

**CÔNG TY CỔ PHẦN
KHOÁNG SẢN BẮC KẠN
BAC KAN MINERALS
JOINT STOCK CORPORATION**

**CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM
Độc lập - Tự do - Hạnh phúc
THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness**

Số/No.: *39* /BKC-CBTT

*Phường Đức Xuân, ngày 19 tháng 01 năm 2026
Duc Xuan Ward, day 19 month 01 year 2026*

**CÔNG BỐ THÔNG TIN BẤT THƯỜNG
EXTRAORDINARY INFORMATION DISCLOSURE¹**

Kính gửi:

**Ủy ban chứng khoán Nhà nước;
Sở Giao dịch chứng khoán Việt Nam;
Sở Giao dịch Chứng khoán Hà Nội;**

To:

**State Securities Commission of Vietnam
Vietnam Exchange
Hanoi Stock Exchange**

1. Tên tổ chức/Name of organization: CÔNG TY CỔ PHẦN KHOÁNG SẢN BẮC KẠN/ BAC KAN MINERALS JOINT STOCK CORPORATION

- Mã chứng khoán/Mã thành viên/ Stock code/ Broker code: **BKC**

- Địa chỉ/Address: Tổ dân phố 4A, Phường Đức Xuân, tỉnh Thái Nguyên/ *Residential Group 4A, Duc Xuan Ward, Thai Nguyen Province.*

- Điện thoại liên hệ/Tel.: 02093 812 399

- E-mail: bkc@backanco.com

- Website: <http://backanco.com/>

2. Nội dung thông tin công bố/Contents of disclosure:

Công ty Cổ phần khoáng sản Bắc Kạn công bố Báo cáo tình hình Quản trị Công ty năm 2025/ Bac Kan Mineral Joint Stock Corporation 2025 Corporate Governance Report

3. Thông tin này đã được công bố trên trang thông tin điện tử của công ty vào ngày 19/01/2026 tại đường dẫn <http://backanco.com/>/This information was published on the company's website on 19/01/2026 (date), as in the link <http://backanco.com/>

Chúng tôi xin cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố./*We hereby certify that the information provided is true and correct and we bear the full responsibility to the law.*

¹ Trường hợp có sự mâu thuẫn hoặc khác biệt trong cách hiểu giữa nội dung tiếng Việt và nội dung tiếng Anh, thì nội dung tiếng Việt được áp dụng./ In the event of any conflict or discrepancy in interpretation between the Vietnamese and English versions, the Vietnamese version shall prevail.

Tài liệu đính kèm/Attached documents:

- Báo cáo tình hình quản trị Công ty năm 2025/
Report on corporate governance status year 2025

Đại diện tổ chức
Organization representative

Người UQ CBTT

Person authorized to disclose information



Nguyễn Văn Vũ/Nguyen Van Vu

No.: *04* /2026/BC-HĐQT

Thai Nguyen, *19* January 2026

**REPORT
ON CORPORATE GOVERNANCE STATUS
(Year 2025)**

To:

- State Securities Commission of Viet Nam;
- Hanoi Stock Exchange.

- Company name: **BAC KAN MINERAL JOINT STOCK CORPORATION**
- Head office: Group 4A, Duc Xuan Ward, Thai Nguyen City, Thai Nguyen Province
- Telephone: (0209)3 812 399 Email: bkc@backanco.com
- Charter capital: VND 234,754,560,000
- Stock code: **BKC**
- Corporate governance structure: General Meeting of Shareholders, Board of Directors, Supervisory Board and General Director (*Pursuant to Clause 1, Article 137 of the Law on Enterprises*)
- Implementation of internal audit function: Not yet implemented

I. General Meeting of Shareholders

Information on meetings and resolutions/decisions of the General Meeting of Shareholders (*including resolutions of the General Meeting of Shareholders approved in written form*)

No.	Resolution/Decision No.	Date	Contents
01	01/2025/NQ-ĐHĐCĐ	18/06/2025	Resolution of the Annual General Meeting of Shareholders 2025

II. Board of Directors (2025)

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

No.	Member of the Board of Directors	Position	Date of appointment/Date of dismissal	
			Date of appointment	Date of dismissal
01	Mr. Vu Phi Ho	Chairman of the Board of Directors	26/04/2021	–
02	Mr. Dinh Van Hien	Member of the Board of Directors	26/04/2021	–
03	Mr. Nguyen Tran Nhat	Member of the Board of Directors	26/04/2021	–
04	Mr. Nguyen Huy Hoan	Member of the Board of Directors	26/04/2021	–
05	Mr. Mai Thanh Son	Member of the Board of Directors	26/04/2021	18/06/2025
06	Mr. Le Minh Khue	Member of the Board of Directors	18/06/2025	–

2. Meetings of the Board of Directors

No.	Member of the Board of Directors	Number of BOD meetings attended	Attendance rate	Reason for non-attendance
01	Mr. Vu Phi Ho	4/4	100%	–
02	Mr. Dinh Van Hien	4/4	100%	–
03	Mr. Nguyen Tran Nhat	4/4	100%	–
04	Mr. Nguyen Huy Hoan	4/4	100%	–
05	Mr. Mai Thanh Son	2/2	100%	Dismissed on 18/06/2025
06	Mr. Le Minh Khue	2/2	100%	Appointed on 18/06/2025

3. Supervisory Activities of the Board of Directors over the Management Board

The Board of Directors closely monitored the Company's operating performance and the executive management activities of the General Director. Through in-person meetings and consultation via email, the Board of Directors discussed and provided

opinions on many important matters related to the executive management of the General Director.

