

Hoi An, 9th January 2025

No.: 02/BC-HDQT-DICHA

**REPORT ON CORPORATE GOVERNANCE
(Year 2024)**

To: The Stock Exchange

-Company Name: DEVELOPMENT INVESTMENT CONSTRUCTION HOI AN JOINT STOCK COMPANY

-Headquarter Address: 25 Hung Vuong Street, Cam Pho Ward, Hoi An City, Quang Nam Province

-Tel.: 02353.863531 Fax: 02353.863193 Email: dichoiانcompany@gmail.com

-Charter Capital: VND 68,941,640,000

-Stock symbol: DIH

-Governance model:

General Meeting of Shareholders, Board of Directors, Board of Supervisors, and General Director

- The implementation of Internal Audit:

The Company established the Internal Audit Department in accordance with Resolution No. 09/NQ-HDQT dated January 31, 2024, issued by the Board of Directors.

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 approved in the form of written comments):

In 2024, the Company held the 2024 Annual General Meeting of Shareholders at 7:30 AM on April 26, 2024, at the company's headquarter, 25 Hung Vuong Street, Cam Pho Ward, Hoi An City, Quang Nam Province.

No.	Resolution/Decision No.	Date	Content
1	26/NQ-DHDCD	26/04/2024	Resolution of the 2024 Annual General Meeting of Shareholders

II. Board of Directors (Annual Report)



1. Information on Members of the Board of Directors (BOD):

No.	BOD Members	Position (Independent/Non-executive)	Appointment/End Date (Independent/Non-executive)	
			Date of appointment	Date of dismissal
1	Mr Tran Dinh Loi	Chairman of the BOD	28/6/2019	-
2	Mr Tran Van Viet	Vice Chairman and General Director	28/6/2019	-
3	Mr Tran Minh Toan	Member of the BOD (Independent)	28/6/2019	26/04/2024
4	Mr Tran Quoc Tuan	Member of the BOD (Independent)	26/04/2024	-
5	Mr Tran Dinh Danh	Member of the BOD	28/6/2019	-
6	Mr Ho Hai Bac	Member of the BOD	28/6/2019	-

2. Meetings of the Board of Directors

No.	BOD Members	Number of Meetings Attended by Board of Directors	Attendance rate	Reason for Absence
1	Mr Tran Dinh Loi	07	100%	-
2	Mr Tran Van Viet	07	100%	-
3	Mr Tran Minh Toan	03	100%	-
4	Mr Tran Quoc Tuan	04	100%	-
5	Mr Tran Dinh Danh	07	100%	-
6	Mr Ho Hai Bac	07	100%	-

3. BOD Oversight of the Board of Management

- +Organized and implemented the 2024 Annual General Meeting of Shareholders on April 26, 2024.
- +Supervised business operations to ensure that targets for 2024 are achieved.
- +Monitored the timely preparation and submission of quarterly financial reports for 2024 and audited financial statements for 2023.
- +Focused on expediting project handovers planned for 2024.

+Strictly managed costs and expedited debt collection.

+Held regular monthly meetings with the Board of Management to monitor performance, provide guidance, and issue necessary resolutions in alignment with shareholder and BOD resolutions.

4. Activities of BOD Sub-committees (if any): None.

5. BOD Resolutions/Decisions in 2024

No.	Resolution/Decision No.	Date	Content	Approval Rate
1	09/NQ-HDQT	31/01/2024	Establishment of the Internal Audit Department	100%
2	14/NQ-HDQT	29/02/2024	Issuance of Internal Audit Regulations	100%
3	21/NQ-HDQT	17/04/2024	Approval of Share Issuance Plan for 2023 Dividends	100%
4	35/NQ-HDQT	14/05/2024	Approval of Fractional Share Handling Plan and implementation of Share Issuance Plan for 2023 Dividends	100%
5	41A/DIC-HA	09/07/2024	Appointment of General Director	100%
6	50/NQ-HDQT	29/07/2024	Approval of charter capital increase registration after completing the 2023 dividend payment in shares	100%
7	58/QĐ-HDQT	27/08/2024	Settlement of retirement according to regime	100%

III. Board of Supervisors / Audit Committee (Annual Report 2024)

1. Members of the Board of Supervisors / Audit Committee

No.	Members of Board of Supervisors	Position	The date becoming/ceasing to be the member of the Board of Supervisors	Qualification
1	Mrs Pham Thi Thanh Tam	Head of the BOS	27/4/2021	Master in Accounting
2	Mr Tran Van Son	Member	26/04/2023	Civil Engineer
3	Mr Tran Dinh Dung	Member	28/6/2019-26/04/2024	Construction Diploma
4	Mr Le Dinh Thinh	Member	26/04/2024	Electrical Engineer

2. Meetings of the Board of Supervisors / Audit Committee

No.	Members of Board of Supervisors	Number of Meetings Attended	Attendance Rate	Voting Rate	Reason for Absence
1	Mrs Pham Thi Thanh Tam	04	100%	100%	-
2	Mr Tran Van Son	04	100%	100%	-
3	Mr Tran Dinh Dung	01	100%	100%	-
4	Mr Le Dinh Thinh	03	100%	100%	-

3. Supervisory Activities of the Board of Supervisors:

- BOD members actively participated in governance with strategic insight, enabling effective company operations. All resolutions of the General Meeting of Shareholders and the BOD were implemented in alignment with the Company's policies and strategic direction.

- The Board of Management efficiently executed the resolutions passed by the BOD and General Meeting of Shareholders. They utilized the Company's resources in an optimal manner, fulfilled obligations to the State, and ensured policies were followed for employees.

