

No: 01/BC-HĐQT

Dannang, 14 Jan 2026

**REPORT ON
CORPORATE GOVERNANCE OF LISTING COMPANY
(Annual 2025)**

To:

- **The State Securities Commission;**
- **Hanoi Stock Exchange.**

- Name of company: QUANG NAM MINERAL INDUSTRY CORPORATION
- Head office address: Ha Lam-Cho Duoc Industrial Cluster, Binh Phuc, Thang Binh, Quang Nam
- Phone: 0235 3665022 Fax: 0235 3665024 Email: info@minco.com.vn
- Charter capital: 85,777,700,000 VND
- Stock code: MIC
- Corporate governance model:
 - + General Meeting of Shareholders, Board of Directors, Supervisory Board and Board of Directors
- The implementation of internal audit: Not yet implemented

I. Activities of the General Meeting of Shareholders

No.	Resolutions/Decisions No.	Date	Content
1	Số 01/ĐHCD/NQ	23/05/2025	The 2025 Annual General Meeting of Shareholders approved the following resolutions: - Report on the Company's business performance in 2024; - Report on the activities of the Board of Directors in 2024 and the operational direction for 2025; - Report of the Supervisory Board on the supervision results of the Company in 2024. - The 2024 Audited Consolidated and Separate Financial Statements; - Plan on share issuance for 2024 dividend payment and public offering of additional shares; - Remuneration and operating budget for the

			Board of Directors and the Supervisory Board in 2025; - Approval of the 2025 Business Plan; - Selection of an independent auditing firm for the Company's 2025 Financial Statements; - Amendments and supplements to the Company's Charter; - Dismissal of Mr. Nguyen Van Viet from the position of Board of Directors member; - Additional election of Mr. Ngo Phuong Chi as a member of the Board of Directors for the 2023-2028 term.
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II. Board of Directors (2025 Annual report):

1. Information about the members of the Board of Directors

No.	Board of Director's members	Position (Independent members of the Board of Directors, Non-executive member of the Board of Directors)	The date becoming/ceasing to be the member of the Board of Directors	
			Day of Appointment	Day of Dismissal
1	(Mrs) Le Thi Thu Huong	Chairman	26/04/2023	
2	(Mr) Nguyen Van Viet	Independent member of the Board of Directors	26/04/2023	23/05/2025
3	(Mr) Nguyen The Lam	Independent member of the Board of Directors	26/04/2023	
4	(Mr) Pham Ngoc An	Member of the Board of Directors cum General Director	26/04/2023	
5	(Mr) Nguyen Anh Nguyen	Independent member of the Board of Directors	26/04/2023	
6	(Mr) Ngo Phuong Chi	Independent member of the Board of Directors	23/05/2025	

2. Meetings of the BOD:

No	BOD's member	Number of meetings attended by the BOD	Attendance rate	Reason for not absence
1	(Mrs) Le Thi Thu Huong	14/14	100%	
2	(Mr) Nguyen Van Viet	00/14	00%	Submitted resignation letter
3	(Mr) Nguyen The Lam	14/14	100%	Appointed on May 23, 2025
4	(Mr) Pham Ngoc An	14/14	100%	
5	(Mr) Nguyen Anh Nguyen	14/14	100%	
6	(Mr) Ngo Phuong Chi	12/14	86%	

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

In 2025, the Board of Directors conducted inspection and supervision of the General Director's performance of functions and duties within its authorized scope, in accordance with the Enterprise Law, the Company Charter, and Resolutions of the Board of Directors.

In addition, the Board of Directors supervised the Company's adherence to and compliance with the Enterprise Law, the Company Charter, Financial Management Regulations, and current applicable State regulations.

The Board of Directors held meetings with the Company's Board of Management, Chairpersons and Directors of subsidiaries, key personnel of affiliated units, functional departments, and other managers to evaluate the implementation of Board resolutions, business plans, and the operational results of the units.

All members of the Board of Directors fully discharged their duties, contributing valuable inputs to strategic orientation and operational direction. They provided objective and appropriate assessments regarding the roles and responsibilities of the Board of Directors as well as the executive responsibilities of the Board of Management.

4. Activities of the Board of Directors'committees:

The Board of Directors has not established any sub-committees under the Board.