At the same time, based on direct and written reports from the General Director, the Board of Directors promptly grasped the Company's business and production performance and supervised the General Director in implementing the resolutions of the General Meeting of Shareholders and the resolutions of the Board of Directors.

4. Activities of Committees under the Board of Directors (if any): The Board of Directors has not established any committees.

5. Resolutions/Decisions of the Board of Directors (Year 2025)

No.	Resolution/Decision No.	Date	Contents	Approval rate
01	04/2025/NQ-HĐQT	21/04/2025	Resolution on adjusting the implementation schedule of the Thanh Thinh Industrial Cluster Project	5/5 (100%)
02	08/2025/NQ-HĐQT	28/04/2025	Resolution on postponing the date of the Annual General Meeting of Shareholders and the record date for exercising the right to attend the 2025 AGM	5/5 (100%)
03	09/2025/NQ-HĐQT	28/04/2025	Resolution on attending the General Meeting of Shareholders of Nghe An Bus Station Joint Stock Company	5/5 (100%)
04	12/2025/NQ-HĐQT	09/05/2025	Resolution on organizing the 2025 Annual General Meeting of Shareholders of Bac Kan Mineral Joint Stock Corporation	5/5 (100%)
05	13/2025/NQ-HĐQT	09/05/2025	Resolution approving the resignation application of Mr. Mai Thanh Son – Member of the Board of Directors	5/5 (100%)
06	14/2025/NQ-HĐQT	09/05/2025	Resolution on the establishment of a branch of Bac Kan Mineral Joint Stock Corporation – Cho Don Mining Enterprise	5/5 (100%)
07	27/2025/NQ-HĐQT	29/05/2025	Resolution on termination of operations of branches and	5/5

No.	Resolution/Decision No.	Date	Contents	Approval rate
			affiliated units	(100%)
08	31/2025/QĐ-HĐQT	02/06/2025	Decision on adjusting the implementation schedule of the project for additional construction of the tailings reservoir of the Lung Vang lead-zinc sulfide ore processing plant	4/5 (100%)
09	32/2025/NQ-HĐQT	05/06/2025	Resolution on capital contribution for enterprise establishment and appointment of the authorized representative	4/5 (100%)
10	36/2025/NQ-HĐQT	23/06/2025	Resolution on implementation of the share issuance plan to increase charter capital from owners' equity	5/5 (100%)
11	39/2025/NQ-HĐQT	10/07/2025	Resolution on implementation of the amended share issuance plan to increase charter capital from owners' equity	5/5 (100%)
12	43/2025/QĐ-HĐQT	22/07/2025	Decision on adjustment of the investment project for construction of the Office Building in Thai Nguyen	5/5 (100%)
13	46/2025/NQ-HĐQT	26/07/2025	Resolution approving the record date for receiving shares issued to increase charter capital from owners' equity	5/5 (100%)
14	47/2025/NQ-HĐQT	14/08/2025	Resolution approving the results of the share issuance to increase charter capital from owners' equity	5/5 (100%)
15	50/2025/NQ-HĐQT	18/09/2025	Resolution approving contracts and transactions between the Company and related parties	5/5 (100%)

No.	Resolution/Decision No.	Date	Contents	Approval rate
16	52/2025/NQ-HĐQT	06/11/2025	Resolution approving contracts and transactions between the Company and related parties	5/5 (100%)

III. Supervisory Board (Year 2025)

1. Information on Members of the Supervisory Board

No.	Member of the Supervisory Board	Position	Date of commencement / cessation as Supervisory Board member	Professional qualification
01	Mr. Nguyen The Phong	Head of the Supervisory Board	26/04/2021	Bachelor's degree
02	Mr. Bui Duc Hung	Member of the Supervisory Board	26/04/2021	Bachelor's degree
03	Mr. Dang Thanh Van	Member of the Supervisory Board	26/04/2021	Master's degree

2. Meetings of the Supervisory Board

No.	Member of the Supervisory Board	Number of meetings attended	Attendance rate	Voting rate	Reason for non-attendance
01	Mr. Nguyen The Phong	2/2	100%	100%	—
02	Mr. Bui Duc Hung	2/2	100%	100%	—
03	Mr. Dang Thanh Van	2/2	100%	100%	—

3. Supervisory Activities of the Supervisory Board over the Board of Directors,

Executive Management and Shareholders

3.1. With respect to the Board of Directors

Based on its supervisory activities, the Supervisory Board assessed that the Board of Directors organized and implemented the resolutions of the General Meeting of Shareholders and the resolutions of the Board of Directors in compliance with regulations. Matters and agendas of meetings were adequately prepared, openly discussed, and voted on in accordance with the functions, duties, and powers of the Board of Directors.

Meetings of the Board of Directors were attended by a sufficient number of members in accordance with the provisions of law and the Company's Charter. The Board of Directors regularly supervised and directed the General Director and management staff in implementing the Company's production and business plans as well as the resolutions and decisions of the General Meeting of Shareholders and the Board of Directors.

3.2. With respect to the Executive Management (General Director): The Executive Management of the Company implemented the resolutions of the General Meeting of Shareholders and the resolutions and decisions of the Board of Directors, and conducted the management of production and business activities in accordance with its functions, duties, and powers as prescribed by law and the Company's Charter.

