

Vung Tau City, January 25, 2025

REPORT ON CORPORATE GOVERNANCE (Year 2024)

Respectfully To: - The State Securities Commission
- The Hochiminh Stock Exchange

- Name of listed company: DIC Holdings Construction Joint Stock Company (DICcons)
- Address of head office: Ruby Tower Building – No. 12, 3 Thang 2 Street, Ward 8, Vung Tau City, Ba Ria - Vung Tau Province.
- Telephone: 0254.3613518 Email: info@diccons.vn
- Charter capital: 577,492,670,000 VND (Five hundred seventy-seven billion, four hundred ninety-two million, six hundred seventy thousand VND).
- Stock symbol: DC4
- Governance model: General Meeting of Shareholders, Board of Directors, General Director and Audit Committee under the Board of Directors.
- The implementation of internal audit: Implemented.

I. Activities of the General Meeting of Shareholders (GMS):

During the period, the Company held 01 annual General Meeting of Shareholders on Date 26/04/2024 with the Resolution passed in detail as follows:

No.	Resolution No	Date	Content
01	01/NQ-DHCD.2024 (01/BB-DHCD.2024)	26/04/2024	<ol style="list-style-type: none">1. Approving the Board of Directors' report on business performance in 2023 and directions and tasks for 2024.2. Approving the Report summarizing Production and Business activities in 2023 and the Production and Business Plan for 2024.3. Approving the audited financial statements for 2023.4. Approving the profit distribution plan for 2023.

			<p>5. Approving the plan to issue additional shares to increase Charter capital.</p> <p>6. Approving the dismissal and election of additional Board of Directors' members for term 5 (2023-2028).</p> <p>7. Approving the Report of the independent Member of the Board of Directors in the Audit Committee for 2023.</p> <p>8. Approving the Report on the implementation of projects in 2023 and the Investment Plan for projects in 2024.</p> <p>9. Approval of the Report on remuneration and allowances for the Board of Directors and supporting departments in 2023; and the Plan for remuneration and allowances in 2024.</p> <p>10. Approval of the selection of an audit unit for the semi-annual financial statements and the 2024 financial statements.</p> <p>11. Approval of the change in the form of investment cooperation for the A2-1 Apartment Project with DIC Group.</p> <p>12. Approval of the signing of a contract to purchase products at DIC Group's A2-1 Apartment Project.</p> <p>13. Approval of the 2024 credit limit plan.</p>
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II. Board of Directors (The Year 2024):

1. Information on Member of the Board of Directors:

No.	Board of Directors' members	Position	Date of commencement/ceasing to be a member of the Board of Directors/Independent Board of Directors	
			Date of appointment	Date of dismissal
1	Mr. Le Dinh Thang	Chairman of the Board of Directors	14/01/2005	
2	Mr. Nguyen Van Da	Non-executive member of the Board of Directors.	11/05/2013	

3	Mr. Tran Gia Phuc	Member of the Board of Directors/General Director	03/09/2015	
4	Mr. Trinh Dinh Cuong	Independent members of the Board of Directors	22/05/2021	
5	Mrs. Le Thu Trang	Non-executive member of the Board of Directors	22/04/2022	26/04/2024
6	Mrs. Dinh Ngoc Chau Huong	Independent members of the Board of Directors	19/05/2023	
7	Mrs. Tran Thi Thu	Non-executive member of the Board of Directors.	26/04/2024	

2. Meetings of the Board of Directors:

No.	Board of Directors' members	Number of meetings attended by Board of Directors	Attendance rate	Reasons for not attending
1	Mr. Le Dinh Thang	19/19	100%	
2	Mr. Nguyen Van Da	19/19	100%	
3	Mr. Tran Gia Phuc	19/19	100%	
4	Mr. Trinh Dinh Cuong	19/19	100%	
5	Mrs. Dinh Ngoc Chau Huong	19/19	100%	
6	Mrs. Le Thu Trang	2/19	10.5%	Attended 2 meetings due to a resignation letter from the Board of Directors from 01/04/2024.
7	Mrs. Tran Thi Thu	16/19	84.2%	Attended 16 meetings due to being elected as a member of the Board of Directors from 26/04/2024

3. Supervisory activities of the Board of Directors over the Board of General Directors:

The Board of Directors' oversight of the Board of General Directors typically ensures the latter operates efficiently and complies with company regulations. Specifically, these oversight activities include:

3.1. Approving business strategies and monitoring business operations:

The Board of Directors typically participates in approving the company's business strategy proposed by the Board of General Directors to ensure it aligns with the company's long-term strategic goals and mission.

