

No: 03 /BC-FiCO

Ho Chi Minh City, January 20, 2025

**REPORT ON CORPORATE GOVERNANCE**

(Year 2024)

To:

- The State Securities Commission;
- The Stock Exchange Ha Noi City;

- Name of company: FiCO Corporation - JSC
- Address of headoffice: 15th Floor, Sailing Tower, 111A Pasteur Street, Ben Nghe Ward, District 1, Ho Chi Minh City.
- Tel: 028 38 212 960 Fax: 028 38213233 Email: info@fico.com.vn
- Charter capital: 1.270.000.000.000 VND.
- Stock symbol: FIC
- Governance model: General meeting of shareholders, Board of Directors, Board of Supervisors and General Director.
- The implementation of internal audit: Implemented

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

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

No.	Resolution/Decision No.	Date	Content
1	01/NQ-ĐHĐCĐ	26/04/2024	Resolution of the 2024 Annual General Meeting of Shareholders

**II. Board of Directors (annual report):**

1. Information about the members of the Board of Directors:

No.	Board of Directors' members	Position ( <i>Independent members of the Board of Directors, Non-executive members of the Board of Directors</i> )	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Ms. Do Thi Hieu	Chairman of the BOD / <i>Non-executive members of the Board of Directors</i>	22/04/2021	
2	Mr. Cao Truong Thu	Members of the BOD	22/04/2021	
3	Mr. Nguyen Xuan Thang	Members of the BOD / <i>Non-executive members of the Board of Directors</i>	22/04/2021	
4	Mr. Pham Viet Thang	Members of the BOD	22/04/2021	
5	Mr. Dang Minh Thua	Members of the BOD / <i>Non-executive members of the Board of Directors</i>	22/04/2021	

## 2. Meetings of the Board of Directors:

No.	Board of Director' member	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
1	Ms. Do Thi Hieu	5	100%	
2	Mr. Cao Truong Thu	5	100%	
3	Mr. Nguyen Xuan Thang	5	100%	
4	Mr. Pham Viet Thang	5	100%	
5	Mr. Dang Minh Thua	5	100%	

Between meetings of the Board of Directors, to resolve matters requiring the Board of Directors' opinion related to production, business and management activities, the Corporation organized 32 times to collect opinions and votes from the Board of Directors by document. These documents for organizing voting opinions are carried out in accordance with the procedures prescribed by the Enterprise Law and relevant guiding documents, in accordance with the Regulations on organization and operation of the Board of Directors and under the supervision of the Board of Directors. Corporation Supervisory Board.

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

- The Board of Directors has performed well in supervising the management and

administration of the Executive Board. In addition to discussing and exchanging at regular meetings/other meetings of the Executive Board, the Board of Directors also regularly exchanges via phone, email as well as other means of information about the strategic situation, results of production and business activities, implementation of the Resolution of the General Meeting of Shareholders and the goals set by the General Meeting of Shareholders for the year.

- Through documents soliciting written opinions from the Board of Directors, the Board of Directors also demonstrates its responsibility to participate in supervising and resolving issues within the authority of the Board of Directors.

- In general, in the difficult economic situation due to fluctuations in the real estate market in recent years, the Board of Directors, Executive Board and management levels have made efforts, creativity and extreme initiative in their work. to achieve the planned goals set by the General Meeting of Shareholders

#### 4. Activities of the Board of Directors' subcommittees (If any):

The Corporation's Board of Directors does not establish affiliated subcommittees. Members of the Board of Directors perform their duties as assigned by the Board of Directors.

#### 5. Decisions of the Board of Directors (annual report): *Appendix 1.*

### III. Board of Supervisors (annual report):

#### 1. Information about members of Board of Supervisors:

No.	Members of Board of Supervisors	Position	The date becoming/ceasing to be the member of the Board of Supervisors	Qualification
1	Mr. Dao Quang Son	Head of the Board of Supervisors	22/04/2021	Bachelor of Accounting
2	Mr. Le Van Huy	Member of the Board of Supervisors	22/04/2021	Master of Economics
3	Mr. Tran Linh Chi	Member of the Board of Supervisors	22/04/2021	Master of Accounting

#### 2. Meetings of Board of Supervisors:

No.	Members of Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Mr. Dao Quang Son	2	100%	100%	
2	Mr. Le Van Huy	2	100%	100%	
3	Mr. Tran Linh Chi	2	100%	100%	

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

The Supervisory Board fully participates in meetings of the Board of Directors and the General Meeting of Shareholders. Closely and fully monitor the activities of the Board of Directors and the Board of Management to ensure objectivity and honesty in complying with State regulations, laws, and decisions of the General Meeting of Shareholders to ensure the rights and interests of the Board of Directors, of shareholders.

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

The Board of Directors, Board of Management and other management departments of the Corporation create favorable conditions in the process of implementing the functions and tasks of the Supervisory Board. Make explanations and provide data and documents to the Supervisory Board promptly and fully as required.