The directions and management activities of the Executive Management complied with the resolutions of the General Meeting of Shareholders and the resolutions and decisions of the Board of Directors.

3.3. With respect to Shareholders: Through its supervisory activities, the Supervisory Board did not identify any violations by the Company's shareholders of the provisions of the Securities Law or regulations on information disclosure. The Supervisory Board also did not receive any petitions or complaints from shareholders regarding violations committed by the Board of Directors, the Supervisory Board, or the Company's management staff in the performance of their duties.

4. Coordination between the Supervisory Board and the Board of Directors, Executive Management and Other Management Personnel: In the course of performing its supervisory functions, the Supervisory Board consistently received cooperation and facilitation from members of the Board of Directors, the Executive Management, and other departments and management personnel of the Company.

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

IV. Executive Management

No.	Member of the Executive Management	Year of birth	Professional qualification	Date of appointment / dismissal as Executive Management member
01	Mr. Dinh Van Hien	1967	Bachelor's degree	03/11/2018
02	Mr. Nguyen Tran Nhat	1976	–	28/05/2015
03	Mr. Vu Gia Hanh	1978	Bachelor's degree	11/05/2017
04	Mr. Tran Van Quyen	1982	–	11/04/2018
05	Mr. Do Dinh Thang	1982	Bachelor's degree	19/12/2019

V. Chief Accountant

Full name	Year of birth	Professional qualification	Date of appointment / dismissal
Ms. Tran Thi Yen	1971	Bachelor's degree	22/06/2017

VI. Corporate Governance Training

Training courses on corporate governance attended by members of the Board of Directors, members of the Supervisory Board, the Director (General Director), other management personnel, and the Company Secretary in accordance with regulations on corporate governance.

VII. D List of Related Persons of the Public Company (Semi-annual Report) and Transactions between Related Persons and the Company

1. List of Related Persons of the Company

No.	Name of organization / individual	Securities trading account (if any)	Position at the Company (if any)	ID No.*, date of issue, place of issue	Head office address / Contact address	Date becoming a related person	Date ceasing to be a related person	Reason	Relationship with the Company
01	Vu Phi Ho	–	Chairman of the Board of Directors	–	–	30/07/2013	–	–	Chairman of the Board of Directors
02	Dinh Van Hien	–	Member of the Board of Directors, General Director	–	–	18/04/2008	–	–	General Director, legal representative
03	Nguyen Huy Hoan	–	Member of the Board of Directors	–	–	01/06/2014	–	–	Member of the Board of Directors
04	Mai Thanh Son	–	Member of the Board of Directors	–	–	30/07/2013	18/06/2025	Dismissed as BOD member at the 2025 AGM	Member of the Board of Directors
05	Nguyen Tran Nhat	–	Member of the Board of Directors, Deputy	–	–	28/05/2015	–	–	Member of the Board of Directors, Deputy General

No.	Name of organization / individual	Securities trading account (if any)	Position at the Company (if any)	ID No.*, date of issue, place of issue	Head office address / Contact address	Date becoming a related person	Date ceasing to be a related person	Reason	Relationship with the Company
			General Director						Director
06	Le Minh Khue	—	Member of the Board of Directors	—	—	18/06/2025	—	Elected as additional BOD member at the 2025 AGM	Independent member of the Board of Directors
07	Vu Gia Hanh	—	Deputy General Director	—	—	11/05/2017	—	—	Deputy General Director
08	Tran Van Quyen	—	Deputy General Director	—	—	11/04/2018	—	—	Deputy General Director
09	Do Dinh Thang	—	Deputy General Director	—	—	19/12/2019	—	—	Deputy General Director
10	Tran Thi Yen	—	Chief Accountant	—	—	22/06/2017	—	—	Chief Accountant

No.	Name of organization / individual	Securities trading account (if any)	Position at the Company (if any)	ID No.*, date of issue, place of issue	Head office address / Contact address	Date becoming a related person	Date ceasing to be a related person	Reason	Relationship with the Company
11	Nguyen The Phong	—	Head of the Supervisory Board	—	—	28/05/2015	—	—	Head of the Supervisory Board
12	Dang Thanh Van	—	Member of the Supervisory Board	—	—	28/05/2015	—	—	Member of the Supervisory Board
13	Bui Duc Hung	—	Member of the Supervisory Board	—	—	29/04/2017	—	—	Member of the Supervisory Board
14	Tran Thi Tuyet	—	Head of Finance and Accounting Department	—	—	22/06/2017	—	—	Head of Accounting Department
15	Nguyen Van Vu	—	Information Disclosure Officer	—	—	01/09/2020	—	—	Information Disclosure Officer

2. Transactions between the Company and Related Persons of the Company; or between the Company and Major Shareholders, Foreign Investors and Related Persons of Foreign Investors

No.	Name of organization / individual	Relationship with the Company	ID No.*, date of issue, place of issue	Head office address / Contact address	Transaction period with the Company	Resolution/Decision of the GMS/BOD approving the transaction (if any, specify date of issuance)	Contents, quantity and total transaction value	Remarks
01	Nghe An Bus Station Joint Stock Company	Related person of an insider	No. 2900599622, issued on 23/08/2024 by Nghe An Department of Planning and Investment	No. 77, Le Loi Street, Thanh Vinh Ward, Nghe An Province	2025	Resolution No. 09/2025/BOD-RES dated 28/04/2025	Bac Kan Mineral Joint Stock Corporation holds 1,021,680 shares, equivalent to 5.4% of the charter capital of Nghe An Bus Station Joint Stock Company	Participation in the 2025 General Meeting of Shareholders of Nghe An Bus Station Joint Stock Company
02	Thien Ma Group Company Limited	Major shareholder; related person of an	No. 4700247955, issued on 20/11/2025 by Thai Nguyen Provincial	Hamlet 13, Cho Don Commune, Thai Nguyen	2025	Resolution No. 12/2025/BOD-RES dated 09/05/2025	Thien Ma Group Company Limited holds 6,000,000	Organization of the 2025 Annual General Meeting of