Supervision of production and business activities of the Board of General Directors through meetings and reports on tasks from project investment planning, construction organization at projects, production and business management, allocation of capital and human resources, contract signing, and personnel organization. The Board of Directors constantly monitors the company's business activities to ensure the Board of General Directors carries them out effectively and responsibly.

3.2. Supervision of member units' operations:

Monitoring and directing the Board of General Directors to regularly monitor, inspect, and urge production and business activities of subordinate units to promptly overcome difficulties and improve their operational efficiency.

3.3. Financial supervision:

The Board of Directors evaluates and approves medium and long-term financial plans, ensuring that investment projects and construction works are appropriately financially allocated and comply with approved financial resources. The Board of Directors regularly requests the Board of General Directors to clarify activities in production and business, and plans for finance-related operations to ensure transparent and clear management.

The Board of Directors supervises and approves periodic financial reports, evaluating the company's profits, expenses, and investments.

3.4. Human resources strategy supervision:

Human resources play a decisive role in the Company's development. Especially in the construction industry, the workforce plays a crucial role. The Board of Directors oversees the Board of General Directors' human resource strategies, including recruiting, training, and developing a qualified workforce that meets the requirements of construction projects.

3.5. Risk Management and Legal Compliance:

The Board of Directors oversees the risk management and legal compliance policies established by the Board of Management to ensure the company's adherence to regulations and avoidance of unnecessary risks.

3.6. Review of Reports and Performance Evaluation of the Board of Management:

The Board of Directors holds regular meetings with the Board of Management to review reports on the company's operational status, project progress, financial situation, and other prominent issues.

The Board of Directors conducts performance evaluations of the Board of Management and its members to ensure they operate at the highest level of effectiveness and professionalism.

- These activities help the Board of Directors ensure continuity and sustainability in the company's management and development under the leadership of the Board of Management. The Board of Directors assesses the Board of Management's proper execution of assigned functions and duties, full compliance with current legal regulations, adherence to Resolutions of the General Meeting of Shareholders and the Board of Directors, close monitoring of the unit's production and business situation, and effective care for employees' well-being.

4. Activities of the Board of Directors' subcommittees:

The company has not yet established subcommittees to support the Board of Directors. However, the Board of Directors has assigned 01 non-executive Board of Directors' member to additionally take charge of salary and bonus matters to enhance the effectiveness of the company's human resources work. During the period, the non-executive Board of Directors' member in charge of salary and bonus matters carried out the following activities:

- + Regularly communicated regarding work-related matters with departments and personnel directly involved in the company's salary and bonus work to stay informed about the situation.
- + Participated in meetings to evaluate the Board of Management's work effectiveness for each unit, department, and employee to make recommendations on the company's salary and bonus policies.
- + Kept updated on current legal documents concerning employee salary and bonus policies and the actual income situation of comparable companies in the locality, thereby providing appropriate contributions and improvements to the company's salary and bonus regulations.

5. Resolutions of the Board of Directors:

No.	Resolution/ Decision No.	Date	Content	Approval rate
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01	13/NQ.NK5-HĐQT.DICcons	12/01/2024	Extension of short-term credit limit and mortgage of assets at Vietnam Investment and Development Joint Stock Commercial Bank, Ba Ria - Vung Tau Branch to borrow capital for production-business activities.	100%
02	14/NQ-HĐQT.DICcons	02/03/2024	Approval of the time, place, and record date for the 2024 Annual General Meeting of Shareholders.	100%
03	16/NQ.NK5-HĐQT.DICcons	04/04/2024	<ul style="list-style-type: none"> - Approval of the content and documents for the 2024 Annual General Meeting of Shareholders. - Approval of the change in the time of the 2024 Annual General Meeting of Shareholders. - Approval of the resignation of Board of Directors' member, Ms. Le Thu Trang. 	100%
04	16A/NQ-HĐQT.NK5	04/28/2024	Approval of the business loan plan at Southeast Asia Commercial Joint Stock Bank.	100%
05	17/NQ-HĐQT.NK5	05/09/2024	Implementing the plan to issue additional shares to increase Charter capital in 2024, approving the Report on share issuance to pay 2023 dividends and the Public Offering Registration Dossier.	100%
06	18A/NQ-HĐQT.NK5	06/10/2024	Approval of the appointment of an Audit Committee member.	100%
07	18/NQ-HĐQT.NK5	06/11/2024	Closing the list of shareholders for 2023 dividend payment.	100%
08	19/NQ-HĐQT.NK5	06/11/2024	Approval of credit loan at BIDV Bank - Ba Ria Vung Tau Branch.	100%
09	20/NQ-HĐQT.NK5	06/27/2024	Approval of amendments and supplements to the Public Offering Registration Dossier.	100%
10	21/NQ-HĐQT.NK5	07/24/2024	Approval of the policy to borrow capital from Military Commercial Joint Stock Bank - Vung Tau Branch.	100%