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. Cao Truong Thu General Director	17/09/1983	Master of Financial Management	Appointed on 15/05/2021
2	Mr. Pham Viet Thang Deputy General Manager	12/04/1978	Master of Economics	Appointed on 01/05/2021

#### V. Chief Accountant

Name	Date of birth	Qualification	Date of appointment/ dismissal
Mr. Nguyen Xuan Hung	01/06/1983	Master of Finance	Appointed on 01/11/2023

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

In 2024, members of the Board of Directors, members of the Supervisory Board, Executive Board, Chief Accountant and person in charge of corporate governance participated in short-term training programs in related fields:

No.	Training content	Participating subjects	Organizational unit	Organizing time
1	Integration training (Information about the company, labor regulations, company culture,...)	New personnel join the company	FiCO Corporation - JSC	When there are new employees
2	Training on information disclosure and corporate governance; Investor relations (IR) activities for public companies	Person in charge of corporate governance	- SSC; - Yuanta Vietnam Securities Company Limited	09/08/2024
3	Training on information disclosure obligations and guidance on corporate governance on the stock market	Person in charge of corporate governance	HaNoi Stock Exchange	27/09/2024

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

1. The list of affiliated persons of the Company: *Appendix 2*.
2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons: *Appendix 3*.
3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power: *Appendix 3*.
4. Transactions between the Company and other objects
  - 4.1. Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, Director (General Director) have been

founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting): *Appendix 3.*

4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director (General Director) and other managers as a member of Board of Directors, Director (General Director or CEO): none.

4.3. Other transactions of the Company (if any) may bring material or non- material benefits for members of Board of Directors, members of the Board of Supervisors, Director (General Director) and other managers: none.

### **VIII. Share transactions of internal persons and their affiliated persons (annual report)**

1. The list of internal persons and their affiliated persons: *Appendix 4.*
2. Transactions of internal persons and affiliated persons with shares of the Company: None.

**IX. Other significant issues:** None.

**Recipients:**

- As above;
- Archived: archives.

**CHAIRMAN OF THE BOARD OF DIRECTORS** *ly*

*(Sign, full name and seal)*



*Đỗ Thị Hiếu*



**APPENDIX 1: RESOLUTIONS/DECISIONS OF THE BOARD OF DIRECTORS (ANNUAL REPORT)**

No.	Resolution/Decision No.	Date	Content	Approval rate
1	3/NQ-HĐQT	24/01/2024	Amending the Regulations on Representatives FiCO	100%
2	6/NQ-HĐQT	29/02/2024	Approving 2023 production and business results, 2024 plan and financial situation until December 31, 2023	100%
3	8/NQ-HĐQT	29/02/2024	Closing the list of shareholders attending the 2024 General Meeting of Shareholders	100%
4	9/NQ-HĐQT	29/02/2024	Approval of pre-feasibility study report, preliminary environmental impact assessment report of Thuy Trieu White Sand Mine Project	100%
5	13/NQ-HĐQT	07/03/2024	Strengthen FiCO capital representatives at Vitaly, Phuoc Hoa, Tafico, FiCO Investment (FCI), BT20 - Cuu Long	100%
6	21/NQ-HĐQT	12/03/2024	Approving the plan to buy and sell shares of Construction Materials Corporation No. 1 - Joint Stock Company at Hoa An Joint Stock Company	60%
7	22A/NQ-HĐQT	12/03/2024	Approving the content of dismissal and appointment of General Director of Hoa An Joint Stock Company	100%
8	24/NQ-HĐQT	04/04/2024	Approving the program and documents of the 2024 Annual General Meeting of Shareholders of FiCO Corporation	100%
9	34/NQ-HĐQT	10/04/2024	Approved the voting content at Vitaly's 2024 Annual General Meeting of Shareholders	100%

10	38/NQ-HĐQT	15/04/2024	Approved the voting content at Thanh Thanh's 2024 Annual General Meeting of Shareholders	100%
11	40/NQ-HĐQT	15/04/2024	Appoint a FiCO capital representative in Hoa An and approve the voting content at the 2024 Hoa An Joint Stock Company Annual General Meeting of Shareholders	100%
12	45/NQ-HĐQT	23/04/2024	Approve contracts and transactions between FiCO Corporation and related persons	100%
13	49/NQ-HĐQT	26/04/2024	Approving the voting content at the 2024 Annual General Meeting of Shareholders of Phuoc Hoa FiCO Joint Stock Company	100%
14	51/NQ-HĐQT	02/05/2024	Assign personnel to hold the position of person in charge of corporate governance	100%
15	55/NQ-HĐQT	02/05/2024	Approving the voting content at the 2024 Annual General Meeting of Shareholders of FiCO PanU Concrete Joint Stock Company	100%
16	58/NQ-HĐQT	07/05/2024	Payment of dividends in 2023 to shareholders	100%
17	61/NQ-HĐQT	13/05/2024	Approving the content of opinions and votes at the 2024 Annual General Meeting of Shareholders of Cuu Long BT20 Joint Stock Company	100%
18	63/NQ-HĐQT	13/05/2024	Approving the voting content at the 2024 Annual General Meeting of Shareholders of No. 1 Packaging and Minerals Joint Stock Company	100%
19	68/NQ-HĐQT	17/05/2024	Approving the voting content at the extraordinary General Meeting of Shareholders of FiCO	60%



