



**DIC – DONG TIEN
JOINT – STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No.: 3001/2026/BCQT-DIC.DT

Dong Nai, 30th Jan 2026

Company Governance Report – 2025

**To: - State Securities Commission of Vietnam
- Hanoi Stock Exchange**

- Company Name: DIC DONG TIEN JOINT STOCK COMPANY
- Head Office Address: Lot 17, Nhon Trach 2 Industrial Park, Provincial Road 25B, Nhon Trach Commune, Dong Nai Province.
- Tel: 02513.521 752 Fax: 02513.521 953
- Charter capital: 156,225,520,000 VND
- Stock Code: DID
- Corporate Governance Model:
 - + General Meeting of Shareholders, Board of Directors, Supervisory Board, and General Director
- Implementation of Internal Audit Functions: A business that is not subject to the requirement to perform internal audit functions under Decree 05/2020.

I. Activities of the General Meeting of Shareholders

Information on meetings and Resolutions/Decisions of the General Meeting of Shareholders (including Resolutions of the General Meeting of Shareholder approved via written opinions):

No.	Resolutions no.	Date	Content
1	2305/NQ.DHDCD-DIC.DT	May 28, 2025	Annual General Meeting of Shareholders 2025

II. Board of Directors

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

No.	Members of the Board of Directors	Position	Start/End Date of BOD Membership	
			Date of Appointment	Date of Dismissal
1	Mr. Nguyen Ngoc Thuong	Chairman of the BOD	Sep 06, 2019	
2	Mr. Huynh Trung Hieu	General Director and BOD Member	Apr 27, 2016	
3	Ms. Nguyen Thi Thanh Uyen	BOD Member – Non-Executive	Jun 06, 2016	

2. Meetings of the Board of Directors:

No.	Members of the Board of Directors	Number of BOD Meetings Attended	Attendance Rate	Reasons for Absence
1	Mr. Nguyen Ngoc Thuong	4/4	100%	
2	Mr. Huynh Trung Hieu	4/4	100%	
3	Ms. Nguyen Thi Thanh Uyen	4/4	100%	

3. Supervisory Activities of the BOD over the Executive Board:

The BOD has effectively supervised and managed the company's executive operations. In 2025, the BOD focused on implementing and executing resolutions and objectives set forth by the General Meeting of Shareholders, aligning them with the company's operations.

The BOD's directives emphasized business activities, investment in machinery and equipment for production, and personnel adjustments to suit the company's production and business conditions.

BOD members coordinated with the General Director to implement BOD Resolutions/Decisions. The supervision outcomes generally met expectations and provided timely guidance aligned with the company's operational condition.

4. Activities of Subcommittees under the BOD (if any): None

5. Resolutions/Decisions of the Board of Directors:

No.	Resolutions no.	Date	Content	Approval Rate
1	1001/2025/NQ-HĐQT	January 10, 2025	Approval of the removal (dismissal) of the Deputy General Director.	100%
2	2403/NQ-HĐQT	March 24, 2025	RE: Record date for finalizing the share register of shareholders eligible to attend the 2025 Annual General Meeting of Shareholders	100%
3	2508/NQ-HĐQT	May 28, 2025	Announcement regarding personnel changes of the Head of the Supervisory Board and the Chairman of the Board of Directors	100%
4	0307/NQ-HĐQT	July 03, 2025	Resolution on the provision of audit services for the financial statements for the fiscal year ended 31 December 2025	100%
5	0710/2025/NQ.HĐQT	October 07, 2025	Announcement of personnel appointments of the Deputy General Director of Sales	100%
6	3112/2025/NQ-HĐQT	December 31, 2025	Approval of the removal (dismissal) and appointments of the BOD Secretary – Corporate Governance	100%

III. Supervisory Board/Audit Committee:

1. Information on Supervisory Board (SB) Members:

No.	Supervisory Board Members	Position	Date of commencement as a SB member	Professional Qualifications
1	Ms. Truong Ngoc Khanh Tran	SB Head	May 05, 2018	Business Administration
2	Ms. Thai Thi My Diem	SB Member	May 08, 2020	Graduated in accounting
3	Ms. Luong Thi Thuy Trang	SB Member	Apr 22, 2015	Bachelor of Finance - Banking

2. Meetings of the SB

No.	Members of the Board of Directors	Number of BOD	Attendance Rate	Voting Rate	Reasons for Absence
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		Meetings Attended			
1	Ms. Truong Ngoc Khanh Tran	2/2	100%	100%	
2	Ms. Thai Thi My Diem	2/2	100%	100%	
3	Ms. Luong Thi Thuy Trang	2/2	100%	100%	

3. SB's Supervisory Activities over the BOD, Executive Board, and Shareholders:

The Supervisory Board performed its supervisory duties over the BOD and Executive Board according to the Company's charter and organizational regulations. The SB consistently monitored the implementation of targets and business objectives for 2025 set by the General Meeting of Shareholders. The SB reported its supervisory results and recommendations to the Chairman of the BOD and the General Director.

