

**REPORT ON
Corporate Governance
(2024)**

To: - State Securities Commission;
- Hanoi Stock Exchange.

- Name of the Company: **MASAN HIGH-TECH MATERIALS CORPORATION (“the Company”)**
- Head office address: No. 23 Le Duan Street, Ben Nghe Ward, District 1, Ho Chi Minh City, Vietnam.
- Telephone: 028 6256 3862 Fax: 028 3827 4115 Email:
- Charter capital: VND 10,991,554,200,000
- Stock code: MSR
- Corporate governance model:
+ General Meeting of Shareholders, Board of Directors (including the Audit Committee under the Board of Directors), and Chief Executive Officer.
- Regarding the implementation of the internal audit: Not applicable

I. Activities of the General Meeting of Shareholders

Information on meetings and Resolutions/Decisions of the General Meeting of Shareholders (including the Resolutions of the General Meeting of Shareholders adopted in the form of collection of written opinions):

No.	Resolution/Decision No.	Date	Content
1	111/2024/NQ-DHDCD	23/04/2024	<ul style="list-style-type: none">• Approve the Board of Directors’ assessment report for 2023;• Approve the Audit Committee’s report on the Company’s business results and performance results of the Board of Directors and the Chief Executive Officer in 2023;• Approve the 2023 Financial Statements of the Company as

No.	Resolution/Decision No.	Date	Content
			<p>audited by KPMG Company Limited;</p> <ul style="list-style-type: none"> • Approve the 2024 business plan of the Company on a consolidated basis; • Approve the 2023 dividend distribution plan; • Approve the selection of one of the following auditing companies as the audit unit for the fiscal year 2024 of the Company and authorizing the Board of Directors to select and sign an audit contract with one of these companies. That company: <ul style="list-style-type: none"> ➢ KPMG Co., Ltd; ➢ Deloitte Vietnam Co., Ltd; ➢ PwC (Vietnam) Company Limited; and ➢ Ernst & Young Vietnam Co., Ltd. • Approve the remuneration for members of the Board of Directors of the Company in 2024: VND 0 dong and a budget plan for the operating expenses of the Board of Directors, including committees under the Board of Directors. The value in 2024 is not more than VND 1 billion; • Approve the plan to issue new shares under the Employee Stock Option Plan (ESOP); • Approve the maximum ratio of foreign ownership of the Company being 100%.
2	243/2024/NQ-DHDCD	15/07/2024	<ul style="list-style-type: none"> • Dismiss Mr. Mr. Tadakazu Ohashi as a member of the Board of Directors. • Amend the members number of Board of Directors for the 2021-2026 term from 5 members to 4 members. • Amend the Company's Head Office address to 23 Le Duan street, Ben Nghe Ward, District

No.	Resolution/Decision No.	Date	Content
			1, Ho Chi Minh City.
3	575/2024/NQ-ĐHĐCĐ	30/12/2024	<ul style="list-style-type: none"> Dismissal of a member of the Board of Directors - Mr. Craig Richard Bradshaw Appointment of Mr. Ashley James McAleese to the member of the Board of Directors for the term 2021-2026 of the Company

II. Board of Directors (Annual Report)

1. Information about the members of the Board of Directors (BOD)

No.	Member of the Board of Directors	Position (<i>independent member of the Board of Directors, non-executive member of the Board of Directors</i>)	Day becoming/no longer independent member of the Board of Directors/Board of Directors	
			Date of appointment	Date of dismissal
1.	Mr. Danny Le	Chairman (<i>non-executive member</i>)	19/04/2019	-
2.	Mr. Nguyen Thieu Nam	First Vice Chairman of the Board of Directors (<i>non-executive member</i>)	18/02/2013	-
3.	Mr. Craig Richard Bradshaw	Member of the Board of Directors (<i>executive member</i>)	16/04/2019	30/12/2024
4.	Mr. Tadakazu Ohashi	Member of the Board of Directors (<i>non-executive member</i>)	18/04/2023	15/07/2024
5.	Ms. Nguyen Thu Hien	Member of the Board of Directors (<i>independent member</i>)	12/04/2021	-

6.	Mr. Ashley James McAleese	Member of the Board of Directors (<i>executive member</i>)	30/12/2024	-
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2. Meetings of the Board of Directors

No.	Member of the Board of Directors	Number of attendances	Percentage	Reasons for absence
1.	Mr. Danny Le	9/9	100%	-
2.	Mr. Nguyen Thieu Nam	9/9	100%	-
3.	Mr. Craig Richard Bradshaw	8/9	89 %	Dismissed
4.	Mr. Tadakazu Ohashi	3/9	33%	Dismissed
5.	Ms. Nguyen Thu Hien	9/9	100%	-
6.	Mr. Ashley James McAleese	0/9	0%	Not appointed yet

3. Supervision by the Board of Directors over the Management Team

- At the meetings of the BOD, the CEO reported the operations of the Company and the key operations of the Company's subsidiaries.
- Supervising and directing the implementation of the investment plans of the Company and its subsidiaries.
- Implementing the tasks as delegated under the resolutions of the BOD.

4. Activities of the Board of Directors' Committees

a. Activities of the ESG Committee

- Establish and integrate ESG standards into the business operations of MHT.
- Develop an ESG strategy to minimize risks, improve efficiency, enhance reputation, and increase value for MHT.

b. Activities of the Risk Committee

- Review and discuss with management and the Company's independent auditor the Company's quarterly financial statements.
- Assess compliance with the Company's code of business practices and its code of conduct, and consider and (if appropriate) approve any waiver provided in the codes;
- Review periodically with management and the legal counsel the Company's compliance with laws and regulations, including corporate securities trading policies, legal matters, litigation or any other contingency that could have a significant impact on the Company's financial statements.
- Discuss with the Management Team the Company's policies regarding risk assessment and risk management, and the steps the Management Team has undertaken to monitor and control them.

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

No.	Resolution No.	Date	Content	Percentage
1	34/2024/NQ-HDQT	18/01/2024	- Approve the appointment Mr. Nguyen Huy Tuan as the Chief Financial Officer of the Company.	100%
2	96/2024/NQ-HDQT	05/03/2024	- Dissolve the Sustainability Committee under the Board of Directors of the Company - Establish the Environmental, Social, and Governance (ESG) Committee under the Board of Directors of the Company	100%
3	99/2024/NQ-HDQT	02/04/2024	- Approve the meeting date of the Annual General Meeting of Shareholders for 2024 - Approve the scheduled meeting agenda of AGM 2024 - Approve the submission of the audited financial statements for 2023 to the General Meeting of Shareholders	100%
4	243/2024/NQ-HDQT	11/06/2024	- Approval of obtaining written shareholder opinions to address the following matters: <ul style="list-style-type: none"> • Acceptance of Mr. Tadakazu Ohashi's resignation from his position as a Board Member. • Adjustment of the number of Board Members for the 2021–2026 term. - Change of the Company's headquarters address.	
5	410/2024/NQ-HDQT	20/09/2024	- Approval of the Delegation of Authority (DoA) matrix for management positions in the Company.	
6	507/2024/NQ-HDQT	25/11/2024	- Approval of obtaining written shareholder opinions on the following matters: <ul style="list-style-type: none"> • Acceptance of Mr. Craig Richard Bradshaw's resignation from his position as a Board Member. • Approval of the appointment of Mr. Ashley James McAleese as a Board Member for the 2021–2026 term of the Company.. 	
7	526/2024/NQ-HDQT	05/12/2024	- Dismissal and appointment of	

			positions for the General Director and Deputy General Directors.	
8	527/2024/NQ-HĐQT	05/12/2024	- Approval of adjustments to the Delegation of Authority (DoA) matrix for management positions in the Company.	
9	551/2024/NQ-HĐQT	23/12/2024	- Approval of the Company providing guarantees for the payment obligations of Nui Phao Mining Company LTD and Masan Tungsten Limited Liability Company concerning short-term credit facilities granted by VPBank.	