			Tay Ninh Cement Joint Stock Company on adjusting the Project Scale of Line 2 Investment Project	
20	70/NQ-HĐQT	17/05/2024	Approving the voting content at the 2024 Annual General Meeting of Shareholders of FiCO Construction Materials Investment and Trading Joint Stock Company	100%
21	73/NQ-HĐQT	06/06/2024	Appoint a representative for FiCO capital at Vitally Joint Stock Company	100%
22	78/NQ-HĐQT	06/06/2024	Select and approve FiCO's 2024 financial statements audit unit	100%
23	79/NQ-HĐQT	06/06/2024	Approving the voting content at the extraordinary General Meeting of Shareholders of FiCO Tay Ninh Cement Joint Stock Company on adjusting the Investment Registration Certificate of FiCO Cement Grinding Station project	60%
24	84/NQ-HĐQT	18/06/2024	Approve the Corporation's 2024 salary plan	100%
25	86/NQ-HĐQT	18/06/2024	Appoint a representative for FiCO capital at Phuoc Hoa FiCO Joint Stock Company	100%
26	92/NQ-HĐQT	21/06/2024	Appoint a representative for FiCO capital at Southeast Asia Brick Joint Stock Company and approve the voting contents at the 2024 Annual General Meeting of Shareholders of Dong Nam A Brick Joint Stock Company	100%
27	95/NQ-HĐQT	26/06/2024	Approval of voting contents at the 2024 Annual General Meeting of Shareholders of Tan Dinh FiCO	100%

			Construction Mechanical Joint Stock Company	
28	97/NQ-HĐQT	03/07/2024	Consolidate the Corporation's organizational structure and reorganize the Internal Audit Department	100%
29	101a/NQ-HĐQT	18/07/2024	Approving the plan to exercise the right to buy shares issued to increase capital at FiCO Construction Materials Investment and Trading Joint Stock Company	60%
30	106/NQ-HĐQT	26/07/2024	Through loan from Vietcombank - Bac Binh Duong Branch	100%
31	108/NQ-HĐQT	30/07/2024	Approval of the policy on handling assets such as machinery and equipment for manufacturing shower faucets and molds of Tan Dinh FiCO Construction Mechanical Joint Stock Company	100%
32	110/NQ-HĐQT	09/08/2024	<ul style="list-style-type: none"> <li>- Approve the Report on the results of implementing production and business tasks for the first 6 months of the year and the plan for the last 6 months of the year;</li> <li>- Approval of the Corporation's financial situation report until June 30, 2024.</li> </ul>	100%
33	113/NQ-HĐQT	18/09/2024	Approving the content presented to the 2024 Annual General Meeting of Shareholders of FiCO Tay Ninh Cement Joint Stock Company	100%
34	116/NQ-HĐQT	26/09/2024	Approving the policy of reducing part of the principal debt and all interest arising for 472 Construction Company Limited	60%

35	120/NQ-HĐQT	16/10/2024	Approval of compensation plan, site clearance compensation and agreement to receive land use rights to recover land at Nui Ong Trinh quarry, Phu My town, Ba Ria Vung Tau province	60%
36	123/NQ-HĐQT	24/10/2024	Approve the plan to change the organizational structure and reorganize labor of FiCOCOM Company Limited	60%
37	127/NQ-HĐQT	19/11/2024	Approve the plan to renovate the Fire Protection system at FiCO Binh Duong Warehouse	100%
38	129/NQ-HĐQT	27/11/2024	- Approve the Report on the results of implementing production and business tasks for 09 months and the implementation plan for 2024; - Approval of the Corporation's financial situation report until September 30, 2024.	100%
39	131/NQ-HĐQT	20/12/2024	Through borrowing capital and using assets as security at BIDV Bank - Ho Chi Minh City Branch	100%

**APPENDIX 2: LIST OF RELATED PERSONS OF THE COMPANY**

No.	Name of organization/ individual	Securities account (if any)	Position at the company (if any)	ID number, Date of issue, place of issue	Head office address/ Contact address	The starting point is the person involved	The ending point is the person involved	Reason	Relevant relationship with the company
1	Do Thi Hieu		Chairman of the BOD			22/4/2021			Insider
2	Cao Truong Thu		Member of the BOD, General Director			22/4/2021			Insider
3	Pham Thang	Viet	Member of the BOD, Deputy General Director			22/4/2021			Insider
4	Dang Minh Thua		Member of the BOD			22/4/2021			Insider
5	Nguyen Xuan Thang		Member of the BOD			22/4/2021			Insider
6	Dao Quang Son		Head of the Board of Supervisors			22/4/2021			Insider
7	Le Van Huy		Member of the Board			22/4/2021			Insider

