

No: 203/BC-FiCO

HCMC, day 25 month 07 year 2025

REPORT ON CORPORATE GOVERNANCE
(6 months/2025)

To:

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

- Name of company: FiCO Corporation - JSC
- Address of head office: 15th Floor, Sailing Tower, 111A Pasteur Street, Sai Gon Ward, 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	29/04/2025	Resolution of the 2025 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	28/02/2025
6	Mr. Nguyen Ngoc Vu Chuong	Members of the BOD / <i>Non-executive members of the Board of Directors</i>	29/04/2025	

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	3	100%	
2	Mr. Cao Truong Thu	3	100%	
3	Mr. Nguyen Xuan Thang	3	100%	
4	Mr. Pham Viet Thang	3	100%	
5	Mr. Dang Minh Thua	2	66,67%	Dismissed as of February 28, 2025
6	Mr. Nguyen Ngoc Vu Chuong	0	0%	Board of Directors meetings held prior to the appointment date

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 15 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
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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
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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	Training Course on "Corporate Governance"	- Person in charge of corporate governance; - Information Disclosure Officer	- SSC; - Center for Scientific Research and Securities Training – HCMC Branch	17-18/04/2025

VII. The list of affiliated persons of the public company 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


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

(Sign, full name and seal)

Đỗ Thị Hiếu
CHỦ TỊCH HỘI ĐỒNG QUẢN TRỊ



APPENDIX 1: RESOLUTIONS/DECISIONS OF THE BOARD OF DIRECTORS

No.	Resolution/Decision No.	Date	Content	Approval rate
1	2/NQ-HĐQT	02/01/2025	Approval of contracts and transactions between FiCO Corporation – JSC and related parties	100%
2	5/NQ-HĐQT	20/02/2025	Approval of the credit limit of FiCO Corporation and authorization for FiCOCOM One Member Limited Liability Company to jointly use the Corporation's credit limit at VPBank	100%
3	7/NQ-HĐQT	20/02/2025	Approval of the credit limits of FiCO Corporation and FiCO Products Trading One Member Limited Liability Company at VIB Bank	100%
4	10/NQ-HĐQT	27/02/2025	The record date for exercising the right to attend the 2025 Annual General Meeting of Shareholders of FiCO Corporation - JSC	80%
5	13/NQ-HĐQT	13/03/2025	Resolution approving the Corporation's financial status report as of December 31, 2024	100%
6	14/NQ-HĐQT	13/03/2025	Resolution approving the policy to research and invest, and to submit to the General Meeting of Shareholders for approval the addition of the extended aviation warehouse business line	100%

7	15/NQ-HĐQT	13/03/2025	Resolution approving the finalized salary fund for 2024 and the planned salary fund for 2025 of the FiCO Corporation	100%
8	16/NQ-HĐQT	13/03/2025	Resolution on the reappointment of the representative of FiCO Corporation's capital contribution at Vitaly Joint Stock Company	100%
9	19/NQ-HĐQT	13/03/2025	Resolution approving the policy to participate in the auction for the quartz sand mining rights in Phong Hoa Commune, Phong Dien District, Thua Thien Hue Province	100%
10	20/NQ-HĐQT	17/03/2025	Resolution approving the results of business production activities in 2024 and establishing business production targets and plans for 2025 of FiCO Corporation	100%
11	26/NQ-HĐQT	08/04/2025	Approval of the voting contents at the 2025 Annual General Meeting of Shareholders of Vitaly Joint Stock Company	75%
12	32/NQ-HĐQT	10/04/2025	Approval of the voting items at the 2025 Annual General Meeting of Shareholders of Thanh Thanh Ceramic Joint Stock Company	100%
13	35/NQ-HĐQT	17/04/2025	Approval of the voting items at the 2025 Annual General Meeting of Shareholders of Hoa An Joint Stock Company	75%
14	38/NQ-HĐQT	22/04/2025	Approval of the agenda and materials for the 2025 Annual	100%