III. Audit Committee (Annual Report)

1. Information about members of the Audit Committee

No.	Members of the Audit Committee	Position	Day becoming/no longer member of the Audit Committee	Qualification
1.	Ms. Nguyen Thu Hien	Head of Audit Committee	12/04/2021	- Bachelor of Foreign Trade Economics, Foreign Trade University, Hanoi city - Master of Business Administration, Asian Institute of Management, Makati, Manila, Philippines. - International Internal Auditor, the Institute of Internal Auditors.
2.	Mr. Nguyen Thieu Nam	Member of Audit Committee	12/04/2021	Bachelor of Commerce

2. Meeting of the Audit Committee

No.	Members of the Audit Committee	Number of attendance	Participation percentage	Voting percentage	Reasons for absence
1.	Ms. Nguyen Thu Hien	1/1	100%	100%	-
2.	Mr. Nguyen Thieu Nam	1/1	100%	100%	-

3. Surveillance activities of the Audit Committee toward the Board of Directors, Management Team and shareholders:

- Supervising and reviewing the management and execution of 2024 business activities by the

Board of Directors and the Management Team.

- Reviewing and supervising the issuing of resolutions and decisions of the Board of Directors and the Management Team.
- Reviewing the reasonableness, legality, honesty and diligence in implementing accounting operations and forming financial statements.
- Supervising the accuracy of the financial statements of the Company and making official disclosures related to the Company's financial performance.
- Reviewing transactions with affiliated persons subject to approval by the Board of Directors or the General Meeting of Shareholders and provide recommendations on transactions required approval of the Board of Directors or the General Meeting of Shareholders.

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

- Attending and providing comments at meetings of the BOD;
- Supervising the implementation of the resolutions of the General Meeting of Shareholders and the BOD passed in 2024.
- Supervising compliance with regulations of the Law on Enterprises, the Law on Securities, the Company Charter, the resolutions of the General Meeting of Shareholders regarding the administration and management of the Company's business activities.
- Reviewing financial statements of 2024.

5. Other activities of the Supervisory Board/Audit Committee (if any): None

IV. Executive Board

No.	Member of the Executive Board	Date of birth	Qualification	Date of appointment/dismissal as a member of the Executive Board
1.	Mr. Craig Richard Bradshaw – Chief Executive Officer	29/09/1971	Bachelor of Business, University of Southern Queensland, Australia	31/07/2017
2.	Ms. Dinh Le Hang – Deputy Chief Executive Officer	03/5/1972	Bachelor of Accounting - Hanoi University, Master of International Accounting - Swinburne University of Technology, Australia.	20/02/2023
3.	Mr. Hady Seyeda – Deputy Chief Executive Officer	11/02/1966	Doctor of Science – University of Bonn	12/04/2021
4.	Mr. Nguyen Huy Tuan – Chief Financial Officer	18/8/1991	Bachelor of International Economics – Foreign Trade University, member of ACCA.	18/1/2024

V. Chief Accountant

Full name	Date of birth	Qualification	Date of appointment/dismissal
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Ms. Nguyen Thi Thanh Mai	21/01/1974	Bachelor of Accounting - National Economics University, with Auditor Certificate issued by the Ministry of Finance.	23/07/2018
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VI. Training on Corporate Governance

The members of the Board of Directors, Chief Executive Officer (General Director), and Company Secretaries have participated in corporate governance training courses as required by corporate governance regulations: The majority of members of the Board of Directors, the CEO, and the Company Secretaries have completed the corporate governance training program for public companies organized by the Securities Research and Training Center under the State Securities Commission, and have been issued completion certificates. Additionally, the management staff is regularly updated on the regulations related to corporate governance applicable to public companies. Newly appointed members of the Board of Directors who have not yet attended corporate governance training courses will be arranged to participate in such courses at an appropriate time.

VII. List of affiliated person of the Public Company (Annual Report) and Transactions of affiliated person of the Company with the Company

1. List of affiliated person of the Company

No.	Name of organization/ individual	Securities trading account (if applicable)	Position in the Company (if applicable)	ID/Registration Number*, date of issue, place of issue	Head office address/ Contact address	Starting time as related person	Stopping time as related person	Reason	Relationship with the Company
A	Member of the Board of Directors								
1.	Danny Le		Chairman of the BOD - The Legal Representative			19/4/2019			Insider
2.	Nguyen Thieu Nam		First Vice Chairman of the BOD - Members of the Audit Committee			18/2/2013			Insider
3.	Craig Richard Bradshaw		Member of the BOD cum Chief Executive Officer - The Legal Representative			31/7/2017	30/12/2024	Dismissal from Board of Directors	Insider
4.	Tadakazu Ohashi		Member of the BOD			18/4/2023	15/7/2024		Insider
5.	Nguyen Thu Hien		Member of the BOD - Head of			12/4/2021			Insider

No.	Name of organization/ individual	Securities trading account (if applicable)	Position in the Company (if applicable)	ID/Registration Number*, date of issue, place of issue	Head office address/ Contact address	Starting time as related person	Stopping time as related person	Reason	Relationship with the Company
			the Audit Committee						
6.	Ashley James McAleese		Member of the BOD			30/12/2024			Insider
B	Member of the Audit Committee								
7.	Nguyen Thu Hien		Head of the Audit Committee			April 12, 2021			Insider
8.	Nguyen Thieu Nam		Member of the Audit Committee			18/2/2013			Insider
C	Chief Executive Officer								
9.	Craig Richard Bradshaw		Member of the BOD cum Chief Executive Officer - The Legal Representative			31/7/2017			Insider
D	Deputy Chief Executive Officer								
10.	Dinh Le Hang		Deputy Chief Executive Officer			20/02/2023			Insider

No.	Name of organization/ individual	Securities trading account (if applicable)	Position in the Company (if applicable)	ID/Registration Number*, date of issue, place of issue	Head office address/ Contact address	Starting time as related person	Stopping time as related person	Reason	Relationship with the Company
11.	Hady Seyeda		Deputy Chief Executive Officer			12/04/2021			Insider
E	Chief Financial Officer								
12.	Nguyen Huy Tuan		Chief Financial Officer			18/1/2024			Insider
F	Chief Accountant								
13.	Nguyen Thi Thanh Mai	105C906066	Chief Accountant			23/7/2018			Insider
G	Company Secretary, Person in charge of Corporate Governance, Authorized Person for Information Disclosure								
14.	Pham Nguyen Hai		Head of Legal, Company Secretary, Person in charge of Corporate Governance, Authorized Person for Information Disclosure			03/07/2018			Insider
H	Parent Company, Executive of the Parent Company and the Legal Representative of the Parent Company; Business owning more than 10% of the voting shares								

