

REPORT ON CORPORATE GOVERNANCE
(For the year 2024)

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

- Name of company: **DHC SUOI DOI CORPORATION**
- Address of headoffice: 93 Nguyen Thi Minh Khai, Hai Chau 1 Ward, Hai Chau District, Da Nang City
- Telephone: 0236.3651.575 Fax: 0236.3651.545
- Email: www.dhcsuoidoi.vn
- Charter capital: VND 471,000,000,000
- Stock symbol: **DSD**
- Governance model: The General meeting of Shareholder, Board of Directors, Supervisory Board, Board of Management.
- The implementation of internal audit: Not yet implemented.

I. Activities of the General Meeting of Shareholders

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

No.	Resolution No.	Date	Content
01	15/2024/NQ-DHDCD	Jan 17 th , 2024	<ul style="list-style-type: none">- Approving not implementing the charter capital increasing plan through private placement in 2023 according to the Submission No. 87/TTr-DHCSD-HDQT dated Apr 18th, 2023 approved by the 2023 Annual General Meeting of Shareholders on Apr 21st, 2023- Approving on the charter capital increasing plan through private

			placement in 2024 according to the submission No. 09/TTr-DHCSD-HDQT.
02	369/2024/NQ-DHDCD	Jun 25 th , 2024	<ul style="list-style-type: none"> - Reporting on the business performance of the Executive Board in 2023 and plan for 2024; - Reporting on the activities of the Board of Directors in 2023 and plan for 2024; - Reporting on the supervisory activities of the Board of Supervisors in 2023 and the plan for 2024; - Approving on the 2023 audited Financial Statements; - Approving on the Selection of the independent auditing company for 2024 Financial Statements; - Approving on the 2023 profit distribution plan and expected dividend payment for 2024; - Approving on the Remuneration payment for the Board of Directors and Board of Supervisors in 2023 and expected remuneration payment for the Board of Directors and the Supervisory Board in 2024; - Approving on the policy of transactions with related parties; - Approving on the election results of members of the Board of Directors and Board of Supervisors for the term 2024-2029.

II. Board of Directors (2024 annual report)

1. Information about the members of the Board of Directors (“BODs”):

No.	Board of Directors’ members	Position (Independent members of the Board of Directors, Non-executive members of the Board of Directors)	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal

01	Ms Tran Thi Huong	Chairperson of the BODs	Feb 18 th , 2014	
02	Mr Le Minh Duc	Member of the BODs	Feb 18 th , 2014	
03	Mr Pham Khac Duong	Member of the BODs	Mar 5 th , 2020	
04	Mr Lai Anh Dung	Independent members of the BODs	Mar 5 th , 2020	Jun 25 th , 2024
05	Ms Pham Le Thi Lan Phuong	Independent members of the BODs	Jun 25 th , 2024	
06	Mr Ho Phong	Independent members of the BODs	Mar 5 th , 2020	

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
01	Ms Tran Thi Huong	30/30	100%	
02	Mr Le Minh Duc	30/30	100%	
03	Mr Pham Khac Duong	30/30	100%	
04	Mr Lai Anh Dung	13/13	100%	
05	Ms Pham Le Thi Lan Phuong	17/17	100%	
06	Mr Ho Phong	30/30	100%	

3. Supervising the Board of Management (“BOM”) by the Board of Directors:

The Board of Directors has organized and fully implemented its powers, functions and duties, which is prescribed in the Corporation's Charter. The BODs also has fully implemented the directions of the Resolution of the Annual General Meeting of Shareholders.

The BODs has always supervised the business and operational situation of the Company with the Board of Management. The BODs and BOM exchanged strategies and directions as well as implemented resolutions and decisions.

In 2024, the Director and the Executive Board have successfully fulfilled their roles through timely and appropriate solutions aligned with the strategies and directions set by the BODs. The policies and directives issued by the BODs were thoroughly and promptly implemented by the Director, who demonstrated a high sense of responsibility in reporting the results. The Executive Board comprises individuals with strong qualifications, competencies, ethical values, extensive experience, and in-depth knowledge of their assigned areas. The achievements over the past year reflect the significant contributions of the Director and the Executive Board, as production and business operations have been maintained, thereby strengthening trust among customers and shareholders.