8	Tran Linh Chi	of Supervisors of the Board of Supervisors				22/4/2021			Insider
9	Nguyen Xuan Hung	Chief accountant				1/11/2023			Insider
10	Pham Thi My Van	Person in charge of corporate governance				03/01/2023	02/5/2024	Dismissed	Insider
11	Nguyen Dung Le	Person in charge of corporate governance				02/05/2024			Insider
12	SCIC Corporation		Decision No. 151/2005/QĐ-TTg dated June 20, 2005 of the Prime Minister			31/08/2020			Shareholders own more than 10% of charter capital
13	Xuan Cau Investment Joint Stock Company		5400240083 issued by Department of Planning and Investment of Ha Noi City for the first time on January 23, 2006			01/10/2016			Shareholders own more than 10% of charter capital
14	Phuoc Hoa FiCO Joint Stock Company		3500102894 issued by the Department of Planning and			21/1/2005			Subsidiary company

15	Tan Dinh FiCO Construction Mechanical Joint Stock Company			Investment of Ba Ria Vung Tau province for the first time on January 21, 2005, registered for the 14th change on November 17, 2021	Tan Thanh District, Ba Ria - Vung Tau Province.	13/4/2006	Subsidiary company
16	Thanh Thanh Joint Stock Company			030114699 issued by the Department of Planning and Investment of Ho Chi Minh City for the first time on April 13, 2006 and registered for the 12th change on December 29, 2021	Sanitary accessories factory, Road No. 2B, Dong An Industrial Park, Thuan An District, Binh Duong Province.	2/01/2004	Subsidiary company
17	Dong Nam A Joint Stock Company			3600665643 issued by the Department of Planning and Investment of Dong Nai province for the first time on January 2, 2004, issued for the 10th time on December 9, 2019	Road No. 1, Bien Hoa 1 Industrial Park, An Binh Ward, Bien Hoa City, Dong Nai Province	27/09/2007	Subsidiary company

18	Cam FiCO Company Limited	Ranh Sand	September 27, 2007, issued with the 11th change on August 31, 2018	Tan Hai Village, Cam Hai Tay, Cam Lan District, Khanh Hoa Province	19/10/2017	Subsidiary company
19	FiCO Trading Company Limited		4201764563 issued by the Department of Planning and Investment of Khanh Hoa province for the first time on October 19, 2017, issued for the second time on January 10, 2019.	Floor 15, Sailing Tower, 111A Pasteur, Ben Nghe Ward, District 1, Ho Chi Minh City	03/04/2018	Subsidiary company
10	FiCO Commerce Product member Company Limited	One	0314964301 issued by the Department of Planning and Investment of Ho Chi Minh City for the first time on April 3, 2018, issued for the 5th time on May 25, 2021	Floor 15, Sailing Tower, 111A Pasteur, Ben Nghe Ward, District 1, Ho Chi Minh City	25/04/2019	Subsidiary company
21	Nguyen Hoai		0315650869 issued by the Department of Planning and Investment of Ho Chi Minh City for the first time on April 25, 2019, issued with the 6th change on December 13, 2023		13/05/2022	Manager of

	Thu											Subsidiary Company
22	Dang Long	Xuan							31/12/2021			Manager of Subsidiary Company
23	Nguyen Phuc	Van							04/10/2017			Manager of Subsidiary Company
24	Hoang Kien	Trung							18/06/2024			Manager of Subsidiary Company
25	Do Thi Thuy	Bich							13/05/2022			Manager of Subsidiary Company
26	Tran Luong	Hung							18/04/2012			Manager of Subsidiary Company
27	Vo Thi Thuy	Thu							18/04/2014			Manager of Subsidiary Company
28	Nguyen Ha	Thanh							21/04/2022			Manager of Subsidiary Company
29	Nguyen Loi	Duc							31/08/2018			Manager of Subsidiary Company
30	Nguyen Thi								05/11/2019			Manager of



	Thoa								Subsidiary Company
31	FiCO Tay Ninh Cement Joint Stock Company				3900365922 issued by the Department of Planning and Investment of Tay Ninh province for the first time on December 23, 2004, changed for the 15th time on June 18, 2018	Floor 26, E.Town Central, 11 Doan Van Bo, Ward 12, District 4, Ho Chi Minh City	23/12/2004		Affiliate company
32	Hoa An Joint Stock Company				3600464464 issued by the Department of Planning and Investment of Dong Nai province for the first time on June 8, 2000, issued with the 13th change on March 28, 2024	Cau Hang, Hoa An Commune, Bien Hoa City, Dong Nai Province	8/6/2000		Affiliate company
33	Vitaly Joint Stock Company				0300398078 issued by the Department of Planning and Investment of Binh Duong province for the first time on January 6, 2005, issued with the 13th change on June 18, 2024	Binh Chuan Area, N1 Street, Binh Chuan Ward, Thuan An District, Binh Duong Province	06/01/2005		Affiliate company
34	Havali – FiCO				3700791338 issued by	No. 65, Street 3, Chu	23/8/2007		Affiliate