No.	Name of organization/ individual	Securities trading account (if applicable)	Position in the Company (if applicable)	ID/Registration Number*, date of issue, place of issue	Head office address/ Contact address	Starting time as related person	Stopping time as related person	Reason	Relationship with the Company
15.	Masan Horizon Company Limited ("MH")			0309966871, issued on 27/04/2010 in Ho Chi Minh City	23 Le Duan, Ben Nghe Ward, District 1, Ho Chi Minh City, Vietnam	18/9/2010			Parent Company, Business owning more than 10% of the voting shares
16.	Nguyen Bich Ha Nguyen					3/5/2016			Executive of the Parent Company (Chairman of the Company cum the Legal Representative of MH)
17.	Zenith Investment Co., Ltd.			0317331434, issued on 8/6/2022 in Ho Chi Minh City	23 Le Duan street, Ben Nghe Ward, District 1, Ho Chi Minh City	09/9/2022			Executive of the Parent Company (Member of the Board of Directors of MH)
18.	Michael Hung Nguyen								Executive of the Parent Company (Member of

No.	Name of organization/ individual	Securities trading account (if applicable)	Position in the Company (if applicable)	ID/Registration Number*, date of issue, place of issue	Head office address/ Contact address	Starting time as related person	Stopping time as related person	Reason	Relationship with the Company
									the Board of Directors of MH)
19.	Masan Group Corporation (“MSN”)			0303576603, issued on 18/11/2004 in Ho Chi Minh City	No. 23 Le Duan Street, Ben Nghe Ward, District 1, Ho Chi Minh City, Vietnam.	18/9/2010			Parent Company
20.	Nguyen Dang Quang					07/30/2013			Chairman of the BOD of MSN
21.	Nguyen Hoang Yen	068C005529				24/4/2019			Member of the BOD of MSN
22.	Nguyen Thieu Nam	068C006809	First Vice Chairman of the BOD			31/8/2009			Member of the BOD cum Deputy CEO of MSN
23.	Chae Rhan Chun					24/4/2023			Member of the BOD of MSN
24.	Nguyen Doan Hung					24/4/2019			Independent member of the BOD cum Head of Audit

No.	Name of organization/ individual	Securities trading account (if applicable)	Position in the Company (if applicable)	ID/Registration Number*, date of issue, place of issue	Head office address/ Contact address	Starting time as related person	Stopping time as related person	Reason	Relationship with the Company
									Committee of MSN
25.	David Tan Wei Ming					24/4/2019			Independent member of the BOD of MSN
26.	Nguyen Thi Thu Ha					1/4/2021			Member of the BOD cum Member of Audit Committee of MSN
27.	Danny Le		Chairman of the BOD - The Legal Representative			19/6/2020			Chief Executive Officer and the Legal Representative of MSN
28.	Michael Hung Nguyen	068FLA6448				30/7/2013			Deputy CEO of MSN
29.	Doan Thi My Duyen					29/12/2023			Chief Financial Officer of MSN

No.	Name of organization/ individual	Securities trading account (if applicable)	Position in the Company (if applicable)	ID/Registration Number*, date of issue, place of issue	Head office address/ Contact address	Starting time as related person	Stopping time as related person	Reason	Relationship with the Company
30.	Nguyen Huy Hung					20/12/2021			Chief Accountant of MSN
31.	Tran Phuong Bac	105C888999	General Counsel			14/5/2015			<ul style="list-style-type: none"> - Authorized person for information disclosure - Person in charge of corporate governance; and - The Company's secretary.
I	Subsidiary Company, Executive of the Subsidiary Company and the Legal Representative of the Subsidiary Company								

No.	Name of organization/ individual	Securities trading account (if applicable)	Position in the Company (if applicable)	ID/Registration Number*, date of issue, place of issue	Head office address/ Contact address	Starting time as related person	Stopping time as related person	Reason	Relationship with the Company
32.	Masan Thai Nguyen Resources Company Limited ("MRTN")			0309960069, issued on 7/5/2010 in Ho Chi Minh City	23 Le Duan, Ben Nghe Ward, District 1, Ho Chi Minh City, Vietnam	7/5/2010			Subsidiary
33.	Nguyen Bich Ha Nguyen					7/5/2010			Chairman of the Company cum the Legal Representative of MRTN
34.	Thai Nguyen Trading and Investment Company Limited ("TNTI")			0310352925, issued on 15/10/2010 in Ho Chi Minh City	23 Le Duan Street, Ben Nghe Ward, District 1, Ho Chi Minh City, Vietnam	15/10/2010			Subsidiary
35.	Nguyen Bich Ha Nguyen					15/10/2010			Chairman of the Company cum the Legal Representative of TNTI
36.	Nui Phao Mining Company Limited ("NPM")			4600864513, issued on 5/7/2010 in Thai Nguyen	Suoi Cat Hamlet, Ha Thuong Commune, Dai Tu District, Thai Nguyen Province, Vietnam	5/7/2010			Subsidiary

No.	Name of organization/ individual	Securities trading account (if applicable)	Position in the Company (if applicable)	ID/Registration Number*, date of issue, place of issue	Head office address/ Contact address	Starting time as related person	Stopping time as related person	Reason	Relationship with the Company
37.	Nguyen Thieu Nam		First Vice Chairman of the BOD			01/07/2010			Chairman of the Members' Council cum the Legal Representative of NPM
38.	Nguyen Van Thang					09/11/2010			Vice Chairman of the Members' Council of NPM
39.	Craig Richard Bradshaw		Member of the BOD cum CEO			19/4/2019			Member of the Members' Council cum CEO of NPM
40.	Danny Le		Chairman of the BOD			19/4/2019			Member of the Members' Council of NPM
41.	Masan Tungsten Limited Liability Company ("MTC")			4601163743, issued on 15/1/2014 in Thai Nguyen	Suoi Cat Hamlet, Ha Thuong Commune, Dai Tu District, Thai Nguyen Province	11/9/2018			Subsidiary
42.	Nguyen Van Thang			090470619, issued on	Quarter 2, Gia Sang Ward, Thai Nguyen City	15/1/2014			Chairman of the Members'

No.	Name of organization/ individual	Securities trading account (if applicable)	Position in the Company (if applicable)	ID/Registration Number*, date of issue, place of issue	Head office address/ Contact address	Starting time as related person	Stopping time as related person	Reason	Relationship with the Company
				02/11/2005 by Thai Nguyen Provincial Police					Council of MTC
43.	Nguyen Thieu Nam		First Vice Chairman of the BOD			16/4/2019			Member of the Members' Council of MTC
44.	Craig Richard Bradshaw		Member of the BOD cum CEO			14/8/2018			Member of the BOD cum CEO, and the Legal Representative of MTC
45.	H.C. Starck Holding (Germany) GmbH ("HCS Holding")			HRB 200744, issued on 23/04/2007 in Goslar, Germany	Im Schleeke 78-91, 38642 Goslar, Germany	9/6/2020	17/12/2024	100% shares transferred	Subsidiary
46.	Craig Richard Bradshaw		Member of the BOD cum CEO			9/6/2020	17/12/2024	Dismissed	Managing Director of HCS Holding
47.	Stephan Broske					9/6/2020	17/12/2024	100% shares	Managing Director of HCS Holding