The implementation results of the Private placement in 2024.

In 2024, DHC Suoi Doi successfully executed the private placement, raising a total of VND 210,000,000,000. DHC Suoi Doi received the 2nd Revised Securities Registration, No.

09/2022/GCNCP-VSDC-2 dated 04/10/2024 issued by Vietnam Securities Depository and Clearing Corporation, due to 10,500,000 additional shares registration. The first trading date of additional shares of the Corporation in UPCOM was notified by the Ha Noi Stock Exchange.

4. **Activities of the Board of Directors' subcommittees (If any):** None

5. **Resolutions of the Board of Directors (2024 annual report):**

No.	Resolution No.	Date	Content	Approval rate
01	08/2024/NQ-HDQT-DHCSD	Jan 15 th , 2024	Ref. Revision of Documents for the Extraordinary General Meeting of Shareholders in 2024	100%
02	37/2024/NQ-HDQT-DHCSD	Jan 31 st , 2024	Ref. Loan Agreement Between DHC Suoi Doi Corporation and Mr. Tran Dang Duc	100%
03	51/2024/NQ-HDQT-DHCSD	Feb 5 th , 2024	Ref. Loan Agreement Between DHC Suoi Doi Corporation and Mr. Tran Dang Duc	100%
04	95/2024/NQ-HDQT-DHCSD	Mar 9 th , 2024	Ref. Loan Agreement Between DHC Suoi Doi Corporation and Mr. Vu Van Huong	100%
05	134/2024/NQ-HDQT-DHCSD	Apr 8 th , 2024	Ref. Deferral of the 2024 Annual General Meeting of Shareholders of DHC Suoi Corporation	100%
06	143/2024/NQ-HDQT-DHCSD	Apr 11 th , 2024	Ref. Loan Agreement Between DHC Suoi Doi Corporation and Mr. Vu Van Huong	100%
07	171/2024/NQ-HDQT-DHCSD	Apr 17 th , 2024	Ref. The implementation of the charter capital increasing plan through private placement in 2024	100%
08	173/2024/NQ-HDQT-DHCSD	Apr 17 th , 2024	Ref. Approving on the application for private placement in 2024	100%

09	201/2024/NQ-HDQT-DHCSD	May 7 th , 2024	Ref. Organizing plan for the 2024 Annual General Meeting of Shareholders	100%
10	208/2024/NQ-HDQT-DHCSD	May 9 th , 2024	Ref. Loan Agreement Between DHC Suoi Doi Corporation and Mr. Vu Van Huong	100%
11	301/2024/NQ-HDQT-DHCSD	May 13 th , 2024	Ref. Adjustment of the Expansion Nui Than Tai Hot Spring Park Project	100%
12	303/2024/NQ-HDQT-DHCSD	May 14 th , 2024	Ref. Collaboration on Infrastructure repairs, Interior and Exterior landscape renovation for the 2024 phase and Landscape construction with DHC Song Han Joint Stock Company	100%
13	313/2024/NQ-HDQT-DHCSD	May 16 th , 2024	Ref. Loan Agreement Between DHC Suoi Doi Corporation and Mr. Vu Van Huong	100%
14	371/2024/NQ-HDQT-DHCSD	Jun 25 th , 2024	Ref. Election Ms Tran Thi Huong the Chairman of the Board of Directors of DHC Suoi Corporation	100%
15	381/2024/NQ-HDQT	Jul 1 st , 2024	Ref. Loan agreement between DHC Suoi Doi Corporation and DHC Ceramics Joint Stock Company	100%
16	385/2024/NQ-HDQT	Jul 1 st , 2024	Ref. Appointment of the Head of the Nui Than Tai Hot Spring Park business location	100%
17	396/2024/NQ-HDQT-DHCSD	Jul 12 th , 2024	Ref. The issuance of the Information disclosure regulation of DHC Suoi Doi Corporation	100%
18	407/2024/NQ-HDQT/DHCSD	Jul 18 th , 2024	Ref. Appointment of Deputy Director in charge	100%