			General Meeting of Shareholders of FiCO Corporation – JSC	
15	39/NQ-HĐQT	22/04/2025	Approval of the voting items at the 2025 Annual General Meeting of Shareholders of FiCO Pan United Concrete Joint Stock Company	75%
16	41/NQ-HĐQT	24/04/2025	Approval of the voting items at the 2025 Annual General Meeting of Shareholders of FiCO Construction Materials Investment and Trading Joint Stock Company	75%
17	43/NQ-HĐQT	24/04/2025	Approval of voting contents at the 2025 Annual General Meeting of Shareholders of BT20 - Cuu Long Joint Stock Company	75%
18	47/NQ-HĐQT	08/05/2025	Approval of voting contents at the 2025 Annual General Meeting of Shareholders of Phuoc Hoa FiCO Joint Stock Company	100%
19	49/NQ-HĐQT	08/05/2025	Paying dividends in 2024 to shareholders of Construction Materials Corporation No. 1 - JSC	100%
20	54/NQ-HĐQT	27/05/2025	Approving the voting contents at the 2025 Annual General Meeting of Shareholders of Packaging and Minerals Joint Stock Company No. 1	60%

21	58/NQ-HĐQT	05/06/2025	Approval of voting contents at the 2025 Annual General Meeting of Shareholders of Tan Dinh FiCO Construction Joint Stock Company	60%
22	60/NQ-HĐQT	09/06/2025	Approval of voting contents at the 2025 Annual General Meeting of Shareholders of Southeast Asia Brick Joint Stock Company	60%
23	63/NQ-HĐQT	17/06/2025	Approving the policy to carry out a number of tasks in the preparation phase of the feasibility study of the project "Construction concrete production plant with a capacity of 44,000 m ³ /year" on the basis of converting from the Investment Project to build an Autoclaved Lightweight Concrete (AAC) production plant.	60%

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 Viet Thang		Member of the BOD, Deputy General Director			22/4/2021			Insider
4	Dang Minh Thua		Member of the BOD			22/4/2021	28/02/2025	Dismissed	Insider
5	Nguyen Ngoc Vu Chuong		Member of the BOD			29/4/2025			Insider
6	Nguyen Xuan Thang		Member of the BOD			22/4/2021			Insider
7	Dao Quang Son		Head of the Board of Supervisors			22/4/2021			Insider

8	Le Van Huy	Member of the Board of Supervisors				22/4/2021			Insider
9	Tran Linh Chi	of the Board of Supervisors				22/4/2021			Insider
10	Nguyen Xuan Hung	Chief accountant				1/11/2023			Insider
11	Nguyen Le Dung	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	Charmvit Building - 117 Tran Duy Hung - Cau Giay District - Hanoi City		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	Xom Mieu, Tien Xuan Commune, Thach That District, Hanoi City		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 Investment of Ba Ria Vung Tau province	Km 5, National Highway 51, Tan Phuoc Commune, Tan Thanh District, Ba Ria - Vung Tau		21/1/2005			Subsidiary company

				for the first time on January 21, 2005, registered for the 14th change on November 17, 2021	Province.						
15	Tan Dinh FiCO Construction Mechanical 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.	13/4/2006				Subsidiary company	
16	Thanh Thanh 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	2/01/2004				Subsidiary company	
17	Dong Nam A Joint Stock Company			3700830308 issued by the Department of Planning and Investment of Binh Duong province for the first time on September 27, 2007,	Quarter 9, Chanh Phu Hoa Ward, Ben Cat Town, Binh Duong Province	27/09/2007				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 Joint Stock				3700791338 issued by the Department of	No. 65, Street 3, Chu Van An Residence,	23/8/2007			Affiliate company

	Company			Planning and Investment of Ho Chi Minh City for the first time on August 23, 2007	Ward 26, Binh Thanh District, Ho Chi Minh City				
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 6th change on	45 Hoa Mai, Ward 2, Phu Nhuan District, Ho Chi Minh City	16/9/2010			Affiliate company