4. Coordination between the Board of Supervisors, BOD, and Board of Management

- The Board of Supervisors worked closely with the BOD and Board of Management to fulfill its duties effectively.

- The Board of Supervisors informed the BOD and General Director of its inspection plan at the beginning of 2024 to ensure coordination. Reports were provided after each inspection to facilitate timely action by the BOD and General Director, minimizing business risks.

- No shareholder complaints were reported in 2024.

5. Other Activities of the Board of Supervisors (if any): *None*.

IV. Board of Management

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment/dismissal of members of the Board of Management
1	Mr Tran Van Viet	22/05/1976	Architect	26/04/2024
2	Mr Pham Anh Thi	01/05/1975	Civil and Industrial Engineer	08/04/2023
3	Mr Tran Dinh Huy	18/03/1992	Master of Financial Management	09/05/2023
4	Mr Nguyen Hoang Phuong	30/9/1984	Construction Economics Engineer and Project Manager	09/05/2023

V. Chief Accountant

Name	Date of birth	Qualification	Date of appointment/dismissal
Ms. Vo Ho Quynh Giao	22/07/1972	Bachelor's Degree in Accounting	06/09/2023

VI. Training courses on corporate governance:

Training courses on corporate governance programs attended by members of the Board of Directors, Board of Supervisors, CEO, other executive managers, and the Company Secretary in accordance with corporate governance regulations: None

VII. List of Related Parties of the Public Company (Semi-Annual/Annual Report) and Transactions between Related Parties and the Company

1. The list of affiliated persons of the Company:

No.	Name of Organization/Individual	Securities Trading Account (if any)	Position in 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	Reason	Relationship with the Company
1	Tran Minh Toan	069C201040	Member of the BOD			22/04/2016	26/04/2024	End of Term	
	Ha Huyen Chi		Affiliated Person			22/04/2016	26/04/2024	End of Term	Wife of Mr. Tran Minh Toan – Member of the BOD
	Tran Minh Trung		Affiliated Person			22/04/2016	26/04/2024	End of Term	Brother of Mr. Tran Minh Toan – Member of the BOD
	Tran Minh Tuan		Affiliated Person			22/04/2016	26/04/2024	End of Term	Brother of Mr. Tran Minh Toan – Member of the BOD
	Tran Huyen Minh Thao		Affiliated Person			22/04/2016	26/04/2024	End of Term	Child of Mr. Tran Minh Toan – Member of the BOD
2	Tran Dinh Dung		Member of the BOS			31/03/2011	26/04/2024	End of Term	
	Khuong Thi Thuy		Affiliated Person			31/03/2011	26/04/2024	End of Term	Wife of Mr. Tran Dinh Dung – Member of the BOD
	Tran Dang Hien		Affiliated Person			31/03/2011	26/04/2024	End of Term	Brother of Mr. Tran Dinh Dung – Member of the BOS
	Tran Thi Dang Hong		Affiliated Person			31/03/2011	26/04/2024	End of Term	Brother of Mr. Tran Dinh Dung – Member of the BOS

	Tran Thi Dang Huong		Affiliated Person			31/03/2011	26/04/2024	End of Term	Brother of Mr. Tran Dinh Dung – Member of the BOS
	Tran Phan Thi Hanh		Affiliated Person			31/03/2011	26/04/2024	End of Term	Brother of Mr. Tran Dinh Dung – Member of the BOS
	Tran Dinh Hien		Affiliated Person			31/03/2011	26/04/2024	End of Term	Child of Mr. Tran Dinh Dung – Member of the BOS
	Tran Khuong Uyen Quynh		Affiliated Person			31/03/2011	26/04/2024	End of Term	Child of Mr. Tran Dinh Dung – Member of the BOS
3	Tran Dinh Loi		Chairman of the BOD			13/02/2006			
	Tran Thi Hien		Affiliated Person			09/09/2010			Wife of Mr. Tran Dinh Loi – Chairman of the BOD
	Tran Dinh Ky		Affiliated Person			09/09/2010			Brother of Mr. Tran Dinh Loi – Chairman of the BOD
	Tran Dinh Danh		Affiliated Person			09/09/2010			Brother of Mr. Tran Dinh Loi – Chairman of the BOD
	Tran Thi Kim Hoa		Affiliated Person			09/09/2010			Brother of Mr. Tran Dinh Loi – Chairman of the BOD
	Tran Thi Kim Cuc		Affiliated Person			09/09/2010			Brother of Mr. Tran Dinh Loi – Chairman of the BOD
	Tran Dinh Loc		Affiliated Person			09/09/2010			Brother of Mr. Tran Dinh Loi – Chairman of the BOD
	Tran Thi Kim Loan		Affiliated Person			09/09/2010			Brother of Mr. Tran Dinh Loi – Chairman of the BOD
	Tran Thi Bich Hau		Affiliated Person			09/09/2010			Child of Mr. Tran Dinh Loi – Chairman of the BOD
	Tran Dinh Huy		Affiliated Person			09/09/2010			Child of Mr. Tran Dinh Loi – Chairman of the BOD
	Tran Thi Thu Trang		Affiliated Person			09/09/2010			Sister in law of Mr. Tran Dinh Loi – Chairman of the BOD
	Duong Phu Hung		Affiliated Person			27/04/2021			Son in law of Mr. Tran Dinh Loi – Chairman of the BOD