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			of Projects and Infrastructure	
19	452/2024/NQ-HDQT-DHCSD	Aug 1 st , 2024	Ref. Car purchase agreement between DHC Suoi Doi Corporation and DHC Investment Joint Stock Company	100%
20	461/2024/NQ-HDQT/DHCSD	Aug 7 th , 2024	Ref. Loan Agreement Between DHC Suoi Doi Corporation and Mr. Vu Van Huong	100%
21	464/2024/NQ-HDQT/DHCSD	Aug 10 th , 2024	Ref. Loan Agreement Between DHC Suoi Doi Corporation and Mr. Vu Van Huong	100%
22	501/2024/NQ-HDQT-DHCSD	Sep 11 th , 2024	Ref. Adjustments to the plan for use of revenue obtained from the private placement, which approved in EGM's Resolution No. 15/2024 dated Jan 17 th , 2024	100%
23	508/2024/NQ-HDQT/DHCSD	Sep 13 th , 2024	Ref. Loan Agreement Between DHC Suoi Doi Corporation and Mr. Hoang Giang	100%
24	510/2024/NQ-HDQT/DHCSD	Sep 13 th , 2024	Ref. Loan Agreement Between DHC Suoi Doi Corporation and Ms Le Thi Thanh Nga	100%
25	514/2024/NQ-HDQT/DHCSD	Sep 13 th , 2024	Ref. Charter capital increasing plan of DHC Suoi Doi Corporation	100%
26	516/2024/NQ-HDQT/DHCSD	Sep 13 th , 2024	Ref. Loan Agreement Between DHC Suoi Doi Corporation and Mr. Vu Van Huong	100%
27	529/2024/NQ-HDQT/DHCSD	Sep 18 th , 2024	Ref. Loan Agreement Between DHC Suoi Doi Corporation and Ms. Le Thi Thanh Xuan	100%

28	565/2024/NQ-HDQT/DHCSD	Oct 22 nd , 2024	Ref. Loan Agreement Between DHC Suoi Doi Corporation and Mr. Vu Van Huong	100%
29	583/2024/NQ-HDQT/DHCSD	Nov 8 th , 2024	Ref. Loan agreements, guarantees, opening letters of credit, discounting, and ensuring credit facilities with VietinBank – Da Nang North Branch.	100%
30	605/2024/NQ-HDQT/DHCSD	Nov 25 th , 2024	Ref. Loan agreement between DHC Suoi Doi Corporation and related party - DHC Ceramic Joint Stock Company.	100%

III. Board of Supervisors (2024 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
			Date of appointment	Date of dismissal	
01	Mr Nguyen Van Thanh	Head of Supervisory Board	Mar 5 th , 2024		Bachelor's degree in Economics
02	Ms Tran Thu Trang	Member of Supervisory Board	Mar 5 th , 2024		Bachelor's Degree
03	Ms Nguyen Tran Quynh Phuong	Member of Supervisory Board	Mar 5 th , 2024		Bachelor's Degree

2. Meetings of Board of Supervisors

No.	Members of Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
01	Mr Nguyen Van Thanh	2/2	100%	100%	
02	Ms Tran Thu Trang	2/2	100%	100%	
03	Ms Nguyen Tran Quynh Phuong	2/2	100%	100%	

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

The Board of Supervisors (“BOS”) closely monitors the activities of the BODs and the BOM, ensuring strict compliance with information disclosure regulations included periodic financial reports and extraordinary disclosures.

The BOS has attended all BODs’s meetings, stayed informed about the company's actual situation, and contributed feedback to the BODs and the BOM in achieving the objectives approved at the General Meeting of Shareholders.