No.	Name of organization / individual	Relationship with the Company	ID No.*, date of issue, place of issue	Head office address / Contact address	Transaction period with the Company	Resolution/Decision of the GMS/BOD approving the transaction (if any, specify date of issuance)	Contents, quantity and total transaction value	Remarks
		insider	Department of Finance	Province			shares, equivalent to 25.56% of the charter capital of BKC	Shareholders
03	Zinc-Lead 9999 Joint Stock Company	Subsidiary of Bac Kan Mineral Joint Stock Corporation	No. 4700297378, issued on 30/09/2025 by Thai Nguyen Provincial Department of Finance	Thanh Thinh Industrial Cluster, Thanh Thinh Commune, Thai Nguyen Province	2025	Resolution No. 50/2025/BOD-RES dated 18/09/2025	Bac Kan Mineral Joint Stock Corporation holds 80% of the charter capital of Zinc-Lead 9999 Joint Stock Company	Approval of contracts and transactions between the Company and foreign investors/related persons
04	Zinc-Lead 9999 Joint Stock Company	Subsidiary of Bac Kan Mineral Joint Stock	No. 4700297378, issued on 30/09/2025 by Thai Nguyen	Thanh Thinh Industrial Cluster, Thanh Thinh	2025	Resolution No. 52/2025/BOD-RES dated 06/11/2025	Bac Kan Mineral Joint Stock Corporation	Approval of contracts and transactions between the

No.	Name of organization / individual	Relationship with the Company	ID No.*, date of issue, place of issue	Head office address / Contact address	Transaction period with the Company	Resolution/Decision of the GMS/BOD approving the transaction (if any, specify date of issuance)	Contents, quantity and total transaction value	Remarks
		Corporation	Provincial Department of Finance	Commune, Thai Nguyen Province			holds 80% of the charter capital of Zinc-Lead 9999 Joint Stock Company	Company and foreign investors/related persons

3. Transactions between Foreign Investors of the Company and Related Persons of Foreign Investors with Subsidiaries and Companies Controlled by the Company

No.	Name of organization / individual	Relationship with the Company	ID No.*, date of issue, place of issue	Head office address / Contact address	Transaction period	Resolution/Decision of the GMS/BOD approving the transaction (if any, specify date of issuance)	Contents, quantity and total transaction value	Remarks
01	Zinc-Lead 9999 Joint Stock Company	Subsidiary of Bac Kan Mineral Joint Stock Corporation	No. 4700297378, issued on 30/09/2025 by Thai Nguyen Provincial Department of Finance	Thanh Thinh Industrial Cluster, Thanh Thinh Commune, Thai Nguyen Province	2025	Resolution No. 50/2025/BOD-RES dated 18/09/2025	Bac Kan Mineral Joint Stock Corporation holds 80% of the charter capital of Zinc-Lead 9999 Joint Stock Company	Approval of contracts and transactions between the Company and foreign investors and related persons
02	Zinc-Lead 9999 Joint Stock Company	Subsidiary of Bac Kan Mineral Joint Stock Corporation	No. 4700297378, issued on 30/09/2025 by Thai Nguyen Provincial Department of Finance	Thanh Thinh Industrial Cluster, Thanh Thinh Commune, Thai Nguyen Province	2025	Resolution No. 52/2025/BOD-RES dated 06/11/2025	Bac Kan Mineral Joint Stock Corporation holds 80% of the charter capital of Zinc-	

No.	Name of organization / individual	Relationship with the Company	ID No.*, date of issue, place of issue	Head office address / Contact address	Transaction period	Resolution/Decision of the GMS/BOD approving the transaction (if any, specify date of issuance)	Contents, quantity and total transaction value	Remarks
							Lead 9999 Joint Stock Company	

4. Transactions between the Company and Other Entities

4.1. Transactions between the Company and companies in which members of the Board of Directors, members of the Supervisory Board, the Director (General Director), and other management personnel have been or are founders, members of the Board of Directors, or Directors (General Directors) during the past three (03) years (as at the reporting date)

No.	Name of organization / individual	Relationship with the Company	ID No.*, date of issue, place of issue	Head office address / Contact address	Transaction period	Resolution/Decision of the GMS/BOD approving the transaction (if any, specify date of issuance)	Number of shares held and ownership ratio after the transaction	Remarks
01	Nghe An Bus Station Joint Stock	Mr. Vu Phi Ho is Chairman of	No. 2900599622, issued on	No. 77, Le Loi Street,	2025	Resolution No. 09/2025/BOD	Bac Kan Mineral Joint Stock	Participation in the 2025