	Hoang Nhu Ngoc		Affiliated Person			27/04/2021			Daughter in law of Mr. Tran Dinh Loi – Chairman of the BOD
	Huynh Thanh Son		Affiliated Person			27/04/2021			Brother in law of Mr. Tran Dinh Loi – Chairman of the BOD
	Le Van Dung		Affiliated Person			27/04/2021			Brother in law of Mr. Tran Dinh Loi – Chairman of the BOD
	Nguyen Thi Huyen		Affiliated Person			27/04/2021			Sister in law of Mr. Tran Dinh Loi – Chairman of the BOD
	Pham Xuan Vy		Affiliated Person			27/04/2021			Brother in law of Mr. Tran Dinh Loi – Chairman of the BOD
4	Ho Hai Bac		Member of the BOD, Representative of Tuynel Brick Plant Dien Ban, Company Administrator			09/09/2010			
	Huynh Thi Kim Yen		Affiliated Person			09/09/2010			Wife of Mr. Ho Hai Bac - Member of the BOD, Representative of Tuynel Brick Plant Dien Ban, Company Administrator
	Ho Thi Kim Dung		Affiliated Person			09/09/2010			Sister of Mr. Ho Hai Bac - Member of the BOD, Representative of Tuynel Brick Plant Dien Ban, Company Administrator
	Ho Thi Kim Cuong		Affiliated Person			09/09/2010			Sister of Mr. Ho Hai Bac - Member of the BOD, Representative of Tuynel Brick Plant Dien Ban, Company Administrator
	Ho Cong Thanh		Affiliated Person			09/09/2010			Child of Mr. Ho Hai Bac - Member of the BOD, Representative of Tuynel Brick Plant Dien Ban, Company Administrator
	Ho Huynh Yen Phuong		Affiliated Person			09/09/2010			Child of Mr. Ho Hai Bac - Member of the BOD, Representative of Tuynel Brick Plant Dien Ban, Company Administrator
5	Tran Dinh Danh		Member of the BOD			28/06/2019			
	Tran Thi Thu Trang		Affiliated Person			28/06/2019			Wife of Mr. Tran Dinh Danh – Member of the BOD

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	Tran Dinh Ky		Affiliated Person			28/06/2019			Brother of Tran Dinh Danh – Member of the BOD
	Tran Dinh Loi		Affiliated Person			28/06/2019			Brother of Tran Dinh Danh – Member of the BOD
	Tran Thi Kim Hoa		Affiliated Person			28/06/2019			Sister of Tran Dinh Danh – Member of the BOD
	Tran Thi Kim Cuc		Affiliated Person			28/06/2019			Sister of Tran Dinh Danh – Member of the BOD
	Tran Dinh Loc		Affiliated Person			28/06/2019			Brother of Tran Dinh Danh – Member of the BOD
	Tran Thi Kim Loan		Affiliated Person			28/06/2019			Sister of Tran Dinh Danh – Member of the BOD
	Tran Thi Kim Khanh		Affiliated Person			28/06/2019			Child of Tran Dinh Danh – Member of the BOD
	Tran Thi Kim Khuyen		Affiliated Person			28/06/2019			Child of Tran Dinh Danh – Member of the BOD
	Huynh Thanh Son		Affiliated Person			27/4/2021			Brother in law of Tran Dinh Danh – Member of the BOD
	Le Van Dung		Affiliated Person			27/4/2021			Brother in law of Tran Dinh Danh – Member of the BOD
	Nguyen Thi Huyen		Affiliated Person			27/4/2021			Sister in law of Tran Dinh Danh – Member of the BOD
	Pham Xuan Vy		Affiliated Person			27/4/2021			Brother in law of Tran Dinh Danh – Member of the BOD
6	Tran Quoc Tuan		Independent Member of the BOD			26/4/2024			
	Phan Thi Loi		Affiliated Person			26/4/2024			Mother of Mr. Tran Quoc Tuan – Member of the BOD
	Le Nu Ngoc Huong		Affiliated Person			26/4/2024			Wife of Mr. Tran Quoc Tuan – Member of the BOD
	Tran Thi Thanh Van		Affiliated Person			26/4/2024			Sister of Mr. Tran Quoc Tuan – Member of the BOD
	Nguyen Thanh Cong		Affiliated Person			26/4/2024			Brother in law of Mr. Tran Quoc Tuan – Member of the BOD
	Tran Le Hoang Nguyen		Affiliated Person			26/4/2024			Child of Mr. Tran Quoc Tuan – Member of the BOD
	Le Thi Tu		Affiliated Person			26/4/2024			Mother in law of Mr. Tran Quoc Tuan – Member of the BOD
7	Tran Van Viet	069C200970	Vice Chairman and General Director			09/09/2010			
	Tran Van Thua		Affiliated Person			09/09/2010			Father of Mr. Tran Van Viet - Vice

								Chairman and General Director
	Dang Thi Kim Hoa		Affiliated Person			09/09/2010		Mother of Mr. Tran Van Viet - Vice Chairman and General Director
	Huynh Thi Bich Ha		Affiliated Person			09/09/2010		Wife of Mr. Tran Van Viet - Vice Chairman and General Director
	Tran Van Vinh		Affiliated Person			09/09/2010		Brother of Mr. Tran Van Viet - Vice Chairman and General Director
	Tran Thi Hong Hien		Affiliated Person			09/09/2010		Sister of Mr. Tran Van Viet - Vice Chairman and General Director
	Tran Thi Kim Anh		Affiliated Person			09/09/2010		Sister of Mr. Tran Van Viet - Vice Chairman and General Director
	Tran Thi Thuy Nga		Affiliated Person			09/09/2010		Sister of Mr. Tran Van Viet - Vice Chairman and General Director
	Tran Thi My		Affiliated Person			09/09/2010		Sister of Mr. Tran Van Viet - Vice Chairman and General Director
	Tran Van Hung		Affiliated Person			09/09/2010		Brother of Mr. Tran Van Viet - Vice Chairman and General Director
	Tran Khanh Linh		Affiliated Person			09/09/2010		Child of Mr. Tran Van Viet - Vice Chairman and General Director
	Tran Khanh Minh		Affiliated Person			09/09/2010		Child of Mr. Tran Van Viet - Vice Chairman and General Director
	Tran Khanh Duyen		Affiliated Person			09/09/2010		Child of Mr. Tran Van Viet - Vice Chairman and General Director
	Nguyen Thi Tang		Affiliated Person			27/4/2021		Sister in law of Mr. Tran Van Viet - Vice Chairman and General Director
	Nguyen Thi Thu Thuy		Affiliated Person			27/4/2021		Sister in law of Mr. Tran Van Viet - Vice Chairman and General Director