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

No	Resolutions/Decisions No	Date	Content	Adoption Rate
I	RESOLUTION			
1	01/2025/NQ-HĐQT	11/02/2025	Acknowledging the letter of resignation from Mr. Nguyen Van Viet.	100%

2	02/2025/NQ-HĐQT	19/02/2025	Implementing the cancellation of trading registration of Quang Nam Mineral Industry Corporation shares (Ticker: MIC) on the UPCoM market to switch to listing on the Hanoi Stock Exchange (HNX).	100%
3	03/2025/NQ-HĐQT	19/02/2025	Approving the extension of the implementation plan to apply for the re-issuance of the Investment Certificate.	100%
4	04/2025/NQ-HĐQT	29/03/2025	Extending the time for convening the 2025 Annual General Meeting of Shareholders	100%
5	05/2025/NQ-HĐQT	15/04/2025	Approving the policy on borrowing capital from Viet A Commercial Joint Stock Bank	100%
6	06/2025/NQ-HĐQT	15/04/2025	Approving the policy on signing contracts/transactions with internal persons/related persons: Viet Phuong Investment Group Joint Stock Company	100%
7	07/2025/NQ-HĐQT	23/05/2025	Assigning duties to members of the Board of Directors	100%
8	08/2025/NQ-HĐQT	09/06/2025	Approving the policy on signing contracts/transactions with internal persons/related persons: National Securities Joint Stock Company (NSI)	100%
9	09/2025/NQ-HĐQT	27/06/2025	Selecting Deloitte Vietnam Audit Company Limited as the auditor for the 2025 Financial Statements and for the Report on Changes in Owners' Equity (if any)	100%
10	10/2025/NQ-HĐQT	07/07/2025	Approving the plan on share issuance for 2024 dividend payment.	100%
11	11/2025/NQ-HĐQT	17/07/2025	Approving the closing of the shareholder list for share issuance for 2024 dividend payment.	100%
12	12/2025/NQ-HĐQT	11/08/2025	Reporting the issuance results and completion of the share issuance for 2024 dividend payment; amending the Charter and updating the Enterprise Registration Certificate.	100%
13	14/2025/NQ-HĐQT	10/09/2025	Appointing the Person in charge of Corporate Governance.	100%
14	15/2025/NQ-HĐQT	18/11/2025	Re-appointing the General Director.	100%
15	16/2025/NQ-HĐQT	18/11/2025	Approving the policy on borrowing capital from Viet A Bank.	100%
16	17/2025/NQ-HĐQT	20/11/2025	Re-appointing the Permanent Deputy General Director.	100%

II	DESITION			
1	01/2025/QĐ-HĐQT	10/09/2025	Appointing the Person in charge of Corporate Governance.	
2	02/2025/QĐ-HĐQT	18/11/2025	Re-appointing the General Director of the Company	
3	03/2025/QĐ-HĐQT	20/11/2025	Re-appointing the Permanent Deputy General Director	

III. Board of Supervisors:

1. Information about members of BS:

No	Members of BS	Position	Becoming/ceasing to be the member of the Board of Supervisors/Audit Committee	Qualification
1	(Mrs) Le Thi Hanh	Head of BS	26/04/2023	Master of Economics
2	(Mr) Nguyen Anh Tai	Member of BS	26/04/2023	Bachelor of Corporate Finance
3	(Mr) Nguyen Van Dung	Member of BS	26/04/2023	Mining Engineering Engineer

2. Meetings of BS:

No	Members of BS	Number of Supervisory Board Meetings Attended	Attendance rate	Voting rate	Reasons for absense
1	(Mrs) Le Thi Hanh	4/4	100%	100%	
2	(Mr) Nguyen Anh Tai	4/4	100%	100%	
3	(Mr) Nguyen Van Dung	4/4	100%	100%	

3. The Supervision activities of the BS toward the BOD, BOM and shareholders:

- Inspecting and supervising the implementation of production and business plans
- Check the processes and regulations in the Company
- Supervise financial and accounting activities, monitor financial market developments, macro and micro factors affecting the Company's financial and accounting activities.

- Check the balance of capital and cash flow management.
- Participate in the appraisal of financial statements.