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

- Collaborate with the BODs and the BOM through direct communication to ensure timely and appropriate solutions implemented.
- As the representative of shareholders, the BOS has been facilitated by the BODs, the BOM, and other managers to perform functions and duties effectively. The BOS continues to oversee and inspect the company’s business operations, governance, and management activities.

5. Other activities of the Board of Supervisors:

- Overseeing compliance information disclosure: periodic Financial reports, periodic Report on corporate governance, and ad-hoc information disclosures as required by Corporation’s Information disclosure regulations; Evaluating the financial reports for the 1st quarter, 2nd quarter, 3rd quarter and 4th quarter of 2024, as well as the semi-annual and annual financial report of 2024.
- Monitoring adherence to the 2024 AGM’s resolutions, as well as the rules, regulations, and BOD’s resolutions and the BOM’s decisions in managing and operating the company’s business activities in 2024.
- Supervising the implementation of the 2024 business plan approved at the 2024 AGM’s resolution, focusing on revenue, expenses, profits, and compliance with obligations to the State.

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
01	Mr Pham Khac Duong - Director	Jul 5 th , 1969	Degree in Engineering	Jun 1 st , 2021 - present
02	Mr Dang Cong Thanh - Deputy Director cum Person in charge of corporate governance	Mar 13 th , 1969	Bachelor's Degree	Aug 1 st , 2018 - present

03	Mr Vo Ngoc Hoa - Deputy Director	Aug 31 st , 1983	Bachelor's Degree	Dec 23 rd , 2023 - present
04	Mr Tran Minh Thai – Deputy Director in charge of Projects and Infrastructure	Nov 22 nd , 1976	Bachelor's Degree	Jul 18 th , 2014 - present

V. Chief Accountant

Name	Date of birth	Qualification	Date of appointment/ dismissal
Mr Do Huu Hung	May 6 th , 1984	Bachelor's Degree in Accounting	Jun 21 st , 2022 - present

VI. Training courses on corporate governance:

Training courses on corporate governance were involved by members of Board of Directors, the Board of Supervisors, Director, other managers and secretaries in accordance with regulations on corporate governance: **None**

VII. The list of affiliated persons of the public company (2024 annual report) and transactions of affiliated persons of the Company

1. The list of affiliated persons of the Company

(Appendix I - Attached to this report)

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

(Appendix II - Attached to this report)

3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power: None

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 have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting).

No.	Name of the related companies	The relationship between internal actors and related companies	Transactions between DHC Suoi Doi Corporation and related companies in three latest years (as of December 31 st , 2024)
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1	DHC Song Han Joint Stock Company	Mr Ho Phong - the Director of DHC Song Han Joint Stock Company	<ul style="list-style-type: none"> - Year 2022: Paying loan interest, paying vehicle and machinery rental fees and construction expenses. Renting excavation machinery, repairing of landscaping improvements both inside and outside the building. - Year 2023: Implementing of infrastructure repairs, landscaping improvements inside and outside the building for 2023, and constructing of new investment items and technical infrastructure. - Year 2024: Repaying of loans and interest, paying of vehicle and machinery rental fees and construction expenses. Implementing infrastructure repairs, landscaping improvements inside and outside the building for 2024, and constructing of new investment items and technical infrastructure.
2	DHC Investment Joint Stock Company	Mr Le Minh Duc – Chairman of the Board of Directors of DHC Investment Joint Stock Company	<ul style="list-style-type: none"> - Year 2022: Securing loans, paying loan interest, and covering expenses for office rental, fixed assets rental, tools and equipment rental, and vehicle rental to support business operations - Year 2023: Paying loan interest, repaying loans, and covering expenses for office rental, fixed assets rental, tools and equipment rental, and vehicle rental. - Year 2024: Covering expenses for office rental, fixed assets rental, and vehicle rental.
3	DHC Ceramic Joint Stock Company	Mr Le Minh Duc – the representative for the capital investment of DHC Investment Joint Stock Company on the DHC Ceramic Joint Stock Company (90% of the charter capital).	<ul style="list-style-type: none"> - Year 2024: Paying loan interest