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	Nguyen Tan Cong		Affiliated Person			27/4/2021			Brother in law of Mr. Tran Van Viet - Vice Chairman and General Director
	Nguyen Thanh Xuan		Affiliated Person			27/4/2021			Brother in law of Mr. Tran Van Viet - Vice Chairman and General Director
	Le Huu Ha		Affiliated Person			27/4/2021			Brother in law of Mr. Tran Van Viet - Vice Chairman and General Director
	Phan Ut		Affiliated Person			27/4/2021			Brother in law of Mr. Tran Van Viet - Vice Chairman and General Director
	Ngo Thi Bich Ngoc		Affiliated Person			27/4/2021			Sister in law of Mr. Tran Van Viet - Vice Chairman and General Director
8	Pham Anh Thi	069C200951	Deputy General Director			09/9/2010			
	Nguyen Thi Xuan Huong		Affiliated Person			09/9/2010			Mother of Mr. Pham Anh Thi – Deputy General Director
	Nguyen Thi Hong Nhan		Affiliated Person			09/9/2010			Wife of Mr. Pham Anh Thi – Deputy General Director
	Pham Anh Tuan		Affiliated Person			09/9/2010			Brother of Mr. Pham Anh Thi – Deputy General Director
	Pham Thi Lan Dai		Affiliated Person			09/9/2010			Sister of Mr. Pham Anh Thi – Deputy General Director
	Pham Anh Tu		Affiliated Person			09/9/2010			Brother of Mr. Pham Anh Thi – Deputy General Director
	Pham Anh Duy		Affiliated Person			09/9/2010			Child of Mr. Pham Anh Thi – Deputy General Director
	Pham Anh Quan		Affiliated Person			09/9/2010			Child of Mr. Pham Anh Thi – Deputy General Director
	Nguyen Thi Nam		Affiliated Person			27/4/2021			Mother in law of Mr. Pham Anh Thi – Deputy General Director

	Nguyen Kim Phuoc		Affiliated Person			27/4/2021			Father in law of Mr. Pham Anh Thi – Deputy General Director
	Le Thi Bich Tho		Affiliated Person			27/4/2021			Sister in law of Mr. Pham Anh Thi – Deputy General Director
	Phan Cong Danh		Affiliated Person			27/4/2021			Brother in law of Mr. Pham Anh Thi – Deputy General Director
9	Tran Dinh Huy	069C205778	Deputy General Director			09/5/2023			
	Tran Dinh Loi		Affiliated Person			09/5/2023			Father of Mr. Tran Dinh Huy – Deputy General Director
	Tran Thi Hien		Affiliated Person			09/5/2023			Mother of Mr. Tran Dinh Huy – Deputy General Director
	Hoang Nhu Ngoc		Affiliated Person			09/5/2023			Wife of Mr. Tran Dinh Huy – Deputy General Director
	Tran Hoang Ngan		Affiliated Person			09/5/2023			Child of Mr. Tran Dinh Huy – Deputy General Director
	Tran Thi Bich Hau		Affiliated Person			09/5/2023			Sister of Mr. Tran Dinh Huy – Deputy General Director
	Duong Phu Hung		Affiliated Person			09/5/2023			Brother in law of Mr. Tran Dinh Huy – Deputy General Director
	Hoang Minh Thong		Affiliated Person			09/5/2023			Father in law of Mr. Tran Dinh Huy – Deputy General Director
	Phan Thi Ry		Affiliated Person			09/5/2023			Mother in law of Mr. Tran Dinh Huy – Deputy General Director
10	Nguyen Hoang Phuong	069C201130	Deputy General Director			09/5/2023			
	Nguyen Hau		Affiliated Person			09/5/2023			Father of Mr. Nguyen Hoang Phuong – Deputy General Director
	Huynh Thi Binh		Affiliated Person			09/5/2023			Mother of Mr. Nguyen Hoang Phuong – Deputy General Director
	Le Thi Kim Nhung		Affiliated Person			09/5/2023			Wife of Mr. Nguyen Hoang Phuong – Deputy General Director
	Nguyen Thi Thao		Affiliated Person			09/5/2023			Brother of Mr. Nguyen Hoang Phuong – Deputy General Director