	Joint Stock Company			the Department of Planning and Investment of Ho Chi Minh City for the first time on August 23, 2007	Van An Residence, Ward 26, Binh Thanh District, Ho Chi Minh City			company
35	FiCO – Corea Construction Joint Stock Company			0304401701 issued by the Department of Planning and Investment of Ho Chi Minh City for the first time on October 11, 2007, issued with the 11th change on October 31, 2023	Floor M, Block C, Van Do Apartment, 348 Ben Van Don, Ward 1, District 4, Ho Chi Minh City	11/10/2007		Affiliate company
36	Tan Bach Viet Construction Investment Company Limited			0305202610 issued by the Department of Planning and Investment of Ho Chi Minh City for the first time on September 18, 2007, issued for the 4th time on January 20, 2014	15th Floor, No. 1, Bach Dang, Ward 2, Tan Binh District, Ho Chi Minh City	18/9/2007		Affiliate company
37	FiCO High Technology Joint Stock Company			0310319621 issued by the Department of Planning and Investment of Ho Chi Minh City for the first time on September 16, 2010, issued with the	45 Hoa Mai, Ward 2, Phu Nhuan District, Ho Chi Minh City	16/9/2010		Affiliate company

38	FiCO Pan – United Joint Stock Company			6th change on July 25, 2017	0310883115 issued by the Department of Planning and Investment of Ho Chi Minh City for the first time on August 23, 2007, issued for the 5th time on January 18, 2017	8th Floor South Building, 60 Truong Son, Ward 2, Tan Binh District, Ho Chi Minh City	23/8/2007		Affiliate company
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**APPENDIX 3: TRANSACTIONS BETWEEN THE COMPANY AND RELATED PERSONS OF THE COMPANY, MAJOR SHAREHOLDERS, INTERNAL PERSONS, RELATED PERSONS OF INTERNAL PERSONS, OTHER ENTITIES**

Name of organization/ individual	Relationship	ID number, Date of issue, place of issue	Address	Transaction time	Resolution of the BOD/ General Meeting of Shareholders	Balance properties	Balance as of December 31, 2024	Balance as of January 1, 2024
Phuoc Hoa FiCO Stock Company	Subsidiary company	3500102894 issued by the Department of Planning and Investment of Ba Ria Vung Tau province for the first time on January 21, 2005, registered for the 14th change on November 17, 2021	Km 5, National Highway 51, Tan Phuoc Commune, Tan Thanh District, Ba Ria - Vung Tau Province.	01/01/2024	Resolution No. 45/NQ-HDQT dated April 23, 2024 of the Board of Directors	Must pay for goods	33 345 219 451	39.750.913.097
				31/12/2024		Receivables from sale of goods and services	27 736 000	25.671.000
FiCO Commerce Product member Company Limited	Subsidiary company	0315650869 issued by the Department of Planning and Investment	Floor 15, Sailing Tower, 111A Pasteur, Ben Nghe	01/01/2024	Resolution No. 01/NQ-DHDCD dated April 26, 2024 of the General	Receivables from sale of goods and services	170.985.499.714	231.408.892.220
				31/12/2024		Revenue deduction	2.821.549.488	3.408.548.529



Dong Nam A Joint Stock Company	Subsidiary company	and Investment. Da Nang issued on May 22, 2018	District, Da Nang City	01/01/2024 - 31/12/2024	Board of Directors	Receivables from sale of goods and services	920.979.211	920.979.211
		3700830308 issued by the Department of Planning and Investment of Binh Duong province for the first time on September 27, 2007, issued with the 11th change on August 31, 2018	Quarter 9, Chanh Phu Hoa Ward, Ben Cat Town, Binh Duong Province		Resolution No. 45/NQ-HDQT dated April 23, 2024 of the Board of Directors	Receivables from sale of goods and services Advance money to buy construction materials Other accounts receivable Buy materials Selling materials Income from breakage compensation Trade discount	36.422.667 206.431.125.007 410.281.044 318.684.628.028 15.285.586.631 951.884.203 8.698.675.505	10.301.483.877 187.218.013.819 298.000.000 358.303.639.756 26.145.965.283 1.791.518.199 14.616.588.651
Thanh Thanh Joint Stock Company	Subsidiary company	3600665643 issued by the Department of Planning	Road No. 1, Bien Hoa 1 Industrial	01/01/2024 - 31/12/2024	Resolution No. 45/NQ-HDQT dated April 23,	Receivables from sale of goods and services	1.862.253.606	3.589.377.266