No.	Name of organization/ individual	Securities trading account (if applicable)	Position in the Company (if applicable)	ID/Registration Number*, date of issue, place of issue	Head office address/ Contact address	Starting time as related person	Stopping time as related person	Reason	Relationship with the Company
								transfer red	
48.	Dr. Hady Seyeda		Deputy CEO			9/6/2020	17/12/2024	100% shares transfer red	Managing Director of HCS Holding
49.	H.C. Starck GmbH ("HCS")			HRB 200743, issued on 20/04/2007 in Goslar, Germany	Im Schleeke 78-91, 38642 Goslar, Germany	9/6/2020	17/12/2024	100% shares transfer red	Subsidiary
50.	Craig Richard Bradshaw		Member of the BOD cum CEO			9/6/2020	17/12/2024	Dismissed	Managing Director of HCS
51.	Stephan Broske					9/6/2020	17/12/2024	100% shares transfer red	Managing Director of HCS
52.	Dr. Hady Seyeda		Deputy CEO			9/6/2020	17/12/2024	100% shares transfer red	Managing Director of HCS
53.	H.C. Starck Tungsten GmbH ("HCS Tungsten")			HRB 222201, issued on 26/11/2015 in	Landsberger Str. 98, 80339 Munich, Germany	9/6/2020	17/12/2024	100% shares	Subsidiary

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				Munich, Germany				transferred	
54.	Stephan Broske					9/6/2020	17/12/2024	100% shares transferred	Managing Director of HCS
55.	H.C. Starck Infrastructure GmbH & Co. KG			HRA 104613, issued on 30/11/2015 in Munich, Germany	Landsberger Str. 98, 80339 Munich, Germany	9/6/2020	17/12/2024	100% shares transferred	Subsidiary
56.	Chemische Fabriken Oker und Braunschweig Aktiengesellschaft ("CFOBA")			HRB 110008, issued on 14/2/2006 in Goslar, Germany	Im Schleeke 78 - 91, 38642 Goslar, Germany	9/6/2020	17/12/2024	100% shares transferred	Subsidiary
57.	Juliane Saupe					9/6/2020	17/12/2024	100% shares transferred	Management Board of CFOBA
58.	ChemiLytics GmbH & Co. KG			HRA 202206, issued on 10/10/2018 in	Im Schleeke 78 - 91, 38642 Goslar, Germany	9/6/2020	17/12/2024	100% shares transferred	Subsidiary

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				Goslar, Germany					
59.	H.C. Starck Jiangwu Tungsten Specialities (Ganzhou) Co., Ltd (“HCS Jiangwu Tungsten Specialities”)			360700520011685, issued on 31/7/2012 in Ganzhou, PRC	Shuixi Nonferrous and Metallurgical Industrial Base, Zhanggong District, Ganzhou, Jiangxi Province, PRC	9/6/2020	17/12/2024	100% shares transferred	Subsidiary
60.	Dr. Hady Seyeda		Deputy CEO			9/6/2020	17/12/2024	100% shares transferred	Board of Management of HCS Jiangwu Tungsten Specialities
61.	Yi Zhang					9/6/2020	17/12/2024	100% shares transferred	
62.	Nanqiu Wen					9/6/2020	17/12/2024	100% shares transferred	
63.	Jiangwu H.C. Starck Tungsten Products Co., Ltd. (“Jiangwu HCS			36070052001203, issued on 27/11/2012 in Ganzhou, PRC	Shuixi Nonferrous and Metallurgical Industrial Base, Zhanggong	9/6/2020	17/12/2024	100% shares transferred	Subsidiary

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	Tungsten Products")				District, Ganzhou, Jiangxi Province, PRC				
64.	Dr. Hady Seyeda		Deputy CEO			9/6/2020	17/12/2024	100% shares transferred	Board of Management of Jiangwu HCS Tungsten Products
65.	Yi Zhang					9/6/2020	17/12/2024	100% shares transferred	
66.	H.C. Starck Canada Inc. ("HCS Canada")			4358201, issued on 18/5/2006 in Sarnia, Canada	933 Vidal Street South, P.O. Box 3098, Sarnia, Ontario, N7T 8H8, Canada	9/6/2020	17/12/2024	100% shares transferred	Subsidiary
67.	Stephan Broske					9/6/2020	17/12/2024	100% shares transferred	Executive of the Subsidiary (HCS Canada)
68.	Ryan Bender					9/6/2020	17/12/2024	100% shares transferred	
69.	H.C. Starck Tungsten GK ("HCS Japan")			0100-03-027237, issued	2-20, Kaigan 1-chome, Minato-ku, Tokyo, Japan	9/6/2020	17/12/2024	100% shares	Subsidiary

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				on 26/3/2018 in Tokyo, Japan				transferred	
70.	Stephan Broske					9/6/2020	17/12/2024	100% shares transferred	Operating Officers of HCS Japan
71.	Tadashi Iba					9/6/2020	17/12/2024	100% shares transferred	
72.	H.C. Starck Nonferrous Metals Trading (Shanghai) Co. Ltd. ("HCS Shanghai")			12000002201811140011, issued on 14/11/2018 in Shanghai, PRC	Room 301, 69 Yonghong Road, Minhang District, Shanghai, PRC	9/6/2020	17/12/2024	100% shares transferred	Subsidiary
73.	Stephan Broske					9/6/2020	17/12/2024	100% shares transferred	Chairman of the BOD/ The Legal Representative of HCS Shanghai
74.	Yi Zhang					9/6/2020	17/12/2024	100% shares transferred	Member of the BOD/ CEO of HCS Shanghai

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75.	Nanqiu Wen					9/6/2020	17/12/2024	100% shares transferred	Supervisory Board/ Chief Financial Officer of HCS Shanghai
76.	H.C. Starck Tungsten LLC ("HCS USA")			7609450, issued on 19/9/2019 in Newton, USA	45 Industrial Place, Newton, MA 02461, USA	9/6/2020	17/12/2024	100% shares transferred	Subsidiary
77.	Hendrik Becker					9/6/2020	17/12/2024	100% shares transferred	Chairman of HCS USA
78.	ChemiLytics Beteiligungs GmbH			HRB 207566, issued on 27/12/2018 in Goslar, Germany	Im Schleeke 78 - 91, 38642 Goslar, Germany	9/6/2020	17/12/2024	100% shares transferred	Subsidiary
79.	Dr. Sascha Janosch					9/6/2020	17/12/2024	100% shares transferred	Managing Director of ChemiLytics Beteiligungs GmbH

No.	Name of organization/ individual	Securities trading account (if applicable)	Position in the Company (if applicable)	ID/Registration Number*, date of issue, place of issue	Head office address/ Contact address	Starting time as related person	Stopping time as related person	Reason	Relationship with the Company
80.	Chemitas GmbH			HRB 201518, Amtsgericht BRAUNSCHW EIG, issued on 19/12/2007 in Goslar	Lange Wanne 8, 38644 Goslar, Germany	9/6/2020	17/12/2024	100% shares transferred	Subsidiary
K	Spouses, biological parents, adoptive parents, parents-in-laws, biological children, adopted children, children-in-law, biological siblings, siblings-in-law and biological siblings of spouses of the Executive of the Company, Legal Representative of the Company: see Section 1, Part VIII.								

