. Nguyen The Vinh – Brother-in-law (younger)
9.9	Nguyen Thai Bao Vi			Underage	18/09/2023			Related person to Mr. Nguyen The Vinh – Biological child
9.10	Nguyen Minh			Underage	18/09/2023			Related person to Mr. Nguyen The Vinh – Biological child
10	Nguyen Van Chau		Head of the Board of Supervisors		18/05/2024			Head of the Board of Supervisors
10.1	Nguyen Van Hoi			Deceased	18/05/2024			Related person to Mr. Nguyen Van Chau – Biological father
10.2	Nguyen Thi Guong			Deceased	18/05/2024			Related person to Mr. Nguyen Van Chau – Biological mother

10.3	Nguyen Thi Huong				18/05/2024			Related person to Mr. Nguyen Van Chau – Older sister
10.4	Nguyen Thi Hoa				18/05/2024			Related person to Mr. Nguyen Van Chau – Older sister
10.5	Nguyen Thi Duyen				18/05/2024			Related person to Mr. Nguyen Van Chau – Older sister
10.6	Nguyen Van Hoang				18/05/2024			Related person to Mr. Nguyen Van Chau – Older brother
10.7	Nguyen Thi Yen				18/05/2024			Related person to Mr. Nguyen Van Chau – Older sister
10.8	Nguyen Van Du				18/05/2024			Related person to Mr. Nguyen Van Chau – Older brother
10.9	Nguyen Van Hieu				18/05/2024			Related person to Mr. Nguyen Van Chau – Older brother
10.10	Nguyen Van Hai				18/05/2024			Related person to Mr. Nguyen Van Chau – Younger sibling
10.11	Nguyen Thi Kim Hong				18/05/2024			Related person to Mr. Nguyen Van Chau – Younger sibling
10.12	To Ngoc Phung				18/05/2024			Related person to Mr. Nguyen Van Chau – Wife
10.13	Nguyen Ngoc Bao Han				18/05/2024			Related person to Mr. Nguyen Van Chau – Biological child
10.14	Nguyen Thanh Phat				18/05/2024			Related person to Mr. Nguyen Van Chau – Biological child
10.15	To Binh			Deceased	18/05/2024			Related person to Mr. Nguyen Van Chau – Father-in-law

10. 16	Quach Thi Khiem			Deceased		18/05/2024			Related person to Mr. Nguyen Van Chau – Mother-in-law
10. 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): 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, General Director, Board of Directors and other managers: None

VIII. Share transactions of internal persons and their affiliated persons (Report in 2025):

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			2,634,687	23.48%	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 Quang Chanh				400,000	3.56%	- Related person to Mr. Le Van Phai - Son
2.3	Le Quang Nghia				400,000	3.56%	- Related person to Mr. Le Van Phai - Son
2.4	Le Kim Trinh		Member of the BoD		396,985	3.54%	- Related person to Mr. Le Van Phai - Daughter
2.5	Bui Thi Binh Minh				200,000	1.78%	- Related person to Mr. Le Van Phai - Daughter-in-law
2.6	Tran Thi Phuong Thao				60,000	0.53%	- Related person to Mr. Le Van Phai - Daughter-in-law
2.7	Le Thi Hang				0	0.00%	- Related person to Mr. Le Van Phai - Younger sister
2.8	Van Cong Ngon				0	0.00%	- Related person to Mr. Le Van Phai - Younger brother-in-law
2.9	Kien Duc Construction Trade Service Co., Ltd.				0	0.00%	The related party is the organization - Mr. Le Van Phai is the legal representative and has contributed capital to the company.
2.10	Kiến Thành Construction Trade Service Co., Ltd.				0	0.00%	-The related party is the organization - Mr. Le Van Phai has contributed capital to the company.
3	Thai Thanh Son		Member of the BoD		0	0.00%	Member of the Board of Directors has been dismissed off duty since April 25 th 2025, at the 2025 AGM