4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director and other managers as a member of Board of Directors, Director

No.	Name of the related companies	The relationship between the related persons and the related company	Transactions between DHC Suoi Doi Corporation and related companies in three latest years (as of December 31, 2024)
1	DHC Service Joint Stock Company	Ms Le Nhu Hoa – the daughter of Mr. Le Minh Duc and Mrs. Tran Thi Huong, serves as the Deputy Director of DHC Services Joint Stock Company.	<ul style="list-style-type: none"> - Year 2022: Signing a contract for promoting the Than Tai Mountain tourist area and a contract for year-end service provision. Paying loan interest and service expenses. - Year 2023: Signing contracts for advertising, agency services, event organization, billboard rental, paying loan interest and service expenses. - Year 2024: Signing contracts for advertising, event organization, and paying for services.
2	DHC Dream Home Joint Stock Company	Mrs Tran Thi My - wife of Mr. Dang Cong Thanh, serve as the Chairwoman of the Board of Directors of DHC Dream Home Joint Stock Company.	<ul style="list-style-type: none"> - Year 2022: Paying construction fees. - Year 2023: Paying construction fees - Year 2024: No transactions occurred, Dream Home Joint Stock Company issued a notice of temporary suspension effective from January 22th, 2024.

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 and other managers: None

VIII. Share transactions of internal persons and their affiliated persons (2024 annual report)

1. The list of internal persons and their affiliated persons

(Appendix III - Attached to this report)

2. Transactions of internal persons and affiliated persons with shares of the company

No	Transaction executor	Relationship with internal persons	Number of shares owned at the beginning of the period	Number of shares owned at the end of the period	Reasons for increasing, decreasing (buying, selling, converting, rewarding, etc.)

			Number of shares	Percentage	Number of shares	Percentage	
1	Ms Le Thi Huyen Anh	Sister of Mr. Le Minh Duc, member of the BODs			500,000	1.06%	Buying
2	Ms Le Thi Thanh Nga	Sister of Mr. Le Minh Duc, member of the BODs			500,000	1.06%	Buying
3	Mr Dang Cong Thanh	Deputy Director cum Person in charge of corporate governance	215,000	0.46%	200	0.0004%	Selling
4	Mr Le Minh Duc	Member of the BODs	300,200	0.64%	3,457,500	7.34%	Buying

IX. Other significant issues: None

Recipients:

- Archived: the BODs, BOS, BOM
- Send to: As stated above

CHAIRPERSON OF THE BOARD OF DIRECTORS
(Sign, full name and seal)



CHỦ TỊCH HĐQT
Trần Thị Hương

APPENDIX I: LIST OF RELATED PERSONS OF THE COMPANY IN 2024

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	NSH No., date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
1	Mrs Tran Thi Huong		Chairman of the BODs			18/02/2014			Major shareholder
2	Mr Le Minh Duc		Member of the BODs			18/02/2014			
3	Mr Pham Khac Duong		Member of the BODs cum Director			05/03/2020			Major shareholder cum Director of the company
4	Mr Lai Anh Dung		Independent members of the BODs			05/03/2020	25/06/2024	Re-elect the BODs for the new term 2024-2029	Independent members of the BODs

5	Ms Pham Le Thi Lan Phuong	Independent members of the BODs				25/06/2024			Independent members of the BODs
6	Mr Ho Phong	Independent members of the BODs				05/03/2020			Independent members of the BODs
7	Mr Nguyen Van Thanh	Head of Supervisory Board				05/03/2020			Head of Supervisory Board
8	Ms Tran Thu Trang	Member of Supervisory Board				05/03/2020			Member of Supervisory Board
9	Ms Nguyen Tran Quynh Phuong	Member of Supervisory Board				05/03/2020			Assistant of the Chairman of the BODs, Member of the Supervisory Board.
10	Mr Dang Cong Thanh	Deputy Director cum Person in charge of corporate governance				05/03/2020			Deputy Director cum Head of Internal Control Department cum Person in charge of corporate governance
11	Mr Dang Van Luong	Person authorized to disclose information				16/12/2021			Person authorized to disclose information