4. The Coordination among the BS toward activities of the BOD, BOM and other managers

- Participate in meetings of the Board of Directors to grasp the situation of business activities, investment situation and participate in opinions, make recommendations to the Board of Directors and the Board of Directors of the Company within the scope of their responsibilities and powers.
- Examining the reasonableness, honesty and prudence in the management and administration of business activities, in the organization of accounting, statistics and preparation of financial statements.
- Appraisal of audited financial statements, business reports, review of accounting books and other documents of the Company in order to assess the truthfulness and reasonableness of financial data.

5. Other activities of the Board of Supervisors: none

IV. Board of Management

No	Member of Board of Management	Date of birth	Qualification	Date of Appointment/dismissal of members of the Board of Management
1	(Mr) Pham Ngoc An	06/10/1984	Bachelor of Economics	Appointed 15/11/2020
2	(Mr) Tran Thanh Son	10/12/1991	Bachelor of Economics	Reappointed 04/05/2024

V. Chief Accountant

Name	Qualification	Date of Appointment/dismissal
(Mr) Phan Minh Tuan	Finance and Accounting	Appointed 03/05/2023

VI. Training courses on corporate governance:

Have not organized or participated in any training courses.

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

1. List of related persons of the company (related persons as prescribed in Clause 46, Article 4, Law on Securities 2019

No	Name of organization/individual	Stock Trading Account (if any)	Position at the company (if any)	Owner's Certificate*, date of issue, place of issuance of Owner	Office Address/Contact Address	The start time is the person involved	The time is no longer a	Reasons	Related relationship with
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							relevant person		the company
1	Lê Thị Thu Hường		Charman			26/04/2023			Internal person
1.1	Lê Văn Anh					26/04/2023			Father
1.2	Vũ Thị Dần					26/04/2023			Mother
1.3	Lê Tuấn Điệp					26/04/2023			Younger Sibling
1.4	Lê Thị Nhung					26/04/2023			Younger Sibling
1.5	Phạm Văn Tùng					26/04/2023			Husband
1.6	Phạm Lê Minh Nhật					26/04/2023			Child
1.7	Lưu Thị Thanh Huyền					26/04/2023			Sister-in-law
1.8	Phạm Thanh Tuấn					26/04/2023			Father-in-law
1.9	Trần Thị Khuê					26/04/2023			Mother-in-law
2	Ngô Phương Chí		Member of the Board of Directors			26/04/2023			Internal person
2.1	Ngô Phương Nghị					23/05/2025			Older brother
2.2	Ngô Phương Hạnh					23/05/2025			Younger Sibling
2.3	Lê Thị Kim Ngọc					23/05/2025			Wife
2.4	Ngô Lê Duy					23/05/2025			Child
2.5	Ngô Lê Song Thư					23/05/2025			Child
2.6	Đỗ Thanh Duyên					23/05/2025			Sister-in-law
2.7	Vũ Mạnh Cường					23/05/2025			Younger-in-law
2.8	Lê Ngọc Tội					23/05/2025			Father-in-law

2.9	Lê Thị Kim Liên					23/05/2025			Mother-in-law
3	Nguyễn Thế Lâm		Member of the Board of Directors			19/04/2018			Internal person
3.1	Nguyễn Văn Đức					19/04/2018			Father
3.2	Bùi Thị Thanh					19/04/2018			Mother
3.3	Nguyễn Thị Thùy Linh					19/04/2018			Wife
3.4	Nguyễn Thùy Dung					19/04/2018			Child
3.5	Nguyễn Thế Tài					19/04/2018			Child
3.6	Nguyễn Thế Đông					19/04/2018			Younger Sibling
3.7	Đào Thùy Linh					19/04/2018			Younger-in-law
3.8	Nguyễn Viết Quy					19/04/2018			Father-in-law
3.9	Nguyễn Thị Vân Anh					19/04/2018			Mother-in-law
4	Phạm Ngọc An		Member of the Board of Directors, CEO			24/06/2020			Internal person
4.1	Phạm Văn Bảy					24/06/2020			Father
4.2	Nguyễn Thị Hợi					24/06/2020			Mother
4.3	Trần Mỹ Hạnh					24/06/2020			Wife
4.4	Phạm Trần Hoàng Bảo					24/06/2020			Child
4.5	Phạm Trần Bảo Ngọc					24/06/2020			Child
5	Nguyễn Anh Nguyên		Member of the Board of Directors			28/04/2022			Internal person
5.1	Nguyễn Anh Cường					28/04/2022			Father
5.2	Nguyễn Thùy Hương					28/04/2022			Mother