11	22/NQ-HĐQT.NK5	09/27/2024	Transferring the collateral currently mortgaged at Vietnam Russia Joint Venture Bank - Vung Tau Branch to Vietnam Bank for Investment and Development (BIDV) - Ba Ria Vung Tau Branch to secure the Company's loans at BIDV.	100%
12	23A/NQ-HĐQT.NK5	09/27/2024	Approval of the adjustment to the medium-term loan plan at Military Commercial Joint Stock Bank - Vung Tau Branch.	100%
13	23/NQ-HĐQT.NK5	09/27/2024	Acquiring land lease right of land plots on 2/9 Street, Ward 11, Vung Tau City and acquiring a 5,682m2 land area in Phu My Town to invest in an apartment project.	100%
14	24/NQ-HĐQT.NK5	10/04/2024	Amending the Objectives and Plan for using the proceeds from the share offering.	100%
15	25/NQ-HĐQT.NK5	10/22/2024	Mortgaging assets to secure Vinawindow Limited Liability Company's loan at Vietnam Bank for Investment and Development (BIDV) - Ba Ria Vung Tau Branch.	100%
16	26/NQ-HĐQT.NK5	10/24/2024	Amending and supplementing the Public Offering Registration Dossier.	100%
17	28/QĐ.HĐQT. DICcons	12/10/2024	Issuing the Charter of DIC Holdings Construction Joint Stock Company (16th Amendment and Supplement).	100%
18	29/NQ-HĐQT.NK5	12/23/2024	Advance payment of 2024 cash dividends.	100%
29	30/NQ-HĐQT.NK5	12/27/2024	Changing the Company Logo.	83.3%

III. Audit Committee:

1. Information on Audit Committee members:

No	Board of Directors' members	Position	Date started / No longer a member of the Audit Committee	Professional qualifications
1	Mr. Trinh Dinh Cuong	Head	05/22/2021	Master of Economics

2	Mrs. Le Thu Trang	Member	06/08/2022/ 04/26/2024	Bachelor of Economics, majoring in Accounting
3	Mrs. Dinh Ngoc Chau Huong	Member	10/06/2024	Bachelor of Foreign Languages

2. Audit Committee Meetings:

No.	Board of Directors' members	Number of meetings attended	Attendance Rate	Voting rate	Reasons for absence
1	Mr. Trinh Dinh Cuong	2/2	100%	100%	
2	Mrs. Le Thu Trang	1/2	50%	50%	Resigned from 26/04/2024
3	Mrs. Dinh Ngoc Chau Huong	1/2	50%	50%	Appointed from 10/06/2024

3. Audit Committee's Supervisory Activities:

- Supervising the Board of Management's operational management in production and business activities, ensuring compliance with legal regulations, adherence to the company's charter, and implementation of Resolutions of the General Meeting of Shareholders and the Board of Directors.
- Performing the supervisory function and closely monitoring the company's Board of Directors' activities.
- Supervising and inspecting accounting procedures and tax compliance regulations to ensure smooth and efficient business operations.
- Inspecting the company's transactions with contractors, partners, and suppliers to ensure transparency, reasonableness, and the absence of conflicts of interest. Especially in the construction industry, contractor selection and contract management are crucial, and the Audit Committee strengthens supervision of these activities to prevent losses and waste.

4. Coordination between the Audit Committee and the Board of Directors, the executive Board of Management, and other management personnel:

- The Board of Directors and the Board of Management always cooperate closely and create all conditions for the Audit Committee to fulfill its duties.
- The management team consistently directs departments to promptly fulfill information requests from the Audit Committee to facilitate oversight activities.
- Two Audit Committee members are also Board of Directors' members, ensuring their presence at all Board meetings and activities throughout the period.