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		minor		0	0.00%	- Related person to Mr. Huynh Ngoc Khanh- Daughter
4.5	Huynh Le Khanh Hung		minor		0	0.00%	- Related person to Mr. Huynh Ngoc Khanh- Son
5	Le Kim Trinh	Member of the BoD			396,985	3.54%	- Member of the BoD
5.1	Le Vien High- Tech Agricult ural Investm ent and Develop ment Joint Stock Compan y				0	0.00%	The related party is the organization represented by Mrs. Le Kim Trinh as the legal representative of the company.
5.2	Le Van Phai	Member of the BoD, Legal Represen tative, General Director			2,634,687	23.48%	- Related person to Mrs. Le Kim Trinh - Biological father
5.3	Chau Thi Kim Xoan				800,000	7.13%	- Related person to Mrs. Le Kim Trinh - Biological mother
5.4	Le Quang Chanh				400,000	3.56%	- Related person to Mrs. Le Kim Trinh - Older brother
5.5	Le Quang Nghia				400,000	3.56%	- Related person to Mrs. Le Kim Trinh - Older brother

5.6	Bui Thi Binh Minh					200,000	1.78%	- Related person to Mrs. Le Kim Trinh - Sister-in- law
5.7	Tran Thi Phuong Thao					60,000	0.53%	- Related person to Mrs. Le Kim Trinh - Sister-in- law
6	Pham Thi Bac Giang		Chief Accounta nt			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	Chau Thuy My		Member of the BoS			30,000	0.27%	Member of the Board of Supervisors
7.1	Chau Cam Thuy					40,000	0.36%	- Related person to Mrs. Chau Thuy My -Older sister
7.2	Pham Thi Tuyet Sa					0	0.00%	- Related person to Mrs. Chau Thuy My - Biological mother
7.3	Chau Quoc Viet					0	0.00%	- Related person to Mrs. Chau Thuy My - Younger brother
8	Vo Thi Anh Loan		Member of the BoS			16,368	0.15%	Member of the Board of Supervisors
8.1	Vo Thanh Loc					0	0.00%	- Related person to Ms. Vo Thi Anh Loan - Biological father
8.2	Huynh Thi Nam					0	0.00%	- Related person to Ms. Vo Thi Anh Loan - Biological mother
8.3	Tran Thanh Minh					0	0.00%	- Related person to Ms. Vo Thi Anh Loan - Husband

8.4	Tran Vo Minh Man				0	0.00%	- Related person to Ms. Vo Thi Anh Loan - Son
8.5	Tran Vo Hong Lien				0	0.00%	- Related person to Ms. Vo Thi Anh Loan - Daughter
8.6	Vo Thi Hong Tham				0	0.00%	- Related person to Ms. Vo Thi Anh Loan - Younger sibling
8.7	Vo Thanh Nhan				0	0.00%	- Related person to Ms. Vo Thi Anh Loan - Younger sibling
8.8	Vo Thi Cam Nhung				0	0.00%	- Related person to Ms. Vo Thi Anh Loan - Younger sibling
8.9	Tran Hieu Thao				0	0.00%	- Related person to Ms. Vo Thi Anh Loan - Younger brother- in-law
9	Nguyen The Vinh	Person in charge of Corporat e Governa nce, Assistan t to the General Director			50,000	0.45%	Person in charge of Corporate Governance, Assistant to the General Director
9	Nguyen The Vinh	Person in charge of Corporat e Governa nce, Assistan t to the General Director			44,868	0.40	Person in charge of Corporate Governance, Assistant to the General Director
9.1	Nguyen Van Hau				0	0.00%	Related person to Mr. Nguyen The Vinh – Biologica father
9.2	Chau Thi Thach				0	0.00%	Related person to Mr. Nguyen The Vinh – Biologica mother
9.3	Nguyen Thanh Quang				0	0.00%	Related person to Mr. Nguyen The Vinh – Older brother