38	FiCO Pan – United Joint Stock Company			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, 2025
Phuoc Hoa FiCO Joint 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.	01/01/2025 - 30/06/2025	Resolution No. 02/NQ- HDQT dated January 02, 2025 of the Board of Directors	Must pay for goods	65.354.736.791	33.345.219.451
						Receivables from sale of goods and services	0	27.736.000
						Buy materials	165.859.975.656	116.929.533.773
						Dividends	6.258.383.693	0
FiCO Commerce Product One member Company Limited	Subsidiary company	0315650869 issued by the Department of Planning and Investment	Floor 15, Sailing Tower, 111A Pasteur, Ben Nghe	01/01/2025 - 30/06/2025	Resolution No. 01/NQ- DHĐCD dated April 29, 2025 of the General	Receivables from sale of goods and services	131.643.975.470	170.985.499.714
						Must pay margin	1.685.000.000	1.685.000.000

			of Ho Chi Minh City for the first time on April 25, 2019, issued with the 6th change on December 13, 2023	Ward, District 1, Ho Chi Minh City		Meeting of Shareholders	Revenue deduction	274.071.072	1.256.630.667
							Selling materials	280.179.684.822	327.824.245.713
							Buy services		2.600.000
FiCO Trading Company Limited	Subsidiary company	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	01/01/2025 - 30/06/2025	Resolution No. 02/NQ-HDQT dated January 02, 2025 of the Board of Directors	Must pay for goods and services		1.509.235.969	1.509.235.969
						Other payables		9.664.830	6.984.180
						Buyers pay in advance to buy goods and services		7.381.335.438	7.381.335.438
Da Nang branch of	Branch of Subsidiary	0314964301-001 issued	45 Dien Bien Phu,	01/01/2025 -	Resolution No. 02/NQ-	Other amounts		2.695.985.621	2.695.985.621

FiCO Trading Company Limited	company	by the City Department of Planning and Investment. Da Nang issued on May 22, 2018	Chinh Gian Ward, Thanh Khe District, Da Nang City	30/06/2025	HDQT dated January 02, 2025 of the Board of Directors	Must pay other amounts	324.816.118	324.816.118
Dong Nam A Joint Stock Company	Subsidiary company	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	01/01/2025 - 30/06/2025	Resolution No. 02/NQ-HDQT dated January 02, 2025 of the Board of Directors	Receivables from sale of goods and services Advance money to buy construction materials Receivable from sale of goods Other Receivables Buy materials Buy service Selling materials Income from breakage compensation	920.979.211 214.883.770.226 0 298.000.000 143.263.325.330 2.600.000 0 428.075.893	920.979.211 206.431.125.007 36.422.667 410.281.044 160.412.342.521 2.600.000 10.231.012.229 481.106.109

Thanh Thanh Joint Stock Company	Subsidiary 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	01/01/2025 - 30/06/2025	Resolution No. 02/NQ- HDQT dated January 02, 2025 of the Board of Directors	Sales discount enoyed	123.510.213	43.639.504
						Trade discount	227.894.925	772.365.833
						Receivables from sale of goods and services	850.925.453	1.862.253.606
						Escrow	1.685.000.000	1.862.253.606
						Must pay for goods	16.391.202.871	17.314.661.322
						Buy materials	49.173.239.055	56.131.981.276
						Buy services		2.600.000
						Selling materials	3.757.414.599	2.675.771.845
						Dividends	1.222.438.800	2.444.877.600
						Income from breakage compensation Discount on sales price	225.833.037 150.563.860	258.294.592 347.294.983

Vitaly Stock Company	Joint 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 change on June 18, 2024	Binh Chuan Area, N1 Street, Binh Chuan Ward, Thuan An District, Binh Duong Province	01/01/2025 - 30/06/2025	Resolution No. 02/NQ-HĐQT dated January 02, 2025 of the Board of Directors	Receivables from sale of goods and services	17.050.003.889	23.676.426.556
						Charter capital debt before equitization, other debt	25.301.971.635	25.381.971.635
						Other accounts	3.688.800	3.688.800
						Must pay for goods and services	1.524.291.054	285.403.112
						Buy services		2.600.000
						Buy materials	7.646.813.136	25.291.851.849
						Selling materials		11.331.412.724
						Trade discount	18.181.668	223.139.537
						Income from breakage compensation	11.384.604	45.543.000
						Discount	23.772.222	59.859.280