12	Mr Vo Ngoc Hoa	Deputy Director in charge of Services				23/12/2023			Deputy Director in charge of Services
13	Mr Tran Minh Thai	Deputy Director in charge of Projects and Infrastructure				18/07/2024			Deputy Director in charge of Projects and Infrastructure
14	Mr Do Huu Hung	Chief Accountant				21/06/2022			Chief Accountant
15	DHC Investment Joint Stock Company					18/02/2014			Corporation holds more than 10% of total shares, and Mr. Le Minh Duc is the Chairman of the BODs
16	DHC Ceramic Joint Stock Company								Mr Nguyen Minh Duc - the authorized representative holding shares on behalf of DHC Investment Joint Stock Company - is the establishment

17	DHC Song Han Joint Stock Company					05/03/2020			Mr. Ho Phong is the General Director of DHC Song Han Joint Stock Company
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(*) The list of related parties of the Company, as stipulated in point d, clause 23, Article 4 of the Law on Enterprises 2020, is fully presented in Appendix III attached to this Report.

APPENDIX II: LIST OF TRANSACTIONS BETWEEN THE COMPANY AND ITS AFFILIATED PERSONS OR BETWEEN THE COMPANY AND ITS MAJOR SHAREHOLDERS, INTERNAL PERSONS AND AFFILIATED PERSONS

No.	The name of the internal actors/individual related to internal actors	The relationship between the related party and the company, the internal actors/the individual related to internal actors	Timing of the transaction with DHC Suoi Doi Corporation	Content, quantity, total transaction value	Resolution of the General Meeting of Shareholders or Board of Directors for approval.
1	Ms Tran Thi Huong	Chairperson of the BODs	Occurred in 2024	The BODs's remuneration and salary for 2024, total amount: VND 505,740,770	According to the 2024 Annual General Meeting of Shareholders' Resolution No. 369/2024/NQ-DHDCD dated Jun 25 th , 2024 According to the Employment Contract.
2	Mr Pham Khac Duong	Member of the BODs cum Director	Cumulative as of 31/12/2024 Occurred in 2024 Cumulative as of 31/12/2024	Vehicle rental expense payable: VND 209,999,984 Salary for 2024, total amount: VND 512,310,000 Advance expense: VND 2,034,531,000	According to the 2023 Annual General Meeting of Shareholders' Resolution No. 101/2023/NQ-DHDCD dated Apr 21 st , 2023 According to the Employment Contract.
3	Ms Pham Le Thi Lan Phuong	Independent members of the BODs	Occurred in 2024	The BODs's remuneration, total amount: VND 40,000,000	According to the 2024 Annual General Meeting of Shareholders'

					Resolution No. 369/2024/NQ-DHDCD dated Jun 25 th , 2024
4	Mr Ho Phong	Independent members of the BODs	Occurred in 2024	The BODs's remuneration, total amount: VND 40,000,000	According to the 2024 Annual General Meeting of Shareholders' Resolution No. 369/2024/NQ-DHDCD dated Jun 25 th , 2024
5	Mr Dang Cong Thanh	Deputy Director cum Person in charge of corporate governance	Occurred in 2024	Salary for 2024, total amount: VND 418,410,770	According to the Employment Contract.
			Cumulative as of 31/12/2024	Advance expense: VND 1,216,000,000	
6	Mr Vo Ngoc Hoa	Deputy Director	Cumulative as of 31/12/2024	Salary for 2024, total amount: VND 339,346,923	According to the Employment Contract.
7	Mr Tran Minh Thai	Deputy Director	Cumulative as of 31/12/2024	Salary for 2024, total amount: VND 172,426,538	According to the Employment Contract.
8	Mr Do Huu Hung	Chief Accountant	Occurred in 2024	Salary for 2024, total amount: VND 346,778,078	According to the Employment Contract.
9	Mr Nguyen Van Thanh	Head of Supervisory Board	Occurred in 2024	The BOS's remuneration, total amount: VND 46,666,666	According to the 2024 Annual General Meeting of Shareholders' Resolution No. 369/2024/NQ-DHDCD dated Jun 25 th , 2024
10	Ms Nguyen Tran Quynh Phuong	Member of Supervisory Board	Occurred in 2024	The BOS's remuneration, total amount: VND 181,916,538	According to the Employment Contract.