5.3	Nguyễn Cẩm Tú					28/04/2022			Wife
5.4	Nguyễn Hannah Ngọc Diệp					28/04/2022			Child
5.5	Nguyễn Helen Diễm Quỳnh					28/04/2022			Child
5.6	Nguyễn Heidi Hà My					28/04/2022			Child
5.7	Nguyễn Anh Liêm					28/04/2022			Younger sibling
5.8	Lê Thị Minh Yến					28/04/2022			Mother-in-law
6	Lê Thị Hạnh		Head of BS			26/04/2023			Internal person
6.1	Lê Văn Hoà					26/04/2023			Father
6.2	Ngô Thị Tuyết					26/04/2023			Mother
6.3	Lê Thị Nguyệt					26/04/2023			Older sister
6.4	Lê Thị Hằng					26/04/2023			Older sister
6.5	Lê Thị Nga					26/04/2023			Older sister
6.6	Lê Đức Hiệp					26/04/2023			Older brother
6.7	Trương Trí Dũng					08/12/2023			Child
6.8	Trương Đức Phương					26/04/2023			Brother-in-law
6.9	Ngô Sỹ Ngọc					26/04/2023			Brother-in-law
6.10	Nguyễn Văn Thi					26/04/2023			Brother-in-law
6.11	Nguyễn Thị Hương					26/04/2023			Sister-in-law
7	Nguyễn Anh Tài		Member of BS			29/06/2021			Internal person
7.1	Nguyễn Thị Lan					29/06/2021			Mother
7.2	Nguyễn Thị Ngọc Mai					29/06/2021			Older sister
7.3	Nguyễn Trọng Tiến					29/06/2021			Younger sibling
7.4	Cao Thị Hà					29/06/2021			Younger sibling

7.5	Nguyễn Hà Phương					20/05/2023			Child
7.6	Nguyễn Minh Đăng					05/07/2025			Child
7.7	Võ Thị Mỹ Linh					29/06/2021			Sister-in-law
7.8	Cao Xuân Huyền					29/06/2021			Father-in-law
7.9	Đường Thị Hoà					29/06/2021			Mother-in-law
8	Nguyễn Văn Dũng		Member of BS			26/04/2023			Internal person
8.1	Nguyễn Văn Đường					26/04/2023			Father
8.2	Ngô Thị Bích					26/04/2023			Mother
8.3	Nguyễn Văn Đức					26/04/2023			Older brother
8.4	Nguyễn Thị Phương Thảo					26/04/2023			Wife
8.5	Nguyễn Ngân Tuệ					26/04/2023			Child
8.6	Nguyễn Phụng Tiên					15/05/2023			Child
8.7	Nguyễn Văn Sơn					26/04/2023			Father-in-law
8.8	Đặng Thị Huỳnh					26/04/2023			Mother-in-law
9	Trần Thanh Sơn		Permanent Deputy General Director			16/02/2017			Internal person
9.1	Trần Văn Hải					01/02/2021			Father
9.2	Phạm Thị Lý					01/02/2021			Mother
9.3	Lê Thị Phương Dung					01/02/2021			Wife
9.4	Trần Thanh Lâm					01/02/2021			Child
9.5	Trần Minh Ngọc					01/02/2021			Child
9.6	Trần Thị Thanh Xuân					01/02/2021			Older Sister
9.7	Trần Văn Điền					01/02/2021			Older brother
9.8	Nguyễn Văn Nhật					01/02/2021			Brother-in-law