Vitaly Joint Stock Company	Affiliate company	0300398078 issued by the Department of Planning and Investment of Binh Duong province for the first time on January 6, 2005, issued with the 13th	Binh Chuan Area, N1 Street, Binh Chuan Ward, Thuan An District, Binh Duong Province	01/01/2024 - 31/12/2024	2024 of the Board of Directors	Escrow	1.685.000.000	0
		and Investment of Dong Nai province for the first time on January 2, 2004, issued for the 10th time on December 9, 2019	Park, An Binh Ward, Bien Hoa City, Dong Nai Province			Must pay for goods	17.314.661.322	17.438.001.437
						Buy materials	128.718.361.711	183.867.988.126
						Selling materials	8.322.169.300	16.976.504.287
						Dividends	2.444.877.600	3.667.316.400
						Income from breakage	589.123.647	831.416.072
						compensation	585.842.706	1.306.222.343
						Discount on sales price		
						Receivables from sale of goods and services	23.676.426.556	28.854.839.741
						Charter capital debt before equitization, other debt	25.301.971.635	25.381.971.635
						Must pay for goods and services	285 403 112	6.581.306.265
						Buy materials	37.579.497.349	103.863.670.820

			change on June 18, 2024						Selling materials	21.389.081.931	43.115.051.746
									Income from breakage compensation	67.062.712	163.438.269
									Discount	126.479.934	373.682.366
FiCO Tay Ninh Cement Joint Stock Company	Affiliate company	3900365922 issued by the Department of Planning and Investment of Tay Ninh province for the first time on December 23, 2004, changed for the 15th time on June 18, 2018	Floor 26, E.Town Central, 11 Doan Van Bo, Ward 12, District 4, Ho Chi Minh City	01/01/2024 - 31/12/2024	Resolution No. 45/NQ-HDQT dated April 23, 2024 of the Board of Directors	Receivables from sale of goods and services	438.692.664	483.034.936			
									Selling materials	2.459.397.910	1.282.596.480
									Dividends	56.195.757.475	39.180.051.625
FiCO Pan - United Joint Stock Company	Affiliate company	0310883115 issued by the Department of Planning and Investment of Ho Chi Minh City	8th Floor South Building, 60 Truong Son, Ward 2, Tan Binh District,	01/01/2024 - 31/12/2024	Resolution No. 45/NQ-HDQT dated April 23, 2024 of the Board of Directors	Receivables from sale of goods and services	4.895.223.228	3.089.311.942			
									Selling materials	22.086.727.035	13.268.564.695



Packaging and Bentonite Joint Stock Company No.1	Affiliate company of subsidiary	for the first time on August 23, 2007, issued for the 5th time on January 18, 2017	Ho Chi Minh City	01/01/2024 - 31/12/2024	Resolution No. 45/NQ-HĐQT dated April 23, 2024 of the Board of Directors	Must pay for goods and services Buy materials	464.578.740	1.472.913.720 4.259.322.500
FiCO – Corea Construction Joint Stock Company	Affiliate company	0304401701 issued by the Department of Planning	Floor M, Block C, Van Do Apartment, Province	01/01/2024 - 31/12/2024	Resolution No. 45/NQ-HĐQT dated April 23,	Receivables from sale of goods and services	10.790.281.101	11.025.296.956

Cam Ranh FiCO Company Limited			and Investment of Ho Chi Minh City for the first time on October 11, 2007, issued with the 11th change on October 31, 2023	348 Ben Van Don, Ward 1, District 4, Ho Chi Minh City		2024 of the Board of Directors	Selling materials	45.846.564.698	15.962.072.841
			4201764563 issued by the Department of Planning and Investment of Khanh Hoa province for the first time on October 19, 2017, issued for the second time on January 10, 2019.	Tan Hai Village, Cam Hai Tay, Cam Lan District, Khanh Hoa Province	01/01/2024 - 31/12/2024	Resolution No. 45/NQ-HDQT dated April 23, 2024 of the Board of Directors	Must pay for goods and services Other payables Other receivables Buy materials	43.044.065.461 621.559.641 23.340.000 193.100.625.134	56.691.454.947 621.559.641 23.340.000 250.860.264.503

Tan Dinh FiCO Construction Mechanical Joint Stock Company	Subsidiary company	030114699 issued by the Department of Planning and Investment of Ho Chi Minh City for the first time on April 13, 2006 and registered for the 12th change on December 29, 2021	Sanitary accessories factory, Road No. 2B, Dong An Industrial Park, Thuan An District, Binh Duong Province.	01/01/2024 - 31/12/2024	Resolution No. 45/NQ-HDQT dated April 23, 2024 of the Board of Directors	Rental revenue	1.680.000.000	1.260.000.000
						Receivables from sale of goods and services	13.178.433.947	14.178.433.947
Fico Investment Joint Stock Company	Other investments	0314271924 issued by the City Department of Planning and Investment. HCM issued on March 7, 2017	348 Ben Van Don, Ward 01, District 4, Ho Chi Minh City	01/01/2024 - 31/12/2024	Resolution No. 45/NQ-HDQT dated April 23, 2024 of the Board of Directors	Premises rental revenue	1.330.236.000	1.330.236.000
						Receivables from sale of goods and services	859.568.100	609.691.500
						Other receivables	11.944.956.893	12.094.956.893
Hoa An Joint Stock Company	Affiliate company	3600464464 issued by the Department of Planning and Investment	Cau Hang, Hoa An Commune, Bien Hoa City, Dong Nai	01/01/2024 - 31/12/2024	Resolution No. 45/NQ-HDQT dated April 23, 2024 of the Board of	Must pay margin	300.000.000	300.000.000
						Dividends	6.116.686.000	30.066.744.000