No.	Name of organization / individual	Relationship with the Company	ID No.*, date of issue, place of issue	Head office address / Contact address	Transaction period	Resolution/Decision of the GMS/BOD approving the transaction (if any, specify date of issuance)	Number of shares held and ownership ratio after the transaction	Remarks
	Company	the BOD; Mr. Nguyen Huy Hoan is a BOD member; Mr. Dang Thanh Van is a Supervisory Board member	23/08/2024 by Nghe An Department of Planning and Investment	Thanh Vinh Ward, Nghe An Province		-RES dated 28/04/2025	Corporation holds 1,021,680 shares, equivalent to 5.40% of the charter capital of Nghe An Bus Station Joint Stock Company	General Meeting of Shareholders of Nghe An Bus Station Joint Stock Company
02	Zinc-Lead 9999 Joint Stock Company	Mr. Vu Phi Ho is a BOD member; Mr. Nguyen Tran Nhat is a BOD member; Mr. Dinh	No. 4700297378, issued on 30/09/2025 by Thai Nguyen Provincial Department of Finance	Thanh Thinh Industrial Cluster, Thanh Thinh Commune, Thai	2025	Resolution No. 50/2025/BOD -RES dated 18/09/2025	Bac Kan Mineral Joint Stock Corporation holds 80% of the charter capital of Zinc-Lead 9999	Approval of contracts and transactions between the

No.	Name of organization / individual	Relationship with the Company	ID No.*, date of issue, place of issue	Head office address / Contact address	Transaction period	Resolution/Decision of the GMS/BOD approving the transaction (if any, specify date of issuance)	Number of shares held and ownership ratio after the transaction	Remarks
		Van Hien is Chairman of the BOD; Mr. Tran Van Quyen is General Director		Nguyen Province			Joint Stock Company	Company and foreign investors and related persons
03	Zinc-Lead 9999 Joint Stock Company	Mr. Vu Phi Ho is a BOD member; Mr. Nguyen Tran Nhat is a BOD member; Mr. Dinh Van Hien is Chairman of the BOD; Mr. Tran	No. 4700297378, issued on 30/09/2025 by Thai Nguyen Provincial Department of Finance	Thanh Thinh Industrial Cluster, Thanh Thinh Commune, Thai Nguyen Province	2025	Resolution No. 52/2025/BOD-RES dated 06/11/2025	Bac Kan Mineral Joint Stock Corporation holds 80% of the charter capital of Zinc-Lead 9999 Joint Stock Company	Approval of contracts and transactions between the Company and foreign investors

No.	Name of organization / individual	Relationship with the Company	ID No.*, date of issue, place of issue	Head office address / Contact address	Transaction period	Resolution/Decision of the GMS/BOD approving the transaction (if any, specify date of issuance)	Number of shares held and ownership ratio after the transaction	Remarks
		Van Quyen is General Director						and related persons

4.2. Transactions between the Company and companies in which related persons of members of the Board of Directors, members of the Supervisory Board, the Director (General Director), and other management personnel are members of the Board of Directors or Directors (General Directors): None.

4.3. Other transactions of the Company (if any) that may generate material or non-material benefits for members of the Board of Directors, members of the Supervisory Board, the Director (General Director), and other management personnel: None.

VIII. Share Transactions of Insiders and Related Persons of Insiders (Year 2025)

1. List of Foreign Investors and Related Persons of Insiders

No.	Full name	Securities trading account (if any)	Position at the Company (if any)	ID/Passport No., date of issue, place of issue	Contact address	Number of shares held at year-end	Shareholding ratio at year-end	Remarks
1	Vu Phi Ho		Chairman of the Board of Directors			0	0%	
1.1	Vu Hoang International Manufacturing and Trading Company Limited			No. 0101311107, issued on 21/03/2024 by Hanoi Department of Planning and Investment	68 Hoang Dao Thuy Street, Yen Hoa Ward, Hanoi	0	0%	Mr. Vu Phi Ho is Chairman of the Board of Directors
1.2	Nghe An Bus Station Joint Stock Company			No. 2900599622, issued on 23/08/2024 by Nghe An Department of Planning and Investment	No. 77, Le Loi Street, Thanh Vinh Ward, Nghe An Province	0	0%	Mr. Vu Phi Ho is Chairman of the Board of Directors
1.3	Quang Ninh Bus Station Joint Stock Company			No. 5700100640, issued on 14/08/2025 by Quang Ninh Department of Finance	No. 354, Ha Long Road, Bai Chay Ward, Quang Ninh Province	0	0%	Mr. Vu Phi Ho is Chairman of the Board of Directors

No.	Full name	Securities trading account (if any)	Position at the Company (if any)	ID/Passport No., date of issue, place of issue	Contact address	Number of shares held at year-end	Shareholding ratio at year-end	Remarks
1.4	Tay Nguyen durian joint stock company			No. 6001394460, issued on 18/06/2025 by Dak Lak Provincial Department of Finance	CN4 Lot, Tan An Industrial Cluster, Tan An Ward, Dak Lak Province	0	0%	Mr. Vu Phi Ho is Chairman of the Board of Directors
1.5	Zinc-Lead 9999 Joint Stock Company			No. 4700297378, issued on 30/09/2025 by Thai Nguyen Provincial Department of Finance	Thanh Thinh Industrial Cluster, Thanh Thinh Commune, Thai Nguyen Province	0	0%	Mr. Vu Phi Ho is a Member of the Board of Directors
2	Dinh Van Hien		Member of the Board of Directors and General Director			5.152	0,02%	
2.1	Phạm Hương Sen	No	No			0	0%	Wife
2.2	Đinh Thái Sơn	No	No			0	0%	Son