9.9	Phạm Thị Nụ					01/02/2021			Sister-in-law
9.10	Nguyễn Thị Oanh					01/02/2021			Mother-in-law
9.11	Lê Xuân Vượng					01/02/2021			Father-in-law
10	Phan Minh Tuấn		Chief Accountant			08/02/2020			Internal person
10.1	Phan Minh Tân					08/02/2020			Father
10.2	Bùi Thị Hoa					08/02/2020			Mother
10.3	Ngô Thị Thu Hà					08/02/2020			Mother
10.4	Phan Ngô Hà Linh					08/02/2020			Child
10.5	Phan Ngô Hà My					08/02/2020			Child
10.6	Phan Thị Minh Nở					08/02/2020			Older Sister
10.7	Phan Thị Minh Tú					08/02/2020			Younger sibling
10.8	Phan Thị Thảo Nguyên					08/02/2020			Younger sibling
10.9	Phan Thị Thảo Nguyên					08/02/2020			Younger sibling
10.10	Nguyễn Ngọc Kiểm					08/02/2020			Brother-in-law
10.11	Trần Quang Bộ					08/02/2020			Brother-in-law
10.12	Nguyễn Ánh Lý					08/02/2020			Brother-in-law
10.13	Ngô Đây					08/02/2020			Father-in-law
10.14	Phan Thị Bạ					08/02/2020			Mother-in-law
11	Ngô Thị Bích Liễu		Company Secretary			01/02/2023			Internal person
11.1	Phạm Thị Thuỷ					01/02/2023			Mother
11.2	Phan Văn Hỷ					01/02/2023			Husband
11.3	Phan Minh Nhật					01/02/2023			Child
11.4	Phan Trâm Anh					01/02/2023			Child

11.5	Ngô Thị Kim Chung					01/02/2023			Sister
11.6	Ngô Thanh Dũng					01/02/2023			Sister
11.7	Ngô Thị Thanh Hương					01/02/2023			Sister
11.8	Hà Huy Văn					01/02/2023			Brother-in-law
11.9	Ngô Thị Lê Na					01/02/2023			Sister-in-law
11.10	Phan Văn Phương					01/02/2023			Father-in-law
12	VP Silica Joint Stock Company								Shareholder holding >10%
13	Nguyễn Bá Phong								Shareholder holding >10%
14	Lê Tuấn Điệp								Shareholder holding >5%
15	Viet Phuong Investment Group Joint Stock Company								Shareholder holding >20%
16	Nguyen Thi Kim Dung and related person: VHC Real Estate Trading Joint Stock Company (The Company's General Director is the younger sibling of Ms. Nguyen Thi Kim Dung)					23/12/2024			Shareholder holding >5%
17	Gotadi Travel Technology Joint Stock Company					23/05/2025			Mr. Ngo Phuong Chi is an Independent Member of the BOD

18	DGV Digital Joint Stock Company					23/5/2025			Mr. Ngo Phuong Chi is a Member of the BOD
19	Hoang Tiep Vietnam Co., Ltd					01/01/2024			Mr Pham Ngoc An is General Director

Note: Owner's Cetificate Number*: ID Number/Passport Number (for individuals) or Business Registration Certificate Number, Operation License or equivalent legal documents (for organizations)

2. Transactions between the company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons.

No	Name of organization/ individual	Relationship with the company	Legal Document No.*, date of issue, place of issue	Address	Time of transaction	Resolution/ Decision number approved by the General Meeting of Shareholders/ Board of Directors (if any, clearly state the date of issuance)	Content, quantity, total transaction value	Notes
1	VP Silica Joint Stock Company	Major shareholders hold >10% of charter capital	3301321637	5th Floor, Samsora Premier Building, No. 105 Chu Van An, Yet Kieu Ward, Ha Dong District, Hanoi City	MINCO and VPS executed trading transactions in the first 06 months of 2025	01/2024/NQ-ĐHĐCĐTN 2024 dated May 14, 2024	Contract for purchase and sale of processed sand products. Estimated contract value: >35% of the Company's total asset value	
2	Hoang Tiep Vietnam Co., Ltd	Related person to BOD Member – Mr. Pham Ngoc An	4000100178	Ngoc Son Dong Village, Binh Phuc Commune, Thang Binh	MINCO and HJ executed trading transactions in the first	05/2024/NQ-HĐQT dated August 20, 2024	Contract for supply of white sand raw materials, estimated value of 12 billion	

		serves as General Director		District, Quang Nam Province	06 months of 2025		VND/	
3	Viet Phuong Investment Group Joint Stock Company	Major shareholder holding >10% of charter capital	0100237852	6th Floor, Samsora Premier Building, No. 105 Chu Van An, Yet Kieu Ward, Ha Dong District, Hanoi City/	April 2025	06/2025/NQ-HĐQT dated 15/04/2025	Contract for supply of materials and other outsourced services, estimated value <20 billion VND	
4	National Securities Joint Stock Company (NSI)	Related person to BOD Member – Mr. Ngo Phuong Chi serves as Chairman of the BOD	0102108468	5th Floor, Samsora Premier Building, No. 105 Chu Van An, Yet Kieu Ward, Ha Dong District, Hanoi City	June 2025	08/2025/NQ-HĐQT date 09/06/2025	Contract for provision of consulting services for listing, issuance, and other tasks.	