	Le Trung		Affiliated Person			09/5/2023			Father in law of Mr. Nguyen Hoang Phuong – Deputy General Director
	Ho Thi Hoa		Affiliated Person			09/5/2023			Mother in law of Mr. Nguyen Hoang Phuong – Deputy General Director
11	Vo Ho Quynh Giao	069C200950	Chief Accountant			03/09/2019			
	Vo Van Lan		Affiliated Person			03/09/2019			Father of Ms.Vo Ho Quynh Giao – Chief Accountant
	Ho Thi Xuan Hoa		Affiliated Person			03/09/2019			Mother of Ms.Vo Ho Quynh Giao – Chief Accountant
	Vo Van Toan		Affiliated Person			03/09/2019			Brother of Ms.Vo Ho Quynh Giao – Chief Accountant
	Vo Chanh Trung		Affiliated Person			03/09/2019			Brother of Ms.Vo Ho Quynh Giao – Chief Accountant
	Vo Ho Lam Vien		Affiliated Person			03/09/2019			Sister of Ms. Vo Ho Quynh Giao – Chief Accountant
	Ho Thi Thanh Thao		Affiliated Person			27/4/2021			Sister in law of Mrs.Vo Ho Quynh Giao – Chief Accountant
12	Pham Thi Thanh Tam	069C200948	Head of the BOS			27/4/2021			
	Pham Tien Trung		Affiliated Person			27/4/2021			Father of Mrs.Pham Thi Thanh Tam – Head of the BOS
	Tran Thi Kim Yen		Affiliated Person			27/4/2021			Mother of Mrs.Pham Thi Thanh Tam – Head of the BOS
	Pham Dinh Du		Affiliated Person			27/4/2021			Husband of Mrs. Pham Thi Thanh Tam – Head of the BOS
	Pham Thi Thanh Thao		Affiliated Person			27/4/2021			Sister of ba Pham Thi Thanh Tam – Head of the BOS
	Pham Dinh Khoi Nguyen		Affiliated Person			27/4/2021			Child of Mrs. Pham Thi Thanh Tam – Head of the BOS

	Pham Dinh Nguyen Khoa		Affiliated Person		27/4/2021		Child of Mrs. Pham Thi Thanh Tam – Head of the BOS
	Le Duy Toan		Affiliated Person		27/4/2021		Brother in law of Mrs. Pham Thi Thanh Tam – Head of the BOS
13	Le Dinh Thinh	069C200941	Member of the BOS		26/4/2024		
	Nguyen Thi Thanh Thao		Affiliated Person		26/4/2024		Wife of Mr. Le Dinh Thinh – Member of the BOS
	Le Nguyen Bao Ngan		Affiliated Person		26/4/2024		Child of Mr. Le Dinh Thinh – Member of the BOS
	Le Nguyen Hong Quyen		Affiliated Person		26/4/2024		Child of Mr. Le Dinh Thinh – Member of the BOS
	Le Thi Hong		Affiliated Person		26/4/2024		Sister of Mr. Le Dinh Thinh – Member of the BOS
	Le Dinh Linh		Affiliated Person		26/4/2024		Brother of Mr. Le Dinh Thinh – Member of the BOS
	Huynh Thi Hoa		Affiliated Person		26/4/2024		Sister in law of Mr. Le Dinh Thinh – Member of the BOS
	Le Dinh Hai		Affiliated Person		26/4/2024		Brother of Mr. Le Dinh Thinh – Member of the BOS
	Le Dinh Cuong		Affiliated Person		26/4/2024		Brother of Mr. Le Dinh Thinh – Member of the BOS
	Tran Thi Bich Ngoc		Affiliated Person		26/4/2024		Sister in law of Mr. Le Dinh Thinh – Member of the BOS
	Nguyen Van Nam		Affiliated Person		26/4/2024		Father in law of Mr. Le Dinh Thinh – Member of the BOS
	Nguyen Thi Thanh Phuong		Affiliated Person		26/4/2024		Sister in law of Mr. Le Dinh Thinh – Member of the BOS
	Nguyen Thanh Dong		Affiliated Person		26/4/2024		Brother in law of Mr. Le Dinh Thinh – Member of the BOS

14	Tran Van Son	069C201153	Member of the BOS- Internal Audit			26/04/2023			
	Dinh Thi Thao		Affiliated Person			26/04/2023			Wife of Mr. Tran Van Son – Member of the BOS-Internal Audit
	Tran Thi Thao Nhi		Affiliated Person			26/04/2023			Child of Tran Van Son – Member of the BOS-Internal Audit
	Tran Nhat Quang		Affiliated Person			26/04/2023			Child of Tran Van Son – Member of the BOS-Internal Audit
	Le Thi Y		Affiliated Person			26/04/2023			Mother of Tran Van Son – Member of the BOS-Internal Audit
	Tran Van Cuong		Affiliated Person			26/04/2023			Brother of Tran Van Son – Member of the BOS-Internal Audit
	Tran Thi Huong		Affiliated Person			26/04/2023			Sister of Tran Van Son – Member of the BOS-Internal Audit
	Tran Van Dong		Affiliated Person			26/04/2023			Brother of Tran Van Son – Member of the BOS-Internal Audit
	Tran Thi Kim Xuan		Affiliated Person			26/04/2023			Sister of Tran Van Son – Member of the BOS-Internal Audit
	Nguyen Thi Dung		Affiliated Person			26/04/2023			Mother in law of Tran Van Son – Member of the BOS-Internal Audit
	Dinh Thi Dung		Affiliated Person			26/04/2023			Sister in law of Tran Van Son – Member of the BOS-Internal Audit
	Dinh Cao Cuong		Affiliated Person			26/04/2023			Brother in law of Tran Van Son – Member of the BOS-Internal Audit
15	Nguyen Thi Thu Thao	069C200947	Information Disclosure Officer			07/09/2010			
	Nguyen Van Tan		Affiliated Person			07/09/2010			Father of Mrs. Nguyen Thi Thu Thao – Information Disclosure Officer