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	01/01/2025 - 30/06/2025	Resolution No. 02/NQ-HĐQT dated January 02, 2025 of the Board of Directors	Receivables from sale of goods and services Selling materials Dividends	0 601.088.181 39.703.313.650	438.692.664 916.396.692 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 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	01/01/2025 - 30/06/2025	Resolution No. 02/NQ-HĐQT dated January 02, 2025 of the Board of Directors	Receivables from sale of goods and services Must pay Margin Selling materials	4.384.013.200 1.500.000.000 15.235.891.324	4.895.223.228 11.908.371.855

Packaging and Bentonite Joint Stock Company No.1	Affiliate company of subsidiary	3700538536 issued by the Department of Planning and Investment of Binh Duong province on November 5, 2024	Plot of land No. 200, map sheet No. DC 8-3, Street N1, Binh Chuan Urban Production Area, Binh Phu Quarter, Binh Chuan Ward, Thuan An City, Binh Duong Province	01/01/205 - 30/06/2025	Resolution No. 02/NQ-HDQT dated January 02, 2025 of the Board of Directors	Must pay for goods and services Buy materials	326.745.900	464.578.740
							1.060.753.000	3.538.411.000
FiCO – Core Construction Joint Stock Company	Affiliate company	0304401701 issued by the Department of Planning and Investment of Ho Chi Minh City for the first time on	Floor M, Block C, Van Do Apartment, 348 Ben Van Don, Ward 1, District 4, Ho Chi Minh City	01/01/2025 - 30/06/2025	Resolution No. 02/NQ-HDQT dated January 02, 2025 of the Board of Directors	Receivables from sale of goods and services	9.509.052.901	10.790.281.101
						Other Account	2.844.000	
						Selling materials	19.286.459.748	14.189.453.474
						Buy materials	13.379.961.737	11.939.351.702

		October 11, 2007, issued with the 11th change on October 31, 2023					Buy service		45.050.000
Cam Ranh FiCO Company Limited	Subsidiary company	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 Tay, Cam Lan District, Khanh Hoa Province	01/01/2025 - 30/06/2025	Resolution No. 02/NQ-HDQT dated January 02, 2025 of the Board of Directors	Must pay for goods and services	Trade Discount	792.057.533	867.694.897
						Other payables		621.559.641	621.559.641
						Other receivables		0	23.340.000
						Buy materials		43.884.150.075	94.685.772.036
Tan Dinh FiCO Construction Mechanical	Subsidiary company	030114699 issued by the Department of Planning	Sanitary accessories factory, Road No.	01/01/2025 - 30/06/2025	Resolution No. 02/NQ-HDQT dated January 02,	Rental revenue		840.000.000	840.000.000

Joint Stock Company		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	2B, Dong An Industrial Park, Thuan An District, Binh Duong Province.		2025 of the Board of Directors	Receivables from sale of goods and services	11.632.433.947	13.178.433.947
Hoa An Joint Stock Company	Affiliate 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	01/01/2025 - 30/06/2025	Resolution No. 02/NQ-HDQT dated January 02, 2025 of the Board of Directors	Dividends Profit from selling shares	5.382.514.500 0	0 6.849.140.000

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																0	0	still young
2.03	FIC	Cao Khanh Minh																0	0	still young
2.04	FIC	Cao Van Thinh																0	0	
2.05	FIC	Nguyen Thi Huong																0	0	
2.06	FIC	Le Thi My Linh																0	0	
2.07	FIC	Cao Viet Hung																0	0	
2.08	FIC	Cao Thi Thanh Yen																0	0	
2.09	FIC	Tran Minh Thanh																0	0	
2.1	FIC	Tran Minh Trung																0	0	
2.11	FIC	Thanh Thanh Joint Stock Company																0	0	
2.12	FIC	Hoa An Joint Stock Company																0	0	

2.13	FIC	Dong Anh Licogi Mechanical Joint Stock Company			Chairman 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	
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	BRC	03600665643	02/01/2004	Department of Planning and Investment of Dong Nai Province	Road No. 1, Bien Hoa 1 Industrial Park, An Binh Ward, Bien Hoa City, Dong Nai Province	0	0	
3.10	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	ID	051077002735	29/04/2021	Police Department on 733 Street 7, Ward Administrative 3, Go Vap District, Management of Ho Chi Minh City Social Order		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											0	0
4.10	FIC	Dang Thi Thanh Truyen						Older brother					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						Chairman of the BOD	BRC	01300108704	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
4.17	FIC	Giai Phong Film Joint Stock Company						Chairman of the BOD	BRC	0300466257	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
4.18	FIC	Can Tho Industrial Parks Infrastructure Construction JSC						Chairman 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