Note: Owner's Certificate Number*: ID Number/Passport Number (for individuals) or Business Registration Certificate Number, Operation License or equivalent legal documents (for organizations)

3. Transactions between internal persons of the company, affiliated persons of internal persons and the company's subsidiaries in which the company takes controlling power

No	The person who makes the transaction	Insider Relations	Position at the Company	Place of issuance of ID card	Address	Name of subsidiary, Company controlled by the listed Company	Time of transactions	Content, quantity, total value of transactions
	None							

4. Transactions between the company and other subjects: No transactions Occurred.

- 4.1. Transactions between the Company and the company that members of Board of Management, members of the Board of Supervisor, Director (Chief Executive Officer) has been a founding member of members of Board of Management, Director (Chief Executive Officer) in three (03) years (at the time of reporting).

- 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 member of Board of Directors, Director (Chief Executive Officer).
- 4.3. Other transactions of the Company (if any) may be beneficial material or immaterial for members of Board of management, member of the Board of Supervisors, Director (Chief Executive Officer).

VIII. Stock trading of insiders and related persons of insiders:

1. List of internal persons and their affiliated persons

No	Full name	Stock Trading Account (if any)	Position at the company (if any)/	Number/Passport , date of issue, place of issue	Address	Number of shares owned at the end of the period	Stock ownership ratio at the end of the period	Notes
1	Nguyễn Thị Kim Dung	028C112184			P. Thanh Lương, Q. Hai Bà Trưng	235.200	4,24	Tổng giám đốc Công ty là em ruột bà Nguyễn Thị Kim Dung/
2	Công ty CP Kinh doanh Bất động sản VHC/					237.445	4,28	The General Director of the Company is the younger sister of Ms. Nguyen Thi Kim Dung

No	Full name	Stock Trading Account (if any)	Position at the company (if any)/	Number/Passport, date of issue, place of issue	Address	Number of shares owned at the end of the period	Stock ownership ratio at the end of the period	Notes
1	Lê Thị Thu Hường		Charman			0	0%	Internal person
1.1	Lê Văn Anh					0	0%	Father
1.2	Vũ Thị Dân					0	0%	Mother
1.3	Lê Tuấn Điệp					0	0%	Younger Sibling

1.4	Lê Thị Nhung					0	0%	Younger Sibling
1.5	Phạm Văn Tùng					0	0%	Husband
1.6	Phạm Lê Minh Nhật					0	0%	Child
1.7	Lưu Thị Thanh Huyền					0	0%	Sister-in-law
1.8	Phạm Thanh Tuấn					0	0%	Father-in-law
1.9	Trần Thị Khuê					0	0%	Mother-in-law
2	Ngô Phương Chí		Member of the Board of Directors			0	0%	Internal person
2.1	Ngô Phương Nghị					0	0%	Older brother
2.2	Ngô Phương Hạnh					0	0%	Younger Sibling
2.3	Lê Thị Kim Ngọc					0	0%	Wife
2.4	Ngô Lê Duy					0	0%	Child
2.5	Ngô Lê Song Thư					0	0%	Child
2.6	Đỗ Thanh Duyên					0	0%	Sister-in-law
2.7	Vũ Mạnh Cường					0	0%	Younger-in-law
2.8	Lê Ngọc Tội					0	0%	Father-in-law
2.9	Lê Thị Kim Liên					0	0%	Mother-in-law
3	Nguyễn Thế Lâm		Member of the Board of			0	0%	Internal person