No.	Full name	Securities trading account (if any)	Position at the Company (if any)	ID/Passport No., date of issue, place of issue	Contact address	Number of shares held at year-end	Shareholding ratio at year-end	Remarks
2.3	Đinh Thái Bảo	No	No			0	0%	Son
2.4	Vũ Thị Thom	No	No			0	0%	Daughter-in-law
2.5	Đinh Văn Lùng	No	No			0	0%	Father
2.6	Đinh Văn Thượng	No	No			0	0%	Brother
2.7	Đinh Văn Lập	No	No			0	0%	Brother
2.8	Tay Nguyen durian joint stock company			No. 6001394460, issued on 18/06/2025 by Dak Lak Provincial Department of Finance	CN4 Lot, Tan An Industrial Cluster, Tan An Ward, Dak Lak Province	0	0%	Mr. Dinh Van Hien is a Member of the Board of Directors.

No.	Full name	Securities trading account (if any)	Position at the Company (if any)	ID/Passport No., date of issue, place of issue	Contact address	Number of shares held at year-end	Shareholding ratio at year-end	Remarks
	Zinc-Lead 9999 Joint Stock Company			No. 4700297378, issued on 30/09/2025 by Thai Nguyen Provincial Department of Finance	Thanh Thinh Industrial Cluster, Thanh Thinh Commune, Thai Nguyen Province	0	0%	Mr. Dinh Van Hien is Chairman of the Board of Directors.
3	Nguyễn Huy Hoàn		Member of the Board of Directors			584.400	2,49%	
3.1	Nguyen Huy Trading and Services Company Limited	-	-	No. 0101306731, first issued on 31/10/2002 by Hanoi Department of Planning and Investment	No. 2, Alley 124 Thuy Khue Street, Tay Ho Ward, Hanoi	0	0%	Mr. Nguyen Huy Hoan is Company Chairman
3.2	Nghe An Bus Station Joint Stock Company	-	-	No. 2900599622, issued on 23/08/2024 by Nghe An Department of Planning and Investment	No. 77, Le Loi Street, Thanh Vinh Ward, Nghe An Province	0	0%	Mr. Nguyen Huy Hoan is a Member of the Board of Directors

No.	Full name	Securities trading account (if any)	Position at the Company (if any)	ID/Passport No., date of issue, place of issue	Contact address	Number of shares held at year-end	Shareholding ratio at year-end	Remarks
4	Lê Minh Khuê	-	Independent Member of the Board of Directors			0	0	
4.1	Lê Xuân Khang	-	-			0	0	Father
4.2	Nguyễn Thị Thoa	-	-			0	0	Mother
4.3	Lê Minh Hải	-	-			0	0	Father-in-law
4.4	Trần Thị Tâm	-	-			0	0	Mother-in-law
4.5	Lê Thị Việt Hằng	-	-			0	0	Wife
4.6	Lê Chí Kiên	-	-			0	0	Son
4.7	Lê Minh Ngọc	-	-			0	0	Son

No.	Full name	Securities trading account (if any)	Position at the Company (if any)	ID/Passport No., date of issue, place of issue	Contact address	Number of shares held at year-end	Shareholding ratio at year-end	Remarks
4.8	Lê Thanh Khoa	-	-			0	0	Sister
4.9	Lê Minh Khanh	-	-			0	0	Brother
4.10	Lê Thị Hoa	-	-			0	0	Sister
4.11	Chu Văn Tuấn	-	-			0	0	Brother-in-law
4.12	Quách Thị Hằng	-	-			0	0	Sister-in-law
4.13	Lê Tuấn Thành	-	-			0	0	Brother-in-law
4.14	Dong Nai Construction Materials and Fuel Joint Stock Company	-	-	No. 3600661303, issued on 18/03/2022 by Dong Nai Department of Planning and Investment	No. 255B Pham Van Thuan Street, Tam Hiep Ward, Dong Nai Province	0	0	Mr. Le Minh Khue is a Member of the Board of Directors

No.	Full name	Securities trading account (if any)	Position at the Company (if any)	ID/Passport No., date of issue, place of issue	Contact address	Number of shares held at year-end	Shareholding ratio at year-end	Remarks
4.15	Long Thanh Trading Joint Stock Company	-	-	No. 3600445359, issued on 17/07/2020 by Dong Nai Department of Planning and Investment	No. 286, Le Duan Street, Van Hai Hamlet, Long Thanh Commune, Dong Nai Province	0	0	Mr. Le Minh Khue is a Member of the Board of Directors
5	Nguyen Tran Nhat	-	Member of the Board of Directors, Deputy General Director			0	0%	
5.1	Thien Ma Group Company Limited	-	-	No. 4700247955, issued on 20/11/2025 by Thai Nguyen Provincial Department of Finance	Hamlet 13, Cho Don Commune, Thai Nguyen Province	6.000.000	25,26%	Mr. Nguyen Tran Nhat is Chairman of the Members' Council