**APPENDIX 4: LIST OF INTERNAL PERSONS AND RELATED PERSONS OF INTERNAL PERSONS**

No.	Stock code	Full name	Securities account (if any)	Position at the company (if any)	Relationships with the company/Interpersonal people	Type of ID	ID number (*)	Date of issue	Place of issue	Head office address/Contact address	Number of shares owned at the end of the period	Percentage of shares owned at the end of the period	Note
1	FIC	Do Thi Hieu		Chairman of the BOD							10,378,070	8.17%	
1.01	FIC	Do Van Dieu			Father						0	0	
1.02	FIC	Trinh Thi Lien			Mother						0	0	
1.03	FIC	Do Thi Bich			Older sister						0	0	
1.04	FIC	Do Thi Bich Thuy			Older sister						0	0	
1.05	FIC	Nguyen Nam Hung			Husband						0	0	
1.06	FIC	Nguyen Hai Ha			Daughter						0	0	
1.07	FIC	Dong Anh Licogi Mechanical Joint Stock Company			Member of the BOD	BRC	0100106391	30/06/2006	Department of Planning and Investment of Hanoi City	Group 8, Dong Anh Town, Dong Anh District, Hanoi City	0	0	
2	FIC	Cao Truong Thu		Member of the BOD, General Director							0	0	
2.01	FIC	Tran Thi Thanh Tam			Wife						0	0	
2.02	FIC	Cao Khanh Toan			Son						0	0	still young



3	FIC	Pham Viet Thang	Member of the BOD, General Director								0	0	
3.01	FIC	Vu Hoang Thu Trang	Wife								0	0	
3.02	FIC	Pham Quang Hien	Father								0	0	
3.03	FIC	Vu Trong Chung	Father-in-law								0	0	
3.04	FIC	Hoang Thi Thu Thuy	Mother-in-law								0	0	
3.05	FIC	Pham Viet Bach	Son								0	0	
3.06	FIC	Pham Hai Ha	Daughter								0	0	still young
3.07	FIC	Pham Viet Ha	Older brother								0	0	
3.08	FIC	Pham Viet Thanh	Younger brother								0	0	
3.09	FIC	Thanh Thanh Joint Stock Company	Member of the BOD								0	0	Road No. 1, Bien Hoa 1 Industrial Park, An Binh Ward, Bien Hoa City, Dong Nai Province

3.1	FIC	Vitaly Joint Stock Company			Chairman of the BOD	BRC	0300398078	06/01/2005	Department of Planning and Investment of Binh Duong Province	Binh Chuan Area, N1 Street, Binh Chuan Ward, Thuan An District, Binh Duong Province	0	0	
3.11	FIC	Hoa An Joint Stock Company			Head of the Board of Supervisors	BRC	03600464464	08/06/2000	Department of Planning and Investment of Dong Nai Province	Cau Hang, Hoa An Commune, Bien Hoa City, Dong Nai Province	0	0	
3.12	FIC	Dong Anh Licogi Mechanical Joint Stock Company			Member of the BOD	BRC	0100106391	30/06/2006	Department of Planning and Investment of Hanoi City	Group 8, Dong Anh Town, Dong Anh District, Hanoi City	0	0	
4	FIC	Dang Minh Thua			Member of the BOD						0	0	
4.01	FIC	Dang Van Ba			Father						0	0	died
4.02	FIC	Ngo Thi Kim			Mother						0	0	
4.03	FIC	Ly Thi Thanh Van			Wife						0	0	
4.04	FIC	Dang Gia Khang			Son						0	0	still young
4.05	FIC	Dang Gia An			Daughter						0	0	still young
4.06	FIC	Dang Thi Ngu			Older sister						0	0	
4.07	FIC	Dang Thi Hong Vuong			Older sister						0	0	
4.08	FIC	Dang Thi Thanh Tu			Older sister						0	0	
4.09	FIC	Dang Minh Thong			Older brother						0	0	
4.1	FIC	Dang Thi Thanh Truyen			Older sister						0	0	