11	Ms Le Thi Thanh Nga	The sister-in-law of Ms. Tran Thi Huong and the biological sister of Mr. Le Minh Duc.	Cumulative as of 31/12/2024	<p>The transactions are as follows:</p> <ul style="list-style-type: none"> Principal loan payable: VND 3,400,000,000 Loan interest paid: VND 4,775,846,576 Accrued loan interest payable: VND 81,972,603 	According to the 2023 Annual General Meeting of Shareholders' Resolution No. 101/2023/NQ-DHDCD dated Apr 21 st , 2023
12	• Mr Hoang Giang	The brother-in-law of Ms Tran Thi Huong and Mr. Le Minh Duc.	Cumulative as of 31/12/2024	<p>The transactions are as follows:</p> <ul style="list-style-type: none"> Principal loan payable: VND 5,500,000,000 Loan interest paid: VND 438,061,371 Accrued loan interest payable: VND 132,602,740 	

APPENDIX III: THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1	Ms Tran Thi Huong		Chairperson of the BODs			10,273,200	21.81%	
1.1	Ms Tran Thi Xuan							Mother
	Mr Le Minh Duc		Member of the BODs			3,457,500	7.34%	Husband
	Mr Le Nhu Hoa					167,200	0.35%	Daughter
	Mr Le Thanh Dat							Son
	M. Le Minh Cong							Son

	Mr Nguyen Viet Hoang										Son-in-law.
	Mr Tran Van Tuyen								100	0.0002%	Brother
	Mr Tran Van Tuyen										Brother
	Ms Tran Thi Nhung										Sister
	Tran Thi Hue										Sister
	Ms Tran Thi Sam										Sister
	Ms Tran Thi An										Sister-in-law
	Mr Tran Dang Luc										Brother-in-law
	Mr Tran Dang Tinh										Brother-in-law
	Mr Tran Van Hiep										Brother-in-law
2	Mr Le Minh Duc					Non-executive member of the BODs			3,457,500	7.34%	

Ms Tran Thi Xuan												Mother-in-law
Ms Tran Thi Huong		Chairperson of the BODs						10,273,200	21.81%			Wife
Mr Le Thanh Dat												Son
Mr Le Minh Cong												Son
Ms Le Nhu Hoa								167,200	0.35%			Daughter
Mr Nguyen Viet Hoang												Son-in-law.
Ms Le Thi Huyen Anh								500,000	1.06%			Sister
Ms Le Thi Thanh Nga								500,000	1.06%			Sister
Mr Hoang Giang												Brother-in-law
Mr Tran Dinh Dam												Brother-in-law
DHC Investment								10,480,000	22.25%			Chairman of the BODs

	Mr Pham Tuan Anh								Brother
	Ms Duong Thi Thanh Nga								Sister-in-law
	Mr Pham Khac Phuong								Brother
	Ms Nguyen Thi Thu Thuy						1,555,000	3.3%	Sister-in-law
	Mr Pham Khac Duan								Brother
	Ms Nguyen Thi Thu Phuong								Sister-in-law
	Mr Pham Quang Dinh								Brother
	Ms Doan Thi Thanh								Sister-in-law
4	Ms Pham Le Thi						200	0.0004%	

	Mr Nguyen Thuong Hien								Brother-in-law
	Mr Do Van Tuan								Brother-in-law
5	Mr Ho Phong	•	Independent members of the BODs			200	0.0004%		
	Ms Phung Thi Lan								Mother
	Mr Nguyen Nam								Father-in-law
	Ms Tran Thi Anh Tuyet								Mother-in-law
	Ms Nguyen Tran Uyen Vy								Wife
	Mr Ho Minh Phuc								Son
	Mr Ho Minh Phuoc								Son