No.	Full name	Securities trading account (if any)	Position at the Company (if any)	ID/Passport No., date of issue, place of issue	Contact address	Number of shares held at year-end	Shareholding ratio at year-end	Remarks
5.2	Quang Ninh Bus Station Joint Stock Company	-	-	No. 5700100640, issued on 14/08/2025 by Quang Ninh Provincial Department of Finance	No. 354, Ha Long Road, Bai Chay Ward, Quang Ninh Province	0	0%	Mr. Nguyen Tran Nhat is a Member of the Board of Directors
5.3	Zinc-Lead 9999 Joint Stock Company			No. 4700297378, issued on 30/09/2025 by Thai Nguyen Provincial Department of Finance	Thanh Thinh Industrial Cluster, Thanh Thinh Commune, Thai Nguyen Province	0	0%	Mr. Nguyen Tran Nhat is a Member of the Board of Directors
6	Vũ Gia Hạnh	038C002247 021C047182	Deputy General Director			600	0,003%	
6.1	Vũ Gia Việt	No	No			0	0%	Father
6.2	Nông Thị Mỹ	No	No			0	0%	Mother
6.3	Hoàng Thị Lây	No	No			0	0%	Wife

No.	Full name	Securities trading account (if any)	Position at the Company (if any)	ID/Passport No., date of issue, place of issue	Contact address	Number of shares held at year-end	Shareholding ratio at year-end	Remarks
6.4	Vũ Gia Phúc	No	No			0	0%	Brother
6.5	Vũ Thị Anh Thư	No	No			0	0%	Sister
6.6	Vũ Gia An Phú	No	No			0	0%	Son
7	Trần Văn Quyền		Deputy General Director			17.000	0,07%	
7.1	Lê Thị Hiền	No	No			0	0%	Mother
7.2	Trần Quang Hiệp	No	No			0	0%	Brother
7.3	Trần Thị Hằng	No	No			0	0%	Sister
7.4	Trần Thị Hanh	No	No			0	0%	Sister
7.5	Trần Thị Hường	No	No			0	0%	Sister
7.6	Trần Thị Trà	No	No			0	0%	Wife
7.7	Trần Thị Ánh	No	No			0	0%	Sister

No.	Full name	Securities trading account (if any)	Position at the Company (if any)	ID/Passport No., date of issue, place of issue	Contact address	Number of shares held at year-end	Shareholding ratio at year-end	Remarks
7.8	Trần Văn Quang	No	No			0	0%	Son
7.9	Trần Thị Hà My	No	No			0	0%	Sister
7.10	Thien Ma Group Company Limited	-	-	No. 4700247955, issued on 20/11/2025 by Thai Nguyen Provincial Department of Finance	Hamlet 13, Cho Don Commune, Thai Nguyen Province	6.000.000	25,26%	Mr. Tran Van Quyen is a Member of the Members' Council
7.11	Zinc-Lead 9999 Joint Stock Company			No. 4700297378, issued on 30/09/2025 by Thai Nguyen Provincial Department of Finance	Thanh Thinh Industrial Cluster, Thanh Thinh Commune, Thai Nguyen Province	0	0%	Mr. Tran Van Quyen is General Director and Legal Representative of the Company

No.	Full name	Securities trading account (if any)	Position at the Company (if any)	ID/Passport No., date of issue, place of issue	Contact address	Number of shares held at year-end	Shareholding ratio at year-end	Remarks
8	Đỗ Đình Thắng		Deputy General Director			0	0%	
8.1	Đỗ Đình Long	No	No	No. 027048005205, issued on 09/08/2021 by the Department of Administrative Management of Social Order	Yen Vy Hamlet, Tam Giang Commune, Bac Ninh Province	0	0%	Father
8.2	Nguyễn Thị Nhâm	No	No			0	0%	Mother
8.3	Đỗ Đình Thuyên	No	No			0	0%	Brother
8.4	Đỗ Thị Thảo	No	No			0	0%	Sister

No.	Full name	Securities trading account (if any)	Position at the Company (if any)	ID/Passport No., date of issue, place of issue	Contact address	Number of shares held at year-end	Shareholding ratio at year-end	Remarks
8.5	Đỗ Thị Hiền	No	No			0	0%	Sister
8.6	Đỗ Đình Hà	No	No			0	0%	Brother
8.7	Dương Thị Lý	No	No			0	0%	Wife
8.8	Đỗ Dương Gia Bảo	No	No			0	0%	Son
8.9	Đỗ Dương Gia Khánh	No	No			0	0%	Son
9	Trần Thị Yến	018C107665	Chief Accountant			1.732	0.01%	
9.1	Trần Văn Tuyên	No	No			0	0%	Father
9.2	Trần Văn Miến	No	No			0	0%	Brother

No.	Full name	Securities trading account (if any)	Position at the Company (if any)	ID/Passport No., date of issue, place of issue	Contact address	Number of shares held at year-end	Shareholding ratio at year-end	Remarks
9.3	Trần Văn Việt	No	No			0	0%	Brother
9.4	Trần Văn Cường	No	No			0	0%	Brother
9.5	Nguyễn Trần Hùng	No	No			0	0%	Husband
10	Trần Thị Tuyết	No	Head of Finance and Accounting Department			0	0%	
10.1	Trần Văn Hùng	No	No			0	0%	Father
10.2	Phạm Thị Thìn	No	No			0	0%	Mother
10.3	Trần Thị Tuyết Hương	No	No			0	0%	Sister
10.4	Trần Thị Tuyết Lan	No	No			0	0%	Brother