4.11	FIC	Ly Thanh Tung								Father-in-law					0	0	
4.12	FIC	Tran Thi Huyen								Mother-in-law					0	0	
4.13	FIC	Ly Thanh Binh								Brother-in-law					0	0	
4.14	FIC	Ly Thanh Son								Brother-in-law					0	0	
4.15	FIC	Ly Thi Thanh Ha								Sister-in-law					0	0	
4.16	FIC	Ben Tre Construction Materials Joint Stock Company							01300108704	Chairman of the BOD	BRC	BRC	01/09/2004	Department of Planning and Investment of Ben Tre province	207D Nguyen Dinh Chieu - Phu Hung Ward - Ben Tre City - Ben Tre Province	0	0
4.17	FIC	Giai Phong Film Joint Stock Company							0300466257	Chairman of the BOD	BRC	BRC	23/8/1999	Department of Planning and Investment of Ho Chi Minh City	212 Ly Chinh Thang, Ward 09, District 3, Ho Chi Minh City	0	0
4.18	FIC	Can Tho Industrial Parks Infrastructure Construction JSC							1800617139	Chairman of the BOD	BRC	BRC	13/08/2010	Department of Planning and Investment of Can Tho City	469A, Cach Mang Thang Tam, An Thoi Ward, Binh Thuy District, Can Tho City	0	0
5	FIC	Nguyen Xuan Thang								Member of the BOD					0	0	

5.01	FIC	Nguyen Duc Thanh								Father					0	0	
5.02	FIC	Le Thi Soi								Mother					0	0	
5.03	FIC	Nguyen Thi Thanh Nga								Wife					0	0	
5.04	FIC	Nguyen Thanh Tra								Daughter					0	0	
5.05	FIC	Nguyen Xuan Loc								Son					0	0	
5.06	FIC	Nguyen Thi Minh Hue								Older sister					0	0	
5.07	FIC	Nguyen Thi Minh Quyen								Older sister					0	0	
6	FIC	Dao Quang Son								Head of the Board of Supervisors					0	0	
6.01	FIC	Dao Huy Truong								Father					0	0	died
6.02	FIC	Nguyen Thi Bao								Mother					0	0	died
6.03	FIC	Dao Kim Bich								Older sister					0	0	

6.04	FIC	Dao Quang Binh										0	0
6.05	FIC	Thanh Thanh Joint Stock Company										0	0
7	FIC	Lê Văn Huy	Member of the Board of Supervisors									0	0
7.01	FIC	Le Van Ung		Father								0	0
7.02	FIC	Doan Thi Thu Thuy		Mother								0	0
7.03	FIC	Tran Nguyen Khanh Hai		Wife								0	0
7.04	FIC	Le Van Hung		Son								0	0
7.05	FIC	Le Van Hung		Son								0	0
7.06	FIC	Le Van Hoang		Younger brother								0	0

7.07	FIC	Trần Văn Sơn							Father-in-law					0	0		
7.08	FIC	Nguyễn Thị Giao							Mother-in-law					0	0		
7.09	FIC	Can Tho Industrial Parks Infrastructure Construction JSC							Member of the BOD	BRC	1800617139	13/08/2010	Department of Planning and Investment of Can Tho City	469A, Cach Mang Thang Tam, An Thoi Ward, Binh Thuy District, Can Tho City	0	0	
8	FIC	Tran Linh Chi							Member of the Board of Supervisors					0	0		
8.01		Ho Thi Lien Huong							Mother					0	0		
8.02		Tran Son Tung				0001120186 VNDIREC T			Husband					0	0		
8.03		Tran Son Bach							Son					0	0		
8.04		Tran Anh Tuyen							Father-in-law					0	0		
8.05		Mai Phuong							Mother-in-law					0	0		
8.06		Tran Mai Tung Lam							Brother-in-law					0	0		

9	FIC	Nguyen Xuan Hung																	0	0
9.01	FIC	Truong Thi Thai Khanh																	0	0
9.02	FIC	Pham Thi Hai																	0	0
9.03	FIC	Truong Thi Thuy Trang																	0	0
9.04	FIC	Trang Thi Hoai Ngan																	0	0
9.05	FIC	Truong Pham Tan Dat																	0	0
9.06	FIC	Nguyen Xuan Hy																	0	0
9.07	FIC	Nguyen Thi Xuan Phuong																	0	0
9.08	FIC	Nguyen Thi Phuong Dung																	0	0
10	FIC	Nguyen Le Dung																	0	0
10.01	FIC	Nguyen Le Du																	0	0
10.02	FIC	Nguyen Le Tu Vi																	0	0

10.03	FIC	Nguyen Le Anh Khoa																	0	0
10.04	FIC	Nguyen Xuan Thuy																	0	0
10.05	FIC	Dinh Thi Hoa																	0	0
10.06	FIC	Nguyen Le Phuong																	0	0
10.07	FIC	Nguyen Thanh Ha																	0	0
10.08	FIC	Nguyen Ngoc Duc																	0	0
10.09	FIC	Le Thi Thuc																	0	0
10.1	FIC	Nguyen Thi Dieu Thao																	0	0
10.11	FIC	Nguyen Truong An																	0	0
10.12	FIC	Nguyen Thi Yen Nhi																	0	0
10.13	FIC	Nguyen Ngoc Phuoc																	0	0