- Regularly review and verify data in reports, financial investment status, and implementation plans of the Board of Management, providing input on cost control processes for production and business activities, and proposing solutions for any data discrepancies to the Board of Management to ensure data accuracy and transparent business results.
- Maintain regular communication with management personnel to stay informed and provide input on workflow processes.

5. Other Audit Committee activities (If any):

- Conduct periodic internal audits.
- During the year, the Audit Committee held 02 regular meetings and submitted 02 detailed reports to the Board of Directors.
- Advise the disclosure department on current accounting regulations to ensure compliance with stock market disclosure requirements.
- Advise the Board of Directors on the selection of an auditor for the Company's financial statements.
- Based on its work, the Audit Committee proposes improvements to financial processes, auditing, and internal controls to manage costs and enhance the company's operational efficiency.

IV. Board of Management

No.	Member Board of Management	Date of birth	Qualifications Major	Date of appointment/dismissal of Members of Board of Management
1	Mr. Tran Gia Phuc General Director	19/03/1977	Construction Engineer	17/02/2021
2	Mrs. Nguyen Tuyet Hoa Deputy General Director	28/07/1969	Bachelor of Economics	01/01/2018
3	Mr. Nguyen Van Tuyen Deputy General Director	19/06/1981	Construction Engineer	17/02/2021

V. Chief Accountant

Name	Date of birth	Qualifications Major	Date of appointment / dismissal
Nguyen Thi Thanh Phuong	01/05/1980	Bachelor of Economics	01/01/2018

VI. Training courses on corporate governance:

List of Board of Directors' members, Audit Committee members, other management personnel, and the Company Secretary who have previously participated in corporate governance training courses and hold completion certificates:

1. Mr. Le Dinh Thang – Chairman of the Board of Directors.
2. Mr. Nguyen Van Da – Vice Chairman of the Board of Directors.
3. Mr. Tran Gia Phuc – Member of the Board of Directors, General Director.
4. Ms. Nguyen Tuyet Hoa – Vice General Director, Chief Financial Officer, Authorized Information Discloser.
5. Mr. Bui Dinh Phong – Secretary of the Board of Directors, Head of Corporate Governance, Head of Planning Department.
6. Mr. Le Tran Manh Cuong – Deputy Head of Technical Department.

VII. The list of affiliated persons of the listed company (2024 Report) and transactions of affiliated persons of the Company:

Detailed information is provided in Appendix I.

VIII. Share transactions of internal persons and their affiliated persons (2024 Report):

Detailed information is provided in Appendix II.

IX. Other significant issues

- The Company successfully held its 2024 Annual General Meeting of Shareholders on Date 26/04/2024 at the Pullman Vung Tau Hotel Conference Center – No. 15 Thi Sach, Ward 8, Vung Tau City, Ba Ria – Vung Tau Province.

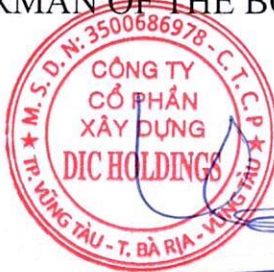
At the 2024 Annual General Meeting of Shareholders, the dismissal of Member of the Board of Directors, Ms. Le Thu Trang, following her resignation letter, was approved, and Ms. Tran Thi Thu was elected as a new Member of the Board of Directors for Term V (2023-2028).

**DIC HOLDINGS CONSTRUCTION JOINT STOCK
COMPANY**

CHAIRMAN OF THE BOARD OF DIRECTORS

Recipients:

- To whom it may concern;
- File P.KH;



LE DINH THANG

Appendix I. The list of affiliated persons of the listed company and transactions of affiliated persons of the Company and the Company:

1. The list of affiliated persons of the Company:

No.	Organization/Individual Name	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/inter-internal shareholder
1	Construction Investment and Development Joint Stock Corporation			3500101107 (19/08/2024, Department of Planning and Investment of Ba Ria - Vung Tau province)	265 Le Hong Phong, Ward 8, Vung Tau City	03/11/2008			Shareholder owning over 10% of voting shares
2	Housing Development and Trading Joint Stock Company			0300446236 (10/11/2023, Department of Planning and Investment of Ho Chi Minh City)	36 Bui Thi Xuan, Ben Thanh Ward, District 1, Ho Chi Minh City	29/08/2019			Shareholder owning over 10% of voting shares
3	Le Dinh Thang		Chairman of the Board of Directors; Legal Representative			14/01/2005			Internal persons
3.1	Pham Thi Thuy								
3.2	Le Ngoc Anh								
3.3	Le Ngoc Minh								
3.4	Le Ngoc Ha								
3.5	Le Minh Chau								
3.6	Le Dinh Thu								
3.7	Do Thi Kim Cuc								
3.8	Le Thi Ly								
3.9	Le Dinh Tuong								
3.10	Nguyen Thi Tram Thuong								
3.11	Le Dinh Thuc								
3.12	Vu Thi Ngoc Muoi								
3.13	Nguyen Thi Thanh Thuy	006C060501							

No.	Organization/Individual Name	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/INTERNAL shareholder
3.14	Pham Duy Tu								
3.15	Pham Thi Thuc								
3.16	Hoang Nguyen Long Co., Ltd.			3501786527 (Department of Planning and Investment of Ba Ria-Vung Tau Province)	Khu Pho 1, Hac Dich Ward, Phu My Town, Ba Ria-Vung Tau Province	26/11/2015			Mr. Le Dinh Thang is the legal representative.
3.17	Vuong Dien Real Estate Investment Joint Stock Company			3502369445 (Ba Ria-Vung Tau Department of Planning and Investment)	No. 12, 3 Thang 2 Street, Ward 8, Vung Tau City, Ba Ria-Vung Tau Province	30/07/2018			Mr. Le Dinh Thang is the legal representative.
3.18	Vung Tau Centre Point One Member Limited Liability Company			3502502337 (26/06/2023, Ba Ria-Vung Tau Department of Planning and Investment)	No. 12, 3 Thang 2 Street, Ward 8, Vung Tau City, Ba Ria-Vung Tau Province	26/06/2023		Mr. Le Dinh Thang is the Director.	The company has been dissolved.
4	Nguyen Van Da		Deputy Chairman of the Board of Directors			01/06/2007			Internal persons
4.1	Dao Thi Noi Linh								
4.2	Nguyen Phuong Mai								
4.3	Nguyen Phuong Quynh								
4.4	Nguyen Quang Minh								
4.5	Nguyen Thi Phuong								
4.6	Cao Duc Che								
4.7	Nguyen Xuan Khoat								
4.8	Nguyen Van Chuc								
4.9	Nguyen Thi Phuong								

No.	Organization/Individual Name	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/INTERNAL shareholder
4.10	Nguyen Van Nghi								
4.11	Dam Thi Thuy								
4.12	Dao Van Doan								
4.13	Pham Thi Tao								
4.14	Vinawindow Limited Liability Company			3502422138 (25/05/2023, Department of Planning and Investment of Ba Ria-Vung Tau province)	No. 12 Road, Dong Xuyen Industrial Park, Rach Dua Ward, Vung Tau City, Ba Ria-Vung Tau	15/05/2023			Mr. Nguyen Van Da is the legal representative
5	Tran Gia Phuc		Member of the Board of Directors; General Director	036077012645 (17/06/2022, Police Department for Administrative Management of Social Order)	324/15B Binh Gia, Nguyen An Ninh Ward, Vung Tau City	01/07/2014			Internal person
5.1	Nguyen Thi Kiem Lien								
5.2	Tran Nguyen Thai Hang								
5.3	Tran Duc Minh								
5.4	Tran Linh Dan								
5.5	Tran Thi Kim Oanh								
5.6	Vu Ngoc Lam								
5.7	Tran Quoc Phuong			026099749 (11/11/2015, The Ho Chi Minh City Public Security Department)	503/1 Ben Binh Dong, Ward 13, District 8, Ho Chi Minh City	01/07/2014			Order Brother
5.8	Tran Thi Hien			025698347 (19/11/2012, The Ho Chi Minh City Public Security Department)	503/1 Ben Binh Dong, Ward 13, District 8, Ho Chi Minh City	01/07/2021			Elder sister-in-law