	Le Thi Dung		Affiliated Person			07/09/2010		Mother of Mrs. Nguyen Thi Thu Thao – Information Disclosure Officer
	Le Kim Hung		Affiliated Person			07/09/2010		Husband of Mrs. Nguyen Thi Thu Thao – Information Disclosure Officer
	Nguyen Thi Thu Suong		Affiliated Person			07/09/2010		Sister of Mrs. Nguyen Thi Thu Thao – Information Disclosure Officer
	Nguyen Thi Thu Mai		Affiliated Person			07/09/2010		Sister of Mrs. Nguyen Thi Thu Thao – Information Disclosure Officer
	Nguyen Thi Thu Ha		Affiliated Person			07/09/2010		Sister of Mrs. Nguyen Thi Thu Thao – Information Disclosure Officer
	Nguyen Thi Thu Nguyet		Affiliated Person			07/09/2010		Sister of Mrs. Nguyen Thi Thu Thao – Information Disclosure Officer
	Le Thanh Thu		Affiliated Person			27/04/2021		Father in law of Mrs. Nguyen Thi Thu Thao – Information Disclosure Officer
	Nguyen Thi Kim Anh		Affiliated Person			27/04/2021		Mother in law of Mrs. Nguyen Thi Thu Thao – Information Disclosure Officer

2. Transactions between the company and related persons of the company; or between the company and major shareholders, insiders, or related persons of insiders:

No.	Name of Organization/Individual	Relationship with the Company	NSH Number, 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	Notes
1	Do Thanh Quang	Major Shareholder			17/07/2024	45/BC-DICHA dated 17/07/2024 Report on the result of stock issuance to pay 2023 dividends	Dividend payment in shares: 79.149 shares	
2	Vu Van Thanh	Major Shareholder			17/07/2024	45/BC-DICHA dated 17/07/2024 Report on the result of stock issuance to pay 2023 dividends	Dividend payment in shares: 74.985 shares	
3	Duong Phu Hung	Major Shareholder			17/07/2024	45/BC-DICHA dated 17/07/2024 Report on the result of stock issuance to pay 2023 dividends	Dividend payment in shares: 51.681 shares	

4	Nguyen Dinh Thanh	Major Shareholder			17/07/2024	45/BC-DICHA dated 17/07/2024 Report on the result of stock issuance to pay 2023 dividends	Dividend payment in shares: 50.070 shares	
5	Tran Dinh Loi	Chairman of the BOD			17/07/2024	45/BC-DICHA dated 17/07/2024 Report on the result of stock issuance to pay 2023 dividends	Dividend payment in shares: 6.540 shares	
6	Tran Van Viet	Pho Chairman of the BOD kiem Tong Giam Doc			17/07/2024	45/BC-DICHA dated 17/07/2024 Report on the result of stock issuance to pay 2023 dividends	Dividend payment in shares: 8.854 shares	
7	Ho Hai Bac	Member of the BOD, Representative of Tuynel Brick Plant Dien Ban, Company Administrator			17/07/2024	45/BC-DICHA dated 17/07/2024 Report on the result of stock issuance to pay 2023 dividends	Dividend payment in shares: 1.759 shares	
8	Tran Dinh Danh	Member of the BOD			17/07/2024	45/BC-DICHA dated 17/07/2024 Report on the result of stock issuance to pay 2023 dividends	Dividend payment in shares: 4.962 shares	
9	Tran Quoc Tuan	Member of the BOD (Independent)			17/07/2024	45/BC-DICHA dated 17/07/2024 Report on the result of stock issuance to pay 2023 dividends	Dividend payment in shares: 1.140 shares	
10	Pham Anh Thi	Deputy General Director			17/07/2024	45/BC-DICHA dated 17/07/2024 Report on the result of stock issuance to pay 2023 dividends	Dividend payment in shares: 2.228 shares	
11	Tran Dinh Huy	Deputy General Director, Major Shareholder			17/07/2024	45/BC-DICHA dated 17/07/2024 Report on the result of stock issuance to pay 2023 dividends	Dividend payment in shares: 171.350 shares	
12	Nguyen Hoang Phuong	Deputy General Director			17/07/2024	45/BC-DICHA dated 17/07/2024 Report on the result of stock issuance to pay 2023 dividends	Dividend payment in shares: 1.050 shares	
13	Vo Ho Quynh Giao	Chief Accountant			17/07/2024	45/BC-DICHA dated 17/07/2024 Report on the result of stock issuance to pay 2023 dividends	Dividend payment in shares: 750 shares	
14	Pham Thi Thanh Tam	Head of the BOS			17/07/2024	45/BC-DICHA dated 17/07/2024 Report on the result of stock issuance to pay 2023 dividends	Dividend payment in shares: 3.000 shares	

15	Tran Van Son	Member of the BOS-Internal Audit			17/07/2024	45/BC-DICHA dated 17/07/2024 Report on the result of stock issuance to pay 2023 dividends	Dividend payment in shares: 825 shares	
16	Le Dinh Thinh	Member of the BOS			17/07/2024	45/BC-DICHA dated 17/07/2024 Report on the result of stock issuance to pay 2023 dividends	Dividend payment in shares: 330 shares	
17	Nguyen Thi Thu Thao	Information Disclosure Officer			17/07/2024	45/BC-DICHA dated 17/07/2024 Report on the result of stock issuance to pay 2023 dividends	Dividend payment in shares: 327 shares	
18	Pham Xuan Vy	Affiliated Person			17/07/2024	45/BC-DICHA dated 17/07/2024 Report on the result of stock issuance to pay 2023 dividends	Dividend payment in shares: 30.000 shares	
19	Huynh Thanh Son	Affiliated Person			17/07/2024	45/BC-DICHA dated 17/07/2024 Report on the result of stock issuance to pay 2023 dividends	Dividend payment in shares: 7.500 shares	

3. Transactions between insiders, related persons of insiders, and subsidiaries or companies under the company's control: None

No.	Transaction executor	Relationship with internal person	Position at the listed Company	ID/Passport Number, Date of issue, place of issue	Address	Nam of subsidiaries or companies which the Company control	Time of transaction	Content, quantity, total value of transaction	Notes
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4. Transactions between the company and other parties: None

4.1. Transactions between the company and companies where members of the Board of Directors, members of the Board of Supervisors, the Director (General Director), and other managers have been or are currently founding members or members of the Board of Directors or executive Directors (General Directors) within the last three (03) years (as of the report date).