Note: ID/Registration Number: ID card/Passport number (for individuals) or Business Registration Certificate, Operation License, or equivalent legal documents (for organizations) number.*

2. Transactions between the company and the affiliated persons ; or between the Company and major shareholders, internal persons and related persons of internal persons.



No.	Name of organization/ individual	Relationship with the Company	ID/Registration Number*, date of issue, place of issue	Head office address/ Contact address	Transaction time with the Company	Resolution/Decision Number passed by the General Meeting of Shareholders/Board of Directors, etc. (if any, specify the date of issue)	Content, quantity, total value of transaction	Note
1.	Masan Tungsten Limited Liability Company	Subsidiary	4601163743, issued on 15/1/2014 in Thai Nguyen	Suoi Cat Hamlet, Ha Thuong Commune, Dai Tu District, Thai Nguyen Province	2024	138/2018/NQ- DHDCD dated 20/04/2018		
2.	Masan Tungsten Limited Liability Company	Subsidiary	4601163743, issued on 15/1/2014 in Thai Nguyen	Suoi Cat Hamlet, Ha Thuong Commune, Dai Tu District, Thai Nguyen Province	2024	138/2018/NQ- DHDCD dated 20/04/2018		
3.	Nui Phao Mining Company Limited	Subsidiary	4600864513, issued on 5/7/2010 in Thai Nguyen	Suoi Cat Hamlet, Ha Thuong Commune, Dai Tu District, Thai Nguyen Province	2024	138/2018/NQ- DHDCD dated 20/04/2018		



4.	Nui Phao Mining Company Limited	Subsidiary	4600864513, issued on 5/7/2010 in Thai Nguyen	Suoi Cat Hamlet, Ha Thuong Commune, Dai Tu District, Thai Nguyen Province	2024	138/2018/NQ-DHDCD dated 20/04/2018		
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Note: ID/Registration Number: ID card/Passport number (for individuals) or Business Registration Certificate, Operation License, or equivalent legal documents (for organizations) number.*

3. Transaction between internal persons of the Company, related persons of internal persons and the Company's subsidiaries of which the Company takes controlling power:

No.	Person executing transaction	Relationship with the internal person	Position at listed company	ID/Passport number, date of issue, place of issue	Address	Name of the subsidiary, company in which listed company takes controlling power	Transaction time	Content, quantity, total value of transaction	Note
1.	Nui Phao Mining Company Limited	Related person of the internal person				Masan Tungsten Limited Liability Company	2024		
2.	Nui Phao Mining Company Limited	Related person of the internal person				Masan Tungsten Limited Liability Company	2024		
3.	Masan Consumer Corporation	Related person of the internal person				Nui Phao Mining Company Limited	2024		
4.	WinCommerce General Commercial Services Joint Stock Company	Related person of the internal person				Nui Phao Mining Company Limited	2024		
5.	Masan Tungsten Limited Liability Company	Related person of the internal person				Nui Phao Mining Company Limited	2024		
6.	Masan Tungsten Limited Liability Company	Related person of the internal person				Nui Phao Mining Company Limited	2024		

7.	Masan Tungsten Limited Liability Company	Related person of the internal person				H.C. Starck Tungsten GmbH	2024		
8.	Masan Tungsten Limited Liability Company	Related person of the internal person				H.C. Starck Canada Inc.	2024		
9.	Masan Tungsten Limited Liability Company	Related person of the internal person				H.C. Starck Tungsten GmbH	2024		
10.	Masan Tungsten Limited Liability Company	Related person of the internal person				H.C. Starck Tungsten GmbH	2024		
11.	Masan Tungsten Limited Liability Company	Related person of the internal person				H.C. Starck Tungsten GmbH	2024		
12.	Masan Tungsten Limited Liability Company	Related person of the internal person				H C STARCK TUNGSTEN LLC	2024		
13.	Masan Tungsten Limited Liability Company	Related person of the internal person				H C STARCK TUNGSTEN LLC	2024		

4. Transactions between the Company and other objects

4.1. Transactions between the Company and companies that members of the Board of Directors, members of the Audit Committee, or the CEO of the Company is or was a founding member, members of the Board of Directors, or the CEO of those companies (the “Related persons”) in the last three (03) years (as at the time of reporting)

Year	Related person (having transactions with the Company)	Relationship with the Company	Description of transaction
2022	Masan Tungsten Limited Liability Company	BOD member of the Company is also an MC member of the related person	
2022	Nui Phao Mining Company Limited	BOD member of the Company is also an MC member of the related person	
2022	Nui Phao Mining Company Limited	BOD member of the Company is also an MC member of the related person	
2023	Masan Group Corporation	BOD member of the Company is also the CEO of the related person	
2023	Masan Group Corporation	BOD member of the Company is also the CEO of the related person	
2023	Nui Phao Mining Company Limited	BOD member of the Company is also an MC member of the related person	
2023	Nui Phao Mining Company Limited	BOD member of the Company is also an MC member of the related person	
2023	Nui Phao Mining Company Limited	BOD member of the Company is also an MC member of the related person	
2023	Masan Tungsten Limited Liability Company	BOD member of the Company is also an MC member of the related person	
2023	Masan Tungsten Limited Liability Company	BOD member of the Company is also an MC member of the related person	
2023	Masan Tungsten Limited Liability Company	BOD member of the Company is also an MC member of the related person	
2023	Masan Tungsten Limited Liability Company	BOD member of the Company is also an MC member of the related person	
2024	Masan Group Corporation	BOD member of the Company is also the CEO of the related person	

2024	Masan Group Corporation	BOD member of the Company is also the CEO of the related person	
2024	Masan Group Corporation	BOD member of the Company is also the CEO of the related person	
2024	Masan Group Corporation	BOD member of the Company is also the CEO of the related person	
2024	Nui Phao Mining Company Limited	BOD member of the Company is also an MC member of the related person	
2024	Nui Phao Mining Company Limited	BOD member of the Company is also an MC member of the related person	
2024	Nui Phao Mining Company Limited	BOD member of the Company is also an MC member of the related person	
2024	Nui Phao Mining Company Limited	BOD member of the Company is also an MC member of the related person	
2024	Masan Tungsten Limited Liability Company	BOD member of the Company is also an MC member of the related person	
2024	Masan Tungsten Limited Liability Company	BOD member of the Company is also an MC member of the related person	
2024	Masan Tungsten Limited Liability Company	BOD member of the Company is also an MC member of the related person	
2024	Masan Tungsten Limited Liability Company	BOD member of the Company is also an MC member of the related person	
2024	Masan Tungsten Limited Liability Company	BOD member of the Company is also an MC member of the related person	
2024	Masan Tungsten Limited Liability Company	BOD member of the Company is also an MC member of the related person	

4.2. Transactions between the Company and the company that the related persons of members of Board of Directors, members of the Supervisory Board, Director (CEO) and other executives as a member of Board of Directors, Director (CEO).

None.

4.3. Other transactions of the Company (if any) that may be beneficial material or immaterial for members of the Board of Directors, members of the Supervisory Board, Director (CEO) other executives.

None.