4. Coordination Between the SB, BOD, Executive Board, and other management officials:

There was close and effective coordination between the SB, BOD, and Executive Board.

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

IV. Executive Board:

No.	Full name	Date of birth	Professional Qualifications	Date of Appointment
1	Mr. Huynh Trung Hieu - General Director	Jun 26, 1976	Bachelor of Finance	Apr 27, 2016
2	Ms. Nguyen Thi Thuong Thuong - Deputy General Director of Sales	Jan 22, 1992	Bachelor of Commercial English	Oct 07, 2025

V. Chief Accountant:

No.	Full name	Date of birth	Professional Qualifications	Date of Appointment
1	Ms. Tran Thi Truc Lan	Jun 25, 1986	Bachelor of Accounting	Jan 17, 2019

VI. Corporate Governance Training: None

VII. List of related individuals of the public company and transactions of related individuals of the company with the Company itself:

1. List of related individuals of the Company:

No.	Organize/ Individual name	Position in the company (if any)	NSH Certificate No.*, date of issue, place of issue	Head office address/Contact address	Start date as related individual	End date as related individual	Reason	Relationshi with the company
1	Nguyen Ngoc Thuong	Chairman of the Board		B.0501 One Verandah Apartment - No. 2 Bat Nan - Quarter 4 – Cat Lai Ward - Ho Chi Minh City	May 22, 2014			Insider

2	Huynh Trung Hieu	General Director and BOD Member			Apr 27, 2016			Insider
3	Nguyen Thi Thanh Uyen	BOD Member			Jun 06, 2016			Insider
4	Le Thi Thanh Thuy	BOD Secretary – Corporate Governance			Dec 31, 2025			Insider
5	Truong Ngoc Khanh Tran	SB Head			May 05, 2018			Insider
6	Luong Thi Thuy Trang	SB Member			Apr 22, 2015			Insider
7	Thai Thi My Diem	SB Member			May 08, 2020			Insider
8	Tran Thi Truc Lan	Chief accountant			Jan 17, 2019			Insider
9	Nguyen Thi Thuong Thuong	Deputy General Director of Sales			Oct 07, 2025			Insider

10	Tran Hai Yen	BOD Secretary — Corporate Governance			Nov 8, 2023	Dec 31, 2025	Dismissal pursuant to resolution number: 3112/2025/NQ-HĐQT	Insider
11	The Gioi Nha Construction Material Supermarket Joint Stock Company	Related Individual	3603497972	46-48 Nguyen Co Thach, An Khanh Ward, Ho Chi Minh City, Vietnam				Related Part
12	Nhon Trach 2 Reinforced Concrete Corporation	Related Party	3600810322	No. 1, Nhon Trach 2 Industrial Zone, Street 25B, Nhon Trach Commune, Dong Nai Province, Vietnam				Related Part
13	Van Cat Construction Company Limited	Related Party	0312794340	84A/36 Tran Huu Trang, Phu Nhuan Ward, Ho Chi Minh City, Vietnam				Related Part

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

No.	Organize/ Individual name	Relationship with the company	NSH Certificate No.*, date of issue, place of issue	Address	Time of transaction with the company	Resolution no. approved by the BOD	Content, quantity, total value of transaction
1	The Gioi Nha Construction Material Supermarket Joint Stock Company	Related Individual	3603497972	46-48 Nguyen Co Thach, An Khanh Ward, Ho Chi Minh City, Vietnam	From 2023 to Dec 2025	166 /2023/NQ-HĐQT	Accounts payable: 351,748,481,216 VND Accounts receivable: 9,620,407,329 VND
2	Nhon Trach 2 Reinforced Concrete Corporation	Related Individual	3600810322	No. 1, Nhon Trach 2 Industrial Zone, Street 25B, Nhon Trach	From 2023 to Dec 2025	166 /2023/NQ-HĐQT	Accounts receivable: 406,769,375,379 VND

				Commune, Dong Nai Province, Vietnam			
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3. Transactions between insiders and related individuals of insiders with subsidiaries or controlled entities: None

4. Transactions between the company and other parties:

4.1. Transactions between the company and entities where members of the BOD, SB, Director (General Director), or other managers have been or are founders or BOD member/Director (General Director) in the last three (03) years (as of the reporting date).