4.2. Transactions between the company and companies where related persons of the Board of Directors members, Board of Supervisors members, the Director (General Director), and other managers are members of the Board of Directors or executive Directors (General Directors).

4.3. Other transactions of the company (if any) that may provide material or non-material benefits to the Board of Directors members, Board of Supervisors members, the Director (General Director), and other managers.

VIII. Stock transactions of internal persons and affiliated persons of insiders (Annual Report 2024)

1. List of internal persons and their affiliated persons

No.	Name of internal person	Securities Trading Account (if any)	Position at the Company (if any)	ID/Passport Number, 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	Notes
1	Tran Dinh Loi	069C200978	Chairman of the BOD			50.140	0,73	
	Tran Thi Hien		Affiliated Person			0	-	
	Tran Dinh Ky		Affiliated Person			0	-	
	Tran Dinh Danh		Affiliated Person			38.042	0,55	
	Tran Thi Kim Hoa		Affiliated Person			0	-	
	Tran Thi Kim Cuc		Affiliated Person			0	-	
	Tran Dinh Loc		Affiliated Person			0	-	
	Tran Thi Kim Loan		Affiliated Person			0	-	
	Tran Thi Bich Hau		Affiliated Person			0	-	
	Tran Dinh Huy		Affiliated Person			1.313.685	19,05	
	Tran Thi Thu Trang		Affiliated Person			0	-	
	Duong Phu Hung		Affiliated Person			396.221	5,75	
	Hoang Nhu Ngoc		Affiliated Person			0	-	
	Huynh Thanh Son		Affiliated Person			57.500	0,83	
	Le Van Dung		Affiliated Person			0	-	
	Nguyen Thi Huyen		Affiliated Person			0	-	
	Pham Xuan Vy		Affiliated Person			230.000	3,34	
2	Ho Hai Bac	069C200957	Member of the BOD, Representative of Tuynel Brick Plant Dien Ban, Company Administrator			13.486	0,19	
	Huynh Thi Kim Yen		Affiliated Person			0	-	
	Ho Thi Kim Dung		Affiliated Person			0	-	
	Ho Thi Kim Cuong		Affiliated Person			0	-	

	Ho Cong Thanh		Affiliated Person			0	-	
	Ho Huynh Yen Phuong		Affiliated Person			0	-	
3	Tran Dinh Danh	069C201136	Member of the BOD			38.042	0,55	
	Tran Thi Thu Trang		Affiliated Person			0	-	
	Tran Dinh Ky		Affiliated Person			0	-	
	Tran Dinh Loi		Affiliated Person			50.140	0,73	
	Tran Thi Kim Hoa		Affiliated Person			0	-	
	Tran Thi Kim Cuc		Affiliated Person			0	-	
	Tran Dinh Loc		Affiliated Person			0	-	
	Tran Thi Kim Loan		Affiliated Person			0	-	
	Tran Thi Kim Khanh		Affiliated Person			0	-	
	Tran Thi Kim Khuyen		Affiliated Person			0	-	
	Huynh Thanh Son		Affiliated Person			57.500	0,83	
	Le Van Dung		Affiliated Person			0	-	
	Nguyen Thi Huyen		Affiliated Person			0	-	
	Pham Xuan Vy		Affiliated Person			230.000	3,34	
4	Tran Quoc Tuan	069C204138	Member of the BOD			8.740	0,13	
	Phan Thi Loi		Affiliated Person			0	-	
	Le Nu Ngoc Huong		Affiliated Person			0	-	
	Tran Thi Thanh Van		Affiliated Person			0	-	
	Nguyen Thanh Cong		Affiliated Person			0	-	
	Tran Le Hoang Nguyen		Affiliated Person			0	-	
	Le Thi Tu		Affiliated Person			0	-	
5	Tran Van Viet	069C200970	Vice Chairman and General Director			67.885	0,98	
	Tran Van Thua		Affiliated Person			0	-	
	Dang Thi Kim Hoa		Affiliated Person			0	-	
	Huynh Thi Bich Ha		Affiliated Person			0	-	
	Tran Van Vinh		Affiliated Person			0	-	

	Tran Thi Hong Hien		Affiliated Person			0	-
	Tran Thi Kim Anh		Affiliated Person			0	-
	Tran Thi Thuy Nga		Affiliated Person			0	-
	Tran Thi My		Affiliated Person			0	-
	Tran Van Hung		Affiliated Person			0	-
	Tran Khanh Linh		Affiliated Person			0	-
	Tran Khanh Minh		Affiliated Person			0	-
	Tran Khanh Duyen		Affiliated Person			0	-
	Nguyen Thi Tang		Affiliated Person			0	-
	Nguyen Thi Thu Thuy		Affiliated Person			0	-
	Nguyen Tan Cong		Affiliated Person			0	-
	Nguyen Thanh Xuan		Affiliated Person			0	-
	Le Huu Ha		Affiliated Person			0	-
	Phan Ut		Affiliated Person			0	-
	Ngo Thi Bich Ngoc		Affiliated Person			0	-
						17.082	0,25
6	Pham Anh Thi	069C200951	Deputy General Director			0	-
	Nguyen Thi Xuan Huong		Affiliated Person			0	-
	Nguyen Thi Hong Nhan		Affiliated Person			0	-
	Pham Anh Tuan		Affiliated Person			0	-
	Pham Thi Lan Dai		Affiliated Person			0	-
	Pham Anh Tu		Affiliated Person			0	-
	Pham Anh Duy		Affiliated Person			0	-
	Pham Anh Quan		Affiliated Person			0	-
	Nguyen Thi Nam		Affiliated Person			0	-
	Nguyen Kim Phuoc		Affiliated Person			0	-
	Le Thi Bich Tho		Affiliated Person			0	-
	Phan Cong Danh		Affiliated Person			0	-
						1.313.685	19,06
7	Tran Dinh Huy	069C205778	Deputy General Director				