VIII. Share transactions of internal persons and related person of internal person (Annual Report)

1. List of internal persons and related person of internal person

No.	Full name	Securities trading account (if applicable)	Position in the Company (if applicable)/ Relationship with the internal person	ID/Passport number, date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Note
I	Danny Le		Chairman of the BOD - The Legal Representative			-	-	
Related person of Mr. Danny Le								
1.	Thuy Bich Bui		Mother			0	0	
2.	Thai Bao		Father			0	0	
3.	Nguyen Thanh Lap		Father-in-law			0	0	
4.	Nguyen Cuu Thi Kim Chi		Mother-in-law			0	0	
5.	Nguyen Thi My Anh		Spouse			0	0	
6.	Anthony Le		Younger brother			0	0	
7.	Le Thai Tung Mason		Offspring			0	0	
8.	Le Thanh		Offspring			0	0	
9.	Masan MEATLife Corporation		Chairman of the BOD	0311224517, issued on 7/10/2011 in Ho Chi Minh City	23 Le Duan Street, Ben Nghe Ward, District 1,	0	0	

No.	Full name	Securities trading account (if applicable)	Position in the Company (if applicable)/ Relationship with the internal person	ID/Passport number, date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Note
					Ho Chi Minh City			
10.	Masan Consumer Corporation		Chairman of the BOD	0302017440, issued on 31/05/2000 in Ho Chi Minh City	Floor 12, MPlaza Saigon Building, 39 Le Duan, Ben Nghe Ward, District 1, Ho Chi Minh City	0	0	
11.	MasanConsumerHoldings Company Limited		Member of the Member's Council	0309269038, issued on 31/05/2000 in Ho Chi Minh City	23 Le Duan Street, Ben Nghe ward, District 1, Ho Chi Minh City	0	0	
12.	Masan Brewery Company Limited		Member of the Members' Council	0309268926, issued on 06/8/2009 in Ho Chi Minh City	23 Le Duan Street, Ben Nghe ward, District 1, Ho Chi Minh City	0	0	
13.	Nui Phao Mining Company Limited		Member of the Members' Council	4600864513, issued on 5/7/2010 in Thai Nguyen	Ha Thuong Commune, Dai Tu District, Thai Nguyen Province	0	0	
14.	Mobicast Joint Stock Company		Member of the BOD	0107591436, issued on 7/10/2015 in Hanoi	Floor 4, V1 Home City, 177 Trung Kinh	0	0	

No.	Full name	Securities trading account (if applicable)	Position in the Company (if applicable)/ Relationship with the internal person	ID/Passport number, date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Note
					Street, Yen Hoa Ward, Cau Giay District, Hanoi City, Vietnam			
15.	The Sherpa Company Limited		Chairman	0316328421, issued on 12/6/2020 in Ho Chi Minh City	23 Le Duan Street, Ben Nghe Ward, District 1, Ho Chi Minh City	0	0	
16.	The CrownX Corporation		Member of the BOD	0316333118, issued on 16/6/2020 in Ho Chi Minh City	23 Le Duan Street, Ben Nghe Ward, District 1, Ho Chi Minh City	0	0	
17.	Phuc Long Heritage Corporation		Member of the BOD	0316871719, issued on 21/05/2021 in Ho Chi Minh City	42/24 - 42/26, 643 Ta Quang Buu Street, Ward 4, District 8, Ho Chi Minh City, Vietnam	0	0	
18.	Masan Group Corporation		Chief Executive Officer	0303576603, issued on 18/11/2004	No. 23 Le Duan Street, Ben Nghe Ward, District 1, Ho Chi Minh City, Vietnam	0	0	

No.	Full name	Securities trading account (if applicable)	Position in the Company (if applicable)/ Relationship with the internal person	ID/Passport number, date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Note
II	Nguyen Thieu Nam		First Vice Chairman of the BOD			982,142	0.089%	
Related person of Mr. Nguyen Thieu Nam								
1.	Nguyen Thi San		Mother			-	-	Passed away
2.	Daoo Quang Cuong		Father-in-law			-	-	
3.	Dao Minh Thu	068C006808	Spouse			-	-	
4.	Nguyen Thieu Thu Uyen		Offspring			-	-	
5.	Nguyen Thieu Duong		Offspring			-	-	
6.	Nguyen Thieu Ninh		Offspring			-	-	
7.	Nguyen Thieu Thu An		Offspring			-	-	
8.	Nguyen Thieu Quang	068C005679	Elder brother			-	-	
9.	Nguyen Thieu Quyen		Elder sister			-	-	
10.	Phung Minh Nguyet	068C005228	Sister-in-law			-	-	
11.	Le Dai Phong		Brother-in-law			-	-	
12.	Masan Group Corporation	068C005960	Member of the BOD cum Deputy CEO	0302100924, issued on 13/9/2000 in Ho Chi Minh City	23 Le Duan Street, Ben Nghe ward, District 1, Ho Chi Minh City	-	-	
13.	Baltic Titan Corporation		Member of the BOD	1703000328, issued on 21/11/2007 in Thai Nguyen	634/1 Bac Kan, Quarter 16,	-	-	

No.	Full name	Securities trading account (if applicable)	Position in the Company (if applicable)/ Relationship with the internal person	ID/Passport number, date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Note
					Hoang Van Thu Street, Thai Nguyen City, Thai Nguyen Province			
14.	Nui Phao Mining Company Limited		Chairman of the Members' Council	4600864513, issued on 5/7/2010 in Thai Nguyen	Ha Thuong Commune, Dai Tu District, Thai Nguyen Province	-	-	
15.	Sunflower Construction Company Limited	068C005758	Chairman and Director	0305340360, issued on 10/8/2009 in Ho Chi Minh City	23 Le Duan Street, Ben Nghe ward, District 1, Ho Chi Minh City	-	-	
16.	Masan Brewery Distribution One Member Company Limited		Chairman	0313132445, issued on 9/2/2015 in Ho Chi Minh City	23 Le Duan, Ben Nghe Ward, District 1, Ho Chi Minh City	-	-	
17.	Quang Ninh Mineral Water Corporation		Chairman of the BOD	5700379618, issued on 01/9/2004 in Quang Ninh	Group 3A, Quarter 4, Suoi Mo Street, Bai Chay Ward, Ha Long City, Quang Ninh Province	-	-	

No.	Full name	Securities trading account (if applicable)	Position in the Company (if applicable)/ Relationship with the internal person	ID/Passport number, date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Note
18.	Masan Brewery PY One Member Company Limited		President	4400314777, issued on 19/10/2005 in Phu Yen	Hoa Hiep Industrial Park, Hiep Hoa Commune, Dong Hoa District, Phu Yen Province	-	-	
19.	Masan Brewery HG One Member Company Limited		President	6300259029, issued on 6/2/2015 in Hau Giang	Song Hau Industrial Park, Dong Phu Commune, Chau Thanh District, Hau Giang Province	-	-	
20.	Masan Master Brewer Company Limited		Chairman	0312168618, issued on 1/3/2013 in Ho Chi Minh City	23 Le Duan, Ben Nghe Ward, District 1, Ho Chi Minh City	-	-	
21.	Masan Brewery MB Company Limited		Chairman	2901930406, issued on 16/3/2018 in Nghe An	Area B, Nam Can Industrial Park, Southeast Nghe An Economic Zone, Nghi Long Commune, Nghi Loc District, Nghe An Province	-	-	