5.	FIC	Nguyen Ngoc Vu Chuong		Member of the BOD									0	0	
5.01	FIC	Huynh Trang Nha			Wife								0	0	
5.02	FIC	Nguyen Ngoc Thanh			Father								0	0	
5.03	FIC	Nguyen Thi Kim Phuong			Mother								0	0	
5.04	FIC	Le Thi Tim			Mother-in- law								0	0	
5.05	FIC	Nguyen Ngoc Thien An			Older sister								0	0	

5.06	FIC	Tran Thuy Anh Kha																0	0
5.07	FIC	Sovilaco International Human Resources Joint Stock Company							Chairman of the BOD									0	0
6	FIC	Nguyen Xuan Thang						Member of the BOD										0	0
6.01	FIC	Nguyen Duc Thanh							Father									0	0
6.02	FIC	Le Thi Soi							Mother									0	0
6.03	FIC	Nguyen Thi Thanh Nga							Wife									0	0
6.04	FIC	Nguyen Thanh Tra							Daughter									0	0
6.05	FIC	Nguyen Xuan Loc							Son									0	0

6.06	FIC	Nguyen Thi Minh Hue											0	0	
6.07	FIC	Nguyen Thi Minh Quyen											0	0	
7	FIC	Dao Quang Son				Head of the Board of Supervisors							0	0	
7.01	FIC	Dao Huy Truong				Father							0	0	died
7.02	FIC	Nguyen Thi Bao				Mother							0	0	died
7.03	FIC	Dao Kim Bich				Older sister							0	0	
7.04	FIC	Dao Quang Binh				Younger brother							0	0	
7.05	FIC	Thanh Thanh Joint Stock Company				Head of the Board of Supervisors							0	0	
8	FIC	Lê Văn Huy				Member of the Board of Supervisors							0	0	
8.01	FIC	Le Van Ung				Father							0	0	
8.02	FIC	Doan Thi Thu Thuy				Mother							0	0	

9.02		Tran Son Tung	00011201 86 VNDIREC T		Husband							0	0	0
9.03		Tran Son Bach			Son							0	0	0
9.04		Tran Anh Tuyen			Father-in-law							0	0	0
9.05		Mai Phuong			Mother-in-law							0	0	0
9.06		Tran Mai Tung Lam			Brother-in-law							0	0	0
10	FIC	Nguyen Xuan Hung		Chief accountant								0	0	0
10.01	FIC	Truong Thi Thai Khanh			Wife							0	0	0
10.02	FIC	Pham Thi Hai			Mother-in-law							0	0	0
10.03	FIC	Truong Thi Thuy Trang			Sister-in-law							0	0	0
10.04	FIC	Trang Thi Hoai Ngan			Sister-in-law							0	0	0
10.05	FIC	Truong Pham Tan Dat			Brother-in-law							0	0	0
10.06	FIC	Nguyen Xuan Hy			Father							0	0	0

10.07	FIC	Nguyen Thi Xuan Phuong															0	0
10.08	FIC	Nguyen Thi Phuong Dung															0	0
11	FIC	Nguyen Le Dung															0	0
11.01	FIC	Nguyen Le Du															0	0
11.02	FIC	Nguyen Le Tu Vi															0	0
11.03	FIC	Nguyen Le Anh Khoa															0	0
11.04	FIC	Nguyen Xuan Thuy															0	0
11.05	FIC	Dinh Thi Hoa															0	0
11.06	FIC	Nguyen Le Phuong															0	0
11.07	FIC	Nguyen Thanh Ha															0	0
11.08	FIC	Nguyen Ngoc Duc															0	0

11.09	FIC	Le Thi Thuc																0	0	
11.10	FIC	Nguyen Thi Dieu Thao																0	0	
11.11	FIC	Nguyen Truong An																0	0	
11.12	FIC	Nguyen Thi Yen Nhi																0	0	
11.13	FIC	Nguyen Ngoc Phuoc																0	0	