	Tran Dinh Loi		Affiliated Person			50.140	0,73
	Tran Thi Hien		Affiliated Person			0	-
	Hoang Nhu Ngoc		Affiliated Person			0	-
	Tran Hoang Ngan		Affiliated Person			0	-
	Tran Thi Bich Hau		Affiliated Person			396.221	5,75
	Duong Phu Hung		Affiliated Person			0	-
	Hoang Minh Thong		Affiliated Person			0	-
	Phan Thi Ry		Affiliated Person			8.050	0,12
8	Nguyen Hoang Phuong	069C201130	Deputy General Director			0	-
	Nguyen Hau		Affiliated Person			0	-
	Huynh Thi Binh		Affiliated Person			0	-
	Le Thi Kim Nhung		Affiliated Person			0	-
	Nguyen Thi Thao		Affiliated Person			0	-
	Le Trung		Affiliated Person			0	-
	Ho Thi Hoa		Affiliated Person			5.750	0,08
9	Vo Ho Quynh Giao	069C200950	Chief Accountant			0	-
	Vo Van Lan		Affiliated Person			0	-
	Ho Thi Xuan Hoa		Affiliated Person			0	-
	Vo Van Toan		Affiliated Person			0	-
	Vo Chanh Trung		Affiliated Person			0	-
	Vo Ho Lam Vien		Affiliated Person			0	-
	Ho Thi Thanh Thao		Affiliated Person			23.000	0,33
10	Pham Thi Thanh Tam	069C200948	Head of the BOS			0	-
	Pham Tien Trung		Affiliated Person			0	-
	Tran Thi Kim Yen		Affiliated Person			0	-
	Pham Dinh Du		Affiliated Person			0	-
	Pham Thi Thanh Thao		Affiliated Person			0	-

	Pham Dinh Khoi Nguyen		Affiliated Person			0	-
	Pham Dinh Nguyen Khoa		Affiliated Person			0	-
	Le Duy Toan		Affiliated Person			0	-
11	Le Dinh Thinh	069C200941	Member of the BOS			2.530	0,04
	Nguyen Thi Thanh Thao		Affiliated Person			0	-
	Le Nguyen Bao Ngan		Affiliated Person			0	-
	Le Nguyen Hong QUYEN		Affiliated Person			0	-
	Le Thi Hong		Affiliated Person			0	-
	Le Dinh Linh		Affiliated Person			0	-
	Huynh Thi Hoa		Affiliated Person			0	-
	Le Dinh Hai		Affiliated Person			0	-
	Le Dinh Cuong		Affiliated Person			0	-
	Tran Thi Bich Ngoc		Affiliated Person			0	-
	Nguyen Van Nam		Affiliated Person			0	-
	Nguyen Thi Thanh Phuong		Affiliated Person			0	-
	Nguyen Thanh Dong		Affiliated Person			0	-
12	Tran Van Son	069C201153	Member of the BOS-Internal Audit			6.325	0,09
	Dinh Thi Thao		Affiliated Person			0	-
	Tran Thi Thao Nhi		Affiliated Person			0	-
	Tran Nhat Quang		Affiliated Person			0	-
	Le Thi Y		Affiliated Person			0	-
	Tran Van Cuong		Affiliated Person			0	-
	Tran Thi Huong		Affiliated Person			0	-
	Tran Van Dong		Affiliated Person			0	-
	Tran Thi Kim Xuan		Affiliated Person			0	-
	Nguyen Thi Dung		Affiliated Person			0	-
	Dinh Thi Dung		Affiliated Person			0	-

	Dinh Cao Cuong		Affiliated Person			0	-	
13	Nguyen Thi Thu Thao	069C200947	Information Disclosure Officer			2.507	0,04	
	Nguyen Van Tan		Affiliated Person			0	-	
	Le Thi Dung		Affiliated Person			0	-	
	Le Kim Hung		Affiliated Person			0	-	
	Nguyen Thi Thu Suong		Affiliated Person			0	-	
	Nguyen Thi Thu Mai		Affiliated Person			0	-	
	Nguyen Thi Thu Ha		Affiliated Person			0	-	
	Nguyen Thi Thu Nguyet		Affiliated Person			0	-	
	Le Thanh Thu		Affiliated Person			0	-	
	Nguyen Thi Kim Anh		Affiliated Person			0	-	



2. Transactions of internal persons and affiliated persons involving the company's shares: None

No.	Transaction executor	Relationship with the internal persons	Number of Shares owned at the Beginning of the Period		Number of Shares owned at the End of the Period		Reason for increasing, decreasing (buying, selling, converting, rewarding, etc.)
			Number of Shares	Percentage	Number of Shares	Percentage	

IX. Other significant issues: None

Recipients: ;

- Hanoi Stock Exchange (HNX);
- Archived

CHAIRMAN OF THE BOARD OF DIRECTORS
(Signature, full name, and stamp)



Trần Đình Lợi