No.	Full name	Securities trading account (if any)	Position at the Company (if any)	ID/Passport No., date of issue, place of issue	Contact address	Number of shares held at year-end	Shareholding ratio at year-end	Remarks
10.5	Vũ Đức Toàn	No	No			0	0%	Husband
10.6	Vũ Tú Anh	No	No			0	0%	Daughter
10.7	Vũ Thu Dung	No	No			0	0%	Daughter
11	Nguyễn Thế Phòng		Head of the Supervisory Board			2.576	0,01%	
11.1	Nguyễn Thị Sịch	No	No			0	0%	Mother
11.2	Thái Bích Huệ	No	No			0	0%	Wife
11.3	Nguyễn Thị Thịnh	No	No			0	0%	Sister
11.4	Nguyễn Thế Hợi	No	No			0	0%	Brother

No.	Full name	Securities trading account (if any)	Position at the Company (if any)	ID/Passport No., date of issue, place of issue	Contact address	Number of shares held at year-end	Shareholding ratio at year-end	Remarks
11.5	Nguyễn Thị Thanh Thủy	No	No			0	0%	Sister
11.6	Nguyễn Thái Ánh Hồng	No	No			0	0%	Daughter
11.7	Nguyễn Thái Ban Mai	No	No			0	0%	Daughter
12	Đặng Thanh Vân	026C229975	Member of the Supervisory Board			1.266.566	5,395%	
12.1	Nguyễn Thị Bảy	No	No			0	0%	Mother
12.2	Đỗ Thủy Dung	No	No			0	0%	Wife
12.3	Đặng Thanh Lương	No	No			0	0%	Son
12.4	Đặng Anh Dĩnh	No	No			0	0%	Son

No.	Full name	Securities trading account (if any)	Position at the Company (if any)	ID/Passport No., date of issue, place of issue	Contact address	Number of shares held at year-end	Shareholding ratio at year-end	Remarks
12.5	Đặng Ngọc Long	No	No			0	0%	Brother
12.6	Đặng Ngọc Sơn	No	No			0	0%	Brother
12.7	Đặng Thị Thuý	No	No			0	0%	Sister
12.8	Đặng Minh Tâm	No	No			0	0%	Brother
12.9	Đặng Văn Sự	No	No			0	0%	Brother
12.10	Đặng Văn Liêu	No	No			0	0%	Brother
12.11	Nghe An Bus Station Joint Stock Company			No. 2900599622, issued on 23/08/2024 by Nghe An Department of Planning and Investment	No. 77, Le Loi Street, Thanh Vinh Ward, Nghe An Province	0	0%	Mr. Dang Thanh Van is a Member of the Supervisory Board

No.	Full name	Securities trading account (if any)	Position at the Company (if any)	ID/Passport No., date of issue, place of issue	Contact address	Number of shares held at year-end	Shareholding ratio at year-end	Remarks
13	Bùi Đức Hùng	038COO2245	Member of the Supervisory Board			132	0.001%	
13.1	Nguyễn Thị Luân	No	No			0	0%	Mother
13.2	Mê Thị Xuyên	No	No			0	0%	Wife
13.3	Bùi Đức Mạnh	No	No			0	0%	Son
13.4	Bùi Ngọc An	No	No			0	0%	Son
14	Nguyễn Văn Vũ	002C092201	Information Disclosure Officer, Company Administrator			0	0%	
14.1	Nguyễn Văn Biên	No	No			0	0%	Father
14.2	Bế Thị Viêt	No	No			0	0%	Mother

No.	Full name	Securities trading account (if any)	Position at the Company (if any)	ID/Passport No., date of issue, place of issue	Contact address	Number of shares held at year-end	Shareholding ratio at year-end	Remarks
14.3	Nguyễn Văn Thiệp	No	No			0	0%	Brother
14.4	Ma Thị Mận	No	No			0	0%	Wife
14.5	Nguyễn Nhật Nam	No	No			0	0%	Son

2. Giao dịch của NNB và người có liên quan đối với cổ phiếu của công ty:

No.	Person conducting the transaction	Relationship with insider	Number of shares held at the beginning of the period		Number of shares held at the end of the period		Reason for increase/decrease (purchase, sale, conversion, bonus, etc.)
			Number of shares	Ratio (%)	Number of shares	Ratio (%)	
01	Vu Gia Hanh	Insider (Deputy General Director)	1,100	0.009	4,000	0.034	Increase: Purchased 2,900 shares
02	Vu Gia Hanh	Insider (Deputy General Director)	4,000	0.034	300	0.003	Decrease: Sold 3,700 shares
03	Pham Van Dien	Related person (Father-in-law of Mr. Dinh Van Hien – General Director)	11,486	0.099	0	0	Decrease: Sold 11,486 shares
04	Dang Thanh Van	Insider (Member of the Supervisory Board)	639,283	5.45	633,283	5.395	Decrease: Sold 6,000 shares
05	Dinh Van Hien	Insider (General Director)	2,576	0.022	2,576	0.022	Transaction did not meet expectations
06	Mai Van Ban	Related person (Father of Mr. Mai Thanh Son – BOD Member)	863,828	7.36	600,000	5.112	Decrease: Sold 263,828 shares

07	Mai Van Ban	Major shareholder	600,000	5.112	575,000	4.90	Decrease: Sold 25,000 shares (no longer a major shareholder)
08	Dang Thanh Van	Insider (Member of the Supervisory Board)	633,283	5.395	633,283	5.395	Transaction did not meet expectations

IX. Other Matters to Be Noted: None

Recipients:

- As stated above;
- Board of Directors;
- Supervisory Board;
- Executive Management;
- Company Secretary;
- Filed at: Administration Office, Office of the Chairman.

**CHAIRMAN OF THE BOARD OF
DIRECTORS**



Vu Phi Ho