No.	Full name	Securities trading account (if applicable)	Position in the Company (if applicable)/ Relationship with the internal person	ID/Passport number, date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Note
22.	MasanConsumerHoldings Company Limited		Member of the Members' Council	0309269038, issued on 6/8/2009 in Ho Chi Minh City	23 Le Duan Street, Ben Nghe ward, District 1, Ho Chi Minh City	-	-	
23.	Masan Brewery Company Limited		Member of the Members' Council	0309268926, issued on 6/8/2009 in Ho Chi Minh City	23 Le Duan Street, Ben Nghe ward, District 1, Ho Chi Minh City	-	-	
24.	Masan Tungsten Limited Liability Company		Member of the Members' Council	4601163743, issued on 15/01/2014 in Thai Nguyen	Suoi Cat hamlet, Ha Thuong commune, Dai Tu district, Thai Nguyen province, Vietnam	-	-	
25.	The CrownX Corporation		Member of the BOD	0316333118, issued on 16/6/2020 in Ho Chi Minh City	23 Le Duan Street, Ben Nghe Ward, District 1, Ho Chi Minh City	-	-	
26.	Wineco Agricultural Investment Development and Production Limited Liability Company		Chairman and Chief	0106827752, issued on 17/04/2015 by Hanoi City	No. 7, Bang Lang 1 Street, Vinhomes			

No.	Full name	Securities trading account (if applicable)	Position in the Company (if applicable)/ Relationship with the internal person	ID/Passport number, date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Note
			Executive Officer	Department of Planning and Investment	Riverside Ecological Urban Area, Viet Hung Ward, Long Bien District, Hanoi City.			
27.	Dong Nai - Wineco Agricultural Company Limited		Chairman of the Members' Council and Director	3603338041, issued on 29/12/2015 by Dong Nai Province Department of Planning and Investment	Km13, National Highway 51, Quarter 3, Tam Phuoc Ward, Bien Hoa City, Dong Nai Province, Vietnam.			
28.	Wineco – Tam Dao Agricultural Investment Production and Development Limited Liability Company		Chairman of the Members' Council and Director	2500114672, issued on 14/7/2010 by Vinh Phuc Province Department of Planning and Investment	Co Quan Hamlet, Gia Khanh Town, Binh Xuyen District, Vinh Phuc Province, Vietnam.			
29.	Masan Group Corporation		Member of the BOD cum Deputy CEO	0303576603, issued on 18/11/2004	No. 23 Le Duan Street, Ben Nghe Ward, District 1, Ho Chi Minh City, Vietnam	0	0	

No.	Full name	Securities trading account (if applicable)	Position in the Company (if applicable)/ Relationship with the internal person	ID/Passport number, date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Note
30.	Mobicast Joint Stock Company		Chairman of the BOD	0107591436, issued on 7/10/2015 in Hanoi	Floor 4, V1 Home City, 177 Trung Kinh Street, Yen Hoa Ward, Cau Giay District, Hanoi City, Vietnam	0	0	
III	Craig Richard Bradshaw		Member of the BOD cum CEO			1,143,384	0.01%	Dismissal of Board of Directors members from December 30, 2024
Related person of Mr. Craig Richard Bradshaw								
1.	Dante Holmes Bradshaw		Offspring			-	-	
2.	Lilly Beatrice Holmes Bradshaw		Offspring			-	-	
3.	Morgan Belle Holmes Bradshaw		Offspring			-	-	
4.	Nui Phao Mining Company Limited		Member of the Members'	4600864513, issued on 5/7/2010 in Thai Nguyen	Suoi Cat Hamlet, Ha Thuong Commune, Dai	-	-	

No.	Full name	Securities trading account (if applicable)	Position in the Company (if applicable)/ Relationship with the internal person	ID/Passport number, date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Note
			Council cum CEO		Tu District, Thai Nguyen Province			
5.	Masan Tungsten Limited Liability Company		Member of the BOD cum CEO	4601163743, issued on 15/1/2014 in Thai Nguyen	Suoi Cat Hamlet, Ha Thuong Commune, Dai Tu District, Thai Nguyen Province	-	-	
6.	H.C. Starck Holding (Germany) GmbH		Managing Director	HRB 200744	Im Schleeke 78-91, 38642 Goslar, Germany	-	-	
7.	H.C. Starck GmbH		Managing Director	HRB 200743	Im Schleeke 78-91, 38642 Goslar, Germany	-	-	
IV	Ashley James McAleese		Member of the BOD			-	-	Appointed from 12/30/2024
Related person of Mr. Ashley James McAleese								
1.	Ian James McAleese		Father					
2.	Dana Theresa O'Brien		Mother					
3.	Nicole McAleese		Wife					
4.	George Zaphir		Father-in-law					
5.	Evangelia Paliadelis		Mother-in-law					
6.	Samuel Ian McAleese		Son					

No.	Full name	Securities trading account (if applicable)	Position in the Company (if applicable)/ Relationship with the internal person	ID/Passport number, date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Note
7.	Amelia Lisa McAleese		Son					
8.	Zachary George McAleese		Son					
9.	Eleanor Dana Mary McAleese		Son					
10.	Samuel Thomas McAleese		Son					
11.	Melissa Tipping		Brother					
12.	Công ty TNHH Khai thác chế biến khoáng sản Núi Pháo		Sister-in-law	4600864513 issued on 05/07/2010 at the Department of Business Registration of Thai Nguyen Province				
13.	Công ty TNHH Vonfram Masan		General Director	4601163743 issued on 15/01/2014 at the Department of Business Registration of Thai Nguyen Province				
V	Tadakazu Ohashi		Member of the BOD	TR6121479, issued on 18/05/2016 in Japan		-	-	
Related person of Mr. Tadakazu Ohashi								
1.	Megumi Ohashi		Spouse	TS1110880	4-3-1-126 Naritashigashi, Suginami-ku, Tokyo, Japan	-	-	

No.	Full name	Securities trading account (if applicable)	Position in the Company (if applicable)/ Relationship with the internal person	ID/Passport number, date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Note
VI	Nguyen Thu Hien		Independent member of the BOD cum Head of Audit Committee			-	-	
Related person of Ms. Nguyen Thu Hien								
1.	Nguyen Duc Nhuan		Father					
2.	Nguyen Thi Cuong		Mother					
3.	Nguyen Quang Bieu		Father-in-law					
4.	Pham Van Nhu		Mother-in-law					
5.	Nguyen Thi Thu Huong		Elder sister					
6.	Nguyen Viet Hung		Elder brother-in-law					
7.	Nguyen Thi Hoa		Younger sister					
8.	Nguyne Manh Cuong		Younger brother-in-law					
9.	Nguyen Thi Nu		Younger sister					
10.	Nguyen Anh Tuan		Younger brother-in-law					
11.	Nguyen Duc Kien		Younger brother					
12.	Nguyen Thi Ha		Younger sister-in-law					