	Ms Ho Thi Hai								Sister
	Mr Ngo Van Ba								Brother-in-law
	DHC Song Han Joint Stock Company						05/03/2020		Mr Ho Phong is the Executive Director of DHC Song Han Joint Stock Company
6	Mr Nguyen Van Thanh					Head of Supervisory Board			
	Ms Nguyen Thi Thanh Hai								Wife
	Mr Nguyen Tuan Khai								Son
	Mr Nguyen Tuan Khanh								Son

	Ms Nguyen Thi Thu Hien								Sister
	Mr Thai Nang								Brother-in-law
	Mr Nguyen Van								Brother
	Ms Nguyen Thi Ngoc Lien								Sister-in-law
7	Ms Tran Thu Trang				Member of Supervisory Board		300	0.0006%	
	Mr Tran Van Tuyen						100	0.0002%	Father
	Mr Duong Van Thanh						200	0.0004%	Husband
	Mr Duong Van Tu								Father-in-law
	Ms Vo Thi Huong								Mother-in-law
	Ms Duong Tran Bao Ngoc								Daughter
	Ms Tran						200	0.0004%	Sister

	Mr Nguyen The Han								Brother
	Ms Tran Thi An								Sister-in-law
	Mr Nguyen The Hien								Brother
	Mr Nguyen The Hoang								Brother
	Nguyen Thi Dieu Huyen								Sister-in-law
9	Mr Dang Cong Thanh					Deputy Director		200	0.0004%
	Ms Tran Thi My								Wife
	Ms Nguyen Thi Loi								Mother
	Mr Dang Ngoc Thanh								Brother
	Ms Dang Thi Tuyet Mai								Sister

	Mr Dang Ngoc Canh								Brother
	Ms Le Thi Cuc								Sister-in-law
	Ms Tran Thi Ngoc								Sister-in-law
	Vu Van Thap								Brother-in-law
	Mr Tran Dang Tinh								Father-in-law
	Ms Tran Thi Nhung								Mother-in-law
10	Mr Vo Ngoc Hoa					Deputy Director in charge of Services			
	Ms Le Thi Thuy Duong								Wife
	Mr Vo Ngoc Duy Anh								Son

Mr Vo Ngoc Duy Khoa									Son
Ms Ngo Thi Nghe									Mother
Mr Vo Ngoc Quang									Brother
Ms Phan Thi Thanh Hoa									Sister-in- law
Mr Vo Hong Quy									Brother
Ms Vo Ngoc My Thuan									Sister
Mr Le Chong									Father-in- law
Ms Nguyen Thi Hue									Mother-in- law
Mr Tran Minh Thai									
11									

12	Mr Dang Van Luong	Person authorized to disclose information					
	Ms Do Phan Thuc Nhi					Wife	
	Mr Dang Phuc Thinh					Son	
	Mr Dang Minh Khanh					Son	
	Mr Huynh Anh					Father	
	Ms Dang Thi Thanh					Mother	
	Mr Do Xuan Dua					Father-in-law	
	Ms Phan Thi Hien					Mother-in-law	
	Ms Dang Thi Ai					Sister	
	Mr Dang Van Cut					Brother	

13	Ms Nguyen Thi Bay	Chief Accountant						Sister-in-law
	Mr Do Huu Hung							
	Ms Tang Thi Tuyet Hång							Wife
	Ms Do Gia Linh							Daughter
	Mr Do Tang Huu Phong							Son
	Mr Do Huu Dung							Father
	Ms Tran Thi Bien							Mother
	Mr Tang Van Thanh							Father-in-law
	Ms Nguyen Thi Binh							Mother-in-law
	Ms Do Tran Bao Tam							Sister

	Mr Do Tran Bao Minh								Brother
	Mr Do Huu Lai								Brother
	Ms Quach Thi Hoa								Sister-in- law