No.	Organize/ Individual name	Relationship with the company	Transaction content
1	Nhon Trach 2 Reinforced Concrete Corporation	With legal representative	Accounts receivable and payable
2	The Gioi Nha Construction Material Supermarket Joint Stock Company	Insider	Accounts receivable and payable

4.2. Transactions between the company and entities where related individuals of BOD members, SB members, Director (General Director), or other managers are BOD members/Executive Director (General Director): None

4.3. Other transactions of the company (if any) that may bring material or non-material benefits to BOD members, SB members, the Director (General Director), or other managers: None

VIII. Share transactions of insiders and related parties of insiders

1. List of insiders and related individuals:

No.	Full name	Stock Trading Account	Position in the company (if any)	ID/Passport no., Date of issue, Place of issue	Contact address	Number of shares owned at the end of the period	Shareholding percentage at the end of the period
1	Nguyen Ngoc Thuong		Chairman of the Board			0	0
1.1	Nguyen Thi Y Nhi		Wife			0	0
1.2	Nguyen Ngoc Dien		Father			0	0
1.3	Luong Thi Tham		Mother			0	0

1.4	Nguyen Ngoc Minh Dan		Daughter			0	0
1.5	Nguyen Hong An		Daughter			0	0
1.6	Nguyen Ngoc Men		Elder brother			0	0
1.7	Nguyen Van Thinh		Father-in-law			0	0
1.8	Phan Thi Bach Yen		Mother-in-law			0	0
1.9	Nguyen Quang Thien		Elder brother-in-law			0	0
2	Huynh Trung Hieu		BOD Member			0	0
2.1	Ly Phung		Mother			0	0

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2.2	Huynh Long Bay		Father			0	0
2.3	Vo Thị An		Mother-in-law			0	0
2.4	Vo Thị Diem Phuong		Wife			0	0
2.5	Huynh Nhat Truong		Son			0	0
2.6	Huynh Thien Bao		Son			0	0
2.7	Huynh Kim Khanh		Daughter			0	0
2.8	Huynh Kim Long		Son			0	0
2.9	Huynh Hien Nhan		Younger brother			0	0
2.10	Tran Thi My Nuong		Younger sister-in-law			0	0
2.11	Huynh Tri Tin		Younger brother			0	0
2.12	Nguyen Thi Ngoc Nhung		Younger sister-in-			0	0

			law				
3	Nguyen Thi Thanh Uyen		BOD Member			0	0
3.1	Nguyen Duc Khiem		Husband			0	0
3.2	Nguyen Thu Cuc		Father			0	0
3.3	Tran Thi Hong Nhung		Mother			0	0
3.4	Nguyen Trung Kien		Son			0	0
3.5	Nguyen Nhat Ngoc Han		Daughter			0	0
3.6	Nguyen Tran Tu		Elder brother			0	0
3.7	Tran Thi Ha		Elder sister-in-law			0	0
4	Le Thi Thanh Thuy		BOD Secretary			0	0
4.1	Le Van Tue		Father			0	0
4.2	Pham Thi To		Mother			0	0

4.3	Pham Phu Phuong Duy		Husband			0	0
4.4	Pham Phu Binh		Father-in- law			0	0
4.5	Le Thi Lien Huong		Mother-in- law			0	0
5	Truong Ngoc Khanh Tran		SB Head			0	0
5.1	Truong Huu Phuong		Father			0	0
5.2	Nguyen Thi Cuc		Mother			0	0
5.3	Truong Ngoc Bao Tran		Younger sister			0	0
6	Thai Thi My Diem		SB Member			0	0
6.1	Thai Xuan Son		Father			0	0
6.2	Nguyen Thi Luc		Mother			0	0
6.3	Thai Xuan Vy		Elder brother			0	0
6.4	Nguyen Thi Xuan My		Elder sister-in- law			0	0
6.5	Thai Xuan Dai		Elder brother			0	0