			Directors					
3.1	Nguyễn Văn Đức					0	0%	Father
3.2	Bùi Thị Thanh					0	0%	Mother
3.3	Nguyễn Thị Thùy Linh					0	0%	Wife
3.4	Nguyễn Thùy Dung					0	0%	Child
3.5	Nguyễn Thế Tài					0	0%	Child
3.6	Nguyễn Thế Đông					0	0%	Younger Sibling
3.7	Đào Thùy Linh					0	0%	Younger-in-law
3.8	Nguyễn Viết Quy					0	0%	Father-in-law
3.9	Nguyễn Thị Vân Anh					0	0%	Mother-in-law
4	Phạm Ngọc An		Member of the Board of Directors, CEO			0	0%	Internal person
4.1	Phạm Văn Bảy					0	0%	Father
4.2	Nguyễn Thị Hợi					0	0%	Mother
4.3	Trần Mỹ Hạnh					0	0%	Wife
4.4	Phạm Trần Hoàng Bảo					0	0%	Child
4.5	Phạm Trần Bảo Ngọc					0	0%	Child
5	Nguyễn Anh Nguyên		Member of the Board of Directors			0	0%	Internal person

5.1	Nguyễn Anh Cường					0	0%	Father
5.2	Nguyễn Thùy Hương					0	0%	Mother
5.3	Nguyễn Cẩm Tú					0	0%	Wife
5.4	Nguyễn Hannah Ngọc Diệp					0	0%	Child
5.5	Nguyễn Helen Diễm Quỳnh					0	0%	Child
5.6	Nguyễn Heidi Hà My					0	0%	Child
5.7	Nguyễn Anh Liêm					0	0%	Younger sibling
5.8	Lê Thị Minh Yên					0	0%	Mother-in-law
6	Lê Thị Hạnh		Head of BS			102.000	1,84%	Internal person
6.1	Lê Văn Hoà					0	0%	Father
6.2	Ngô Thị Tuyết					0	0%	Mother
6.3	Lê Thị Nguyệt					0	0%	Older sister
6.4	Lê Thị Hằng					0	0%	Older sister
6.5	Lê Thị Nga					0	0%	Older sister
6.6	Lê Đức Hiệp					0	0%	Older brother
6.7	Trương Trí Dũng					0	0%	Child
6.8	Trương Đức Phương					0	0%	Brother-in-law
6.9	Ngô Sỹ Ngọc					0	0%	Brother-in-law
6.10	Nguyễn Văn Thi					0	0%	Brother-in-law

6.11	Nguyễn Thị Hương					0	0%	Sister-in-law
7	Nguyễn Anh Tài		Member of BS			0	0%	Internal person
7.1	Nguyễn Thị Lan					0	0%	Mother
7.2	Nguyễn Thị Ngọc Mai					0	0%	Older sister
7.3	Nguyễn Trọng Tiến					0	0%	Younger sibling
7.4	Cao Thị Hà					0	0%	Younger sibling
7.5	Nguyễn Hà Phương					0	0%	Child
7.6	Nguyễn Minh Đăng					0	0%	Child
7.7	Võ Thị Mỹ Linh					0	0%	Sister-in-law
7.8	Cao Xuân Huyền					0	0%	Father-in-law
7.9	Đường Thị Hoà					0	0%	Mother-in-law
8	Nguyễn Văn Dũng		Member of BS			0	0%	Internal person
8.1	Nguyễn Văn Đường					0	0%	Father
8.2	Ngô Thị Bích					0	0%	Mother
8.3	Nguyễn Văn Đức					0	0%	Older brother
8.4	Nguyễn Thị Phương Thảo					0	0%	Wife
8.5	Nguyễn Ngân Tuệ					0	0%	Child
8.6	Nguyễn Phụng Tiên					0	0%	Child

8.7	Nguyễn Văn Sơn					0	0%	Father-in-law
8.8	Đặng Thị Huỳnh					0	0%	Mother-in-law
9	Trần Thanh Sơn		Permanent Deputy General Director			0	0%	Internal person
9.1	Trần Văn Hải					0	0%	Father
9.2	Phạm Thị Lý					0	0%	Mother
9.3	Lê Thị Phương Dung					0	0%	Wife
9.4	Trần Thanh Lâm					0	0%	Child
9.5	Trần Minh Ngọc					0	0%	Child
9.6	Trần Thị Thanh Xuân					0	0%	Older Sister
9.7	Trần Văn Điền					0	0%	Older brother
10	Phan Minh Tuấn		Chief Accountant			0	0%	Internal person
10.1	Phan Minh Tân					0	0%	Father
10.2	Bùi Thị Hoa					0	0%	Mother
10.3	Ngô Thị Thu Hà					0	0%	Mother
10.4	Phan Ngô Hà Linh					0	0%	Child
10.5	Phan Ngô Hà My					0	0%	Child
10.6	Phan Minh Quân					0	0%	Older Sister
10.7	Phan Thị Minh Nở					0	0%	Younger sibling
10.8	Phan Thị Minh Tú					0	0%	Younger sibling