No.	Full name	Securities trading account (if applicable)	Position in the Company (if applicable)/ Relationship with the internal person	ID/Passport number, date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Note
13.	Nguyen Xuan Thanh		Spouse					
14.	Nguyen Hien Anh		Offspring					
15.	Nguyen Thi Ngoc Mai		Offspring					
16.	Masan Consumer Corporation		Member of the BOD	0302017440, issued on 31/05/2000 by Ho Chi Minh City Department of Planning and Investment	Floor 12, Mplaza Saigon Building, 39 Le Duan Street, Ben Nghe Ward, District 1, Ho Chi Minh City			
VII	Hady Seyeda		Deputy CEO			-	-	
	Related person of Mr. Hady Seyeda							
1.	Amir Seyeda		Father			-	-	
2.	Monika Stratmann		Mother					
3.	Gregor Seyeda		Offspring					
4.	Timothy Seyeda		Offspring					
5.	Anita Seyeda		Spouse					
6.	H.C.Starck Tungsten GmbH		Chief Executive Officer	HRB 222201, issued on 26/11/2015 in Munich, Germany	Landsberger Str. 98, 80339 Munich, Germany			

No.	Full name	Securities trading account (if applicable)	Position in the Company (if applicable)/ Relationship with the internal person	ID/Passport number, date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Note
7.	H.C. Starck Holding (Germany) GmbH		Managing Director	HRB 200744	Im Schleeke 78-91, 38642 Goslar, Germany	-	-	
8.	H.C. Starck GmbH		Managing Director	HRB 200743	Im Schleeke 78-91, 38642 Goslar, Germany	-	-	
9.	Chemische Fabriken Oker und Braunschweig AG		Head of the Supervisory Board	HRB 110008, issued on 14/2/2006 in Goslar, Germany	Im Schleeke 78 - 91, 38642 Goslar, Germany			
10.	Jiangwu H.C.Starck Tungsten Products Co.,Ltd		Vice Chairman	36070052001203, issued on 27/11/2012 in Ganzhou, PRC	Shuixi Nonferrous and Metallurgical Industrial Base, Zhanggong District, Ganzhou, Jiangxi Province, PRC			
11.	H.C.Starck Jiangwu Tungsten Specialties (Ganzhou) Co.,Ltd.		Chairman	360700520011685, issued on 31/7/2012 in Ganzhou, PRC	Shuixi Nonferrous and Metallurgical Industrial Base, Zhanggong District, Ganzhou, Jiangxi Province, PRC			

No.	Full name	Securities trading account (if applicable)	Position in the Company (if applicable)/ Relationship with the internal person	ID/Passport number, date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Note
12.	H.C. Starck Nonferrous Metals Trading (Shanghai) Co. Ltd.		Member of the BOD	12000002201811140012, issued on 14/11/2018 in Shanghai, PRC	Room 204, Tower T1A, Hongqiao Lihpao Plaza / No. 189 Shen Wu Road / Min Hang District / Shanghai, 201100/ P.R. China			
VIII	Dinh Le Hang		Deputy General Director			-	-	
Related person of Ms. Dinh Le Hang								
1	Truong Thi Duong		Mother					
2	Tran Thi Nhat		Mother-in-law					
3	Hoang Van Tai		Father-in-law					
4	Hoang Duc Hung	VTC, KHP	Husband					
5	Hoang Duc Huy		Children					
6	Hoang Ngoc Han		Children					
7	Hoang Duc Huan		Children					
	Dinh Thanh Van		Sister					
9	Dinh Anh Nam		Brother					
10	Dinh Tuan Anh		Brother					

No.	Full name	Securities trading account (if applicable)	Position in the Company (if applicable)/ Relationship with the internal person	ID/Passport number, date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Note
11	Tran Thi Hue		Sister-in-law					
12	Dinh Thi Thuy		You					
IX	Nguyen Huy Tuan		Chief Financial Officer			-	-	
Related person of Mr. Nguyen Huy Tuan								
1	Nguyen Huy Son		Father					
2	Bui Thi Minh Phuong		Mother					
3	Nguyen Ha Anh		Sister					
4	Dao Mai Linh		Spouse					
5	Nui Phao Mining Company Limited		Chief Financial Officer	4600864513, issued on 5/7/2010 in Thai Nguyen	Suoi Cat Hamlet, Ha Thuong Commune, Dai Tu District, Thai Nguyen Province	-	-	Chief Financial Officer
6.	Masan Tungsten Company		Chief Financial Officer	4601163743, issued on 15/1/2014 in Thai Nguyen	Suoi Cat Hamlet, Ha Thuong Commune, Dai Tu District, Thai Nguyen Province	-	-	Chief Financial Officer
X	Nguyen Thi Thanh Mai	105C906066	Chief Accountant				-	
Related person of Ms. Nguyen Thi Thanh Mai								

No.	Full name	Securities trading account (if applicable)	Position in the Company (if applicable)/ Relationship with the internal person	ID/Passport number, date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Note
1.	Nguyen Huu Co		Father			-	-	
2.	Nguyen Van Hoi		Father-in-law			-	-	
3.	Hoang Thi Thao		Mother-in-law			-	-	
4.	Nguyen Anh Tuan		Spouse			-	-	
5.	Nguyen Anh Duy		Offspring			-	-	
6.	Nguyen Anh Hai		Offspring			-	-	
7.	Nguyen Thi Ngoc Diep		Younger sister			-	-	
8.	Nguyen Xuan Uy		Younger brother-in-law			-	-	
9.	Nguyen Thi Minh Ha		Younger sister			-	-	
10.	Nguyen Dinh Thi		Younger brother-in-law			-	-	
11.	Masan Tungsten Limited Liability Company		Chief Accountant	4601163743, issued on 15/1/2014 in Thai Nguyen	Suoi Cat hamlet, Ha Thuong commune, Dai Tu district, Thai Nguyen province, Vietnam	-	-	
12.	Nui Phao Mining Company Limited		Chief Accountant	4600864513, issued on 5/7/2010 in Thai Nguyen	Suoi Cat Hamlet, Ha Thuong Commune, Dai Tu District, Thai Nguyen Province	-	-	

No.	Full name	Securities trading account (if applicable)	Position in the Company (if applicable)/ Relationship with the internal person	ID/Passport number, date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Note
13.	Masan Thai Nguyen Resources Company Limited		Chief Accountant	0309960069, issued on 07/05/2010 in Ho Chi Minh City	23 Le Duan, Ben Nghe Ward, District 1, Ho Chi Minh City, Vietnam	-	-	
XII	Pham Nguyen Hai		Head of Legal - Authorized person for information disclosure of the Company			-	-	
Related person of Mr. Pham Nguyen Hai								
1.	Pham Nguyen Tho		Father			-	-	
2.	Vu Bich Ha		Mother			-	-	
3.	Pham Thi Phuong Anh		Sister			-	-	
4.	Nguyen Thi Thanh Huong		Spouse			-	-	
5.	Pham Nguyen Vinh		Offspring			-	-	
6.	Pham Huong Linh		Offspring			-	-	
7.	Pham Huong Tra		Offspring			-	-	
8.	Nui Phao Mining Company Limited		Head of Legal - Authorized person for information disclosure	4600864513, issued on 5/7/2010 in Thai Nguyen	Suoi Cat Hamlet, Ha Thuong Commune, Dai Tu District, Thai Nguyen Province	-	-	

IX. Transactions of internal persons and affiliated persons on shares of the Company

None.

X. Other significant matters

None.




Recipients:

- As Attention;
- Archive: Office

CHAIRMAN OF THE BOARD OF DIRECTORS

(Signature, full name and stamp)



Danny Le