9.4	Le Kieu Oanh				0	0.00%	Related person to Mr. Nguyen The Vinh – Sister-in-law
9.5	Nguyen Bich Hanh				18,000	0.16%	Related person to Mr. Nguyen The Vinh – Wife
9.6	Nguyen Van Hanh				0	0.00%	Related person to Mr. Nguyen The Vinh – Father-in-law
9.7	Trinh Thi Bich				10,000	0.09%	Related person to Mr. Nguyen The Vinh – Mother-in-law
9.8	Nguyen Hoang Long				0	0.00%	Related person to Mr. Nguyen The Vinh – Brother-in-law (younger)
9.9	Nguyen Thai Bao Vi		Underage		0	0.00%	Related person to Mr. Nguyen The Vinh – Biologica child
9.10	Nguyen Minh		Underage		0	0.00%	Related person to Mr. Nguyen The Vinh – Biologica child
10	Nguyen Van Chau	Head of the Board of Supervisors			0	0.00%	Head of the Board of Supervisors
10.1	Nguyen Van Hoi		Deceased		0	0.00%	Related person to Mr. Nguyen Van Chau – Biological father
10.2	Nguyen Thi Guong		Deceased		0	0.00%	Related person to Mr. Nguyen Van Chau – Biological mother
10.3	Nguyen Thi Huong				0	0.00%	Related person to Mr. Nguyen Van Chau – Older sister
10.4	Nguyen Thi Hoa				0	0.00%	Related person to Mr. Nguyen Van Chau – Older sister
10.5	Nguyen Thi Duyen				0	0.00%	Related person to Mr. Nguyen Van Chau – Older sister

10.6	Nguyen Van Hoang				0	0.00%	Related person to Mr. Nguyen Van Chau – Older brother
10.7	Nguyen Thi Yen				0	0.00%	Related person to Mr. Nguyen Van Chau – Older sister
10.8	Nguyen Van Du				0	0.00%	Related person to Mr. Nguyen Van Chau – Older brother
10.9	Nguyen Van Hieu				0	0.00%	Related person to Mr. Nguyen Van Chau – Older brother
10.10	Nguyen Van Hai				0	0.00%	Related person to Mr. Nguyen Van Chau – Younger sibling
10.11	Nguyen Thi Kim Hong				0	0.00%	Related person to Mr. Nguyen Van Chau – Younger sibling
10.12	To Ngoc Phung				0	0.00%	Related person to Mr. Nguyen Van Chau – Wife
10.13	Nguyen Ngoc Bao Han				0	0.00%	Related person to Mr. Nguyen Van Chau – Biological child
10.14	Nguyen Thanh Phat				0	0.00%	Related person to Mr. Nguyen Van Chau – Biological child
10.15	To Binh			Deceased	0	0.00%	Related person to Mr. Nguyen Van Chau – Father-in-law
10.16	Quach Thi Khiem			Deceased	0	0.00%	Related person to Mr. Nguyen Van Chau – Mother-in-law
10.17	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, etc.)
			Number of shares	Percentage	Number of shares	Percentage	
1	Le Van Phai	Member of the BoD, General Director	3,094,687	27.58%	2,634,687	23.48%	Selling stock
2	Nguyen The Vinh	Person in charge of Corporate Governance, Assistant to the General Director	218,721	1.95%	94,868	0.85%	Selling stock
3	Le Kim Trinh	Member of the BoD	233,750	2.08%	396,985	3.54%	Buying stock
4	Tran Thi Phuong Thao	Related person to Mr. Le Van Phai	0	0%	60,000	0.53%	Buying stock
5	Le Quang Chanh	Related person to Mr. Le Van Phai	200,000	1.78%	400,000	3.56%	Buying stock
6	Le Quang Nghia	Related person to Mr. Le Van Phai	200,000	1.78%	400,000	3.56%	Buying stock

IX. Other significant issues: None

**ON BEHALF OF THE BOD
CHAIRMAN**

Recipients:

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

(signed)

Truong Minh Tuyen