6.6	Bui Thi Mong Van		Elder sister-in-law			0	0
6.7	Thai Thi My Loi		Elder sister			0	0
6.8	Nguyen Huu Nghia		Elder brother-in-law			0	0
6.9	Thai Xuan Duc		Younger brother			0	0
6.10	Nguyen The Dan		Husband			0	0
6.11	Nguyen Ngoc An Nhien		Daughter			0	0
6.12	Nguyen The Huong		Father-in-law			0	0
6.13	Nguyen Thi Le Thu		Mother-in-law			0	0
7	Luong Thi Thuy Trang		SB Member			0	0
7.1	Luong Van Duong		Father			0	0
7.2	Tran Thi Tin		Mother			0	0
7.3	Luong Thi Phuong Nha		Younger sister			0	0
7.4	Luong Thi Quynh Nhu		Younger sister			0	0
7.5	Nguyen Van		Husband			0	0

	Tai						
7.6	Nguyen Kinh		Father-in-law			0	0
7.7	Cao Thi Hoa		Mother-in-law			0	0
8	Tran Thi Truc Lan		Chief accountant			0	0
8.1	Vuong Van Tri		Husband			0	0
8.2	Vuong Gia Bao		Son			0	0
8.3	Vuong Gia Hung		Son			0	0
8.4	Vuong Gia Han		Daughter			0	0
8.5	Vuong Gia Minh		Son				
8.6	Le Thuy Phuong		Mother			0	0
8.7	Tran Thi Thanh Thuy		Elder sister			0	0
8.8	Chu Van Dien		Elder brother-in-law			0	0

8.9	Tran Phi Long		Younger brother			0	0
8.10	Cao Thi Van		Younger sister-in-law			0	0
8.11	Tran Thi Hong Nhung		Younger sister			0	0
8.12	Vo Van Binh		Younger brother-in-law			0	0
8.13	Tran Thi Thuy Anh		Younger sister			0	0
8.14	Nguyen Minh Phuong		Younger brother-in-law			0	0
8.15	Vuong Van Le		Father-in-law			0	0
8.16	Tran Thi Linh		Mother-in-law			0	0
9	Nguyen Thi Thuong Thuong		Deputy General Director of Sales			0	0
9.1	Nguyen Xuan Thuong		Father			0	0
9.2	Do Thi Tinh		Mother			0	0

9.3	Nguyen An Kha		Son			0	0
9.4	Nguyen Thi Thu Nam		Elder sister			0	0
9.5	Luong Thanh Son		Elder brother-in-law			0	0
9.6	Nguyen Thi Quy Thin		Younger sister			0	0
9.7	Nguyen Quoc An		Younger brother-in-law			0	0
9.8	Nguyen Thi Nghe		Elder sister			0	0
9.9	Ha Van Thuyen		Elder brother-in-law			0	0
10	Tran Hai Yen		BOD Secretary			0	0
10.1	Nguyen Quang Hai		Husband			0	0
10.2	Tran Minh Trung		Father			0	0
10.3	Le Thi Ngoc Nguyen		Mother			0	0
10.4	Tran Nhu Quynh		Younger sister			0	0

10.5	Nguyen Quang Khai		Father			0	0
10.6	Nguyen Thi Dung		Mother			0	0
10.7	Nguyen Quang Anh		Elder brother			0	0
10.8	Tran Thi Xuan Trang		Elder sister-in-law			0	0
11	The Gioi Nha Construction Material Supermarket Joint Stock Company		Related individual	3603497972	46-48 Nguyen Co Thach, An Khanh Ward, Ho Chi Minh City	3,900,000	24.96
12	Nhon Trach 2 Reinforced Concrete Corporation		Related individual	3600810322	No. 1, Nhon Trach 2 Industrial Zone, Street 25B, Nhon Trach Commune, Dong Nai Province	6,500,000	41.61
13	Van Cat Construction Company Limited		Related individual	0312794340	84A/36 Tran Huu Trang, Phu Nhuan Ward, Ho Chi Minh City	0	0

2. Transactions of insiders and related parties involving company shares: None

IX. Other Noteworthy Issues:

Recipients:

- As mentioned above;
- Save: Office, etc.

**TUQ.CHAIRMAN OF THE BOARD
BOD MEMBER AND GENERAL DIRECTOR**

(Sign, state full name, and seal)



HUYNH TRUNG HIEU