10.9	Phan Thị Thảo Nguyên					0	0%	Younger sibling
10.10	Nguyễn Ngọc Kiêm					0	0%	Brother-in-law
10.11	Trần Quang Bộ					0	0%	Brother-in-law
10.12	Nguyễn Ánh Lý					0	0%	Brother-in-law
10.13	Ngô Đây					0	0%	Father-in-law
10.14	Phan Thị Bận					0	0%	Mother-in-law
11	Ngô Thị Bích Liễu		Company Secretary			600	0,01%	Internal person
11.1	Phạm Thị Thuỷ					0	0%	Mother
11.2	Phan Văn Hỷ					0	0%	Husband
11.3	Phan Minh Nhật					0	0%	Child
11.4	Phan Trâm Anh					0	0%	Child
11.5	Ngô Thị Kim Chung					0	0%	Sister
11.6	Ngô Thanh Dũng					0	0%	Sister
11.7	Ngô Thị Thanh Hương					0	0%	Sister
11.8	Hà Huy Văn					0	0%	Brother-in-law
11.9	Ngô Thị Lê Na					0	0%	Sister-in-law
11.10	Phan Văn Phương					0	0%	Father-in-law
12	Công ty CP VP Silica				5th Floor, Samsora Premier Building, No.	1.366.025	24,63%	Mr Pham Ngoc An, Mr Nguyen Anh

					105 Chu Van An, Yet Kieu Ward, Ha Dong District, Hanoi City			Nguyen and Mr Tran Thanh Son are major Shareholder
13	Viet Phuong Investment Group Joint Stock Company				6th Floor, Samsora Premier Building, No. 105 Chu Van An, Yet Kieu Ward, Ha Dong District, Hanoi City	1.417.330	25,56%	Ms. Le Thi Thu Huong and Mr. Nguyen The Lam work at the Company and are major shareholders
14	Nguyen Thi Kim Dung and related person: VHC Real Estate Trading Joint Stock Company				C23, Lane 409 Tam Trinh Street, Hoang Van Thi Ward, Hoang Mai District, Hanoi	237445+ 235.200 = 472.645	08,52%	The General Director of VHC is the younger sibling of Ms. Nguyen Thi Kim Dung
15	Nguyễn Bá Phong				No. 2, House 42A, Bach Khoa, Hai Ba Trung District, Hanoi	586.900	10,58%	Major shareholder
16	Lê Tuấn Điệp				Dung Thuong, Dung Nghia Commune, Vu Thu District, Thai Binh Province	342.855	06,18%	Major shareholder
16	Gotadi Travel Technology Joint Stock Company				194 Nguyen Thi Minh Khai, Ho Chi Minh City	0	0%	Mr. Ngo Phuong Chi is an Independent Member of the BOD
17	DGV Digital Joint Stock Company				151-153 Nguyen Dinh Chieu, Ho Chi Minh City	0	0%	Mr. Ngo Phuong Chi is an

								Independent Member of the BOD
18	Hoang Tiep Vietnam Co., Ltd				Thang Binh Commune, Da Nang City	0	0%	Mr. Ngo Phuong Chi is an Independent Member of the BOD

2. Transactions of internal persons and affiliated persons on shares of the listed company

No	Reporting person	Relations 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 increase, decrease (buy, sell, convert, bonus...)
			Number of Shares	Propotion	Number of Shares	Propotion	
1	Nguyễn Thị Kim Dung	The General Director of the Company is the younger sister of Ms. Nguyen Thi Kim Dung	00	00	235.200	4,24	Invest
2	VHC Real Estate Trading Joint Stock Company		237.445	4,28	237.445	4,28	

IX. Other significant issues: None

Recipient:

- As above;
- Save: Clerical department, Board office.

CHAIRMAN OF THE BOARD OF DIRECTORS
Board of Directors



[Signature]
Lê Thị Thu Hường