11/5/2023

No.	Organization/Individual Name	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/inter-ual shareholder
5.9	Tran Thi Tuyet Mai								
5.10	Kang Ho Jin								
5.11	Nguyen Dinh Hoa								
5.12	Do Thi Thanh	006C083224							
5.14	DIC Construction Materials Joint Stock Company			3500592913 (26/06/2019, Department of Planning and Investment of Ba Ria-Vung Tau province)	61 QL51, Kim Dinh, Ba Ria, Ba Ria - Vung Tau	05/03/2021	12/05/2023		Mr. Tran Gia Phuc is Chairman of the Board of Directors of DIC Construction Materials Joint Stock Company
6	Trinh Dinh Cuong		Independent Member of the Board of Directors			22/05/2021			Internal persons
6.1	Ngo Thi Huyen								
6.2	Trinh Anh Tuan								
6.3	Trinh Huyen Nina								
6.4	Le Thi Phuong								
6.5	Trinh Dinh Dung								
6.6	Trinh Thi Yen								
6.7	Nguyen Thi Hanh								
6.8	Le Van Trung								
6.9	Rong Viet Tax Accounting Financial Services Co., Ltd.			3501779463 (Department of Planning and Investment of Ba Ria-Vung Tau province)	No. 12 Doi Can, Ward 8, Vung Tau City	22/05/2021			Mr. Trinh Dinh Cuong is Chairman of the

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No.	Organization/Individual Name	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/INTERNAL shareholder
									Members' Council
6.10	Rong Viet Training Joint Stock Company			3502258287 (Department of Planning and Investment of Ba Ria-Vung Tau province)	No. 12 Doi Can, Ward 8, Vung Tau City	22/05/2021			Mr. Trinh Dinh Cuong is Chairman of the Board of Directors
6.11	Ba Ria - Vung Tau Dairy Joint Stock Company			3501725436 (Department of Planning and Investment of Ba Ria-Vung Tau province)	Hamlet 3, Toc Tien Commune, Phu My Town, BRVT	22/05/2021			Mr. Trinh Dinh Cuong is Chairman of the Board of Directors
6.12	Rong Viet Group Investment Joint Stock Company			3501818987 (Department of Planning and Investment of Ba Ria-Vung Tau province)	No. 12 Doi Can, Ward 8, Vung Tau City	22/05/2021			Mr. Trinh Dinh Cuong is the Chairman of the Board of Directors
6.13	Rong Viet Land Investment Joint Stock Company			3502385461 (Department of Planning and Investment of Ba Ria-Vung Tau province)	79 Pham Hong Thai, Ward 7, Vung Tau City	22/05/2021			Mr. Trinh Dinh Cuong is the Legal Representative
7	Le Thu Trang					04/22/2022	04/26/2024	Dismissal of Board of Directors' members	Internal persons
7.1	Le Tuan Hai								
7.2	Nguyen Thi Thanh								
7.3	Le Thanh Long								
7.4	Nguyen Van Bao								
7.5	Nguyen Bao Khoa								
7.6	Nguyen Bao Giang								

No.	Organization/Individual Name	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/INTERNAL shareholder
7.7	Nguyen Van Be								
7.8	Nguyen Thi Sinh								
7.9	Construction Investment and Development Joint Stock Company No. 1			3500613828 (06/13/2022, Department of Planning and Investment of Ba Ria-Vung Tau province)	265 Le Hong Phong, Ward 8, Vung Tau City	05/30/2022	04/26/2024	Dismissal of Board of Directors' members by the General Meeting of Shareholders	Ms. Le Thu Trang appointed as a Board of Directors' member
7.10	DIC Tourism Company Limited			3502415606 (01/08/2020, Department of Planning and Investment of Ba Ria-Vung Tau province)	No. 169 Thuy Van, Ward 8, Vung Tau City, Ba Ria - Vung Tau Province	02/01/2023	04/26/2024	Dismissal of Board of Directors' members by the General Meeting of Shareholders	Ms. Le Thu Trang appointed as a Board of Directors' member
8	Dinh Ngoc Chau Huong		Independent Board of Directors' member			05/19/2023			Internal persons
8.1	Tran Hieu Trung								
8.2	Tran Ngoc Bao Tran								
8.3	Tran Thien Nhan								
8.4	Dinh Trong Ky								
8.5	Phan Thi Nga								
8.6	Dinh Thi Mai Huong								
8.7	Vu Van Dan								
8.8	Dinh Thi Thuy Huong								
8.9	Pham Quoc Trung								
8.10	Dinh Thi Thien Huong								

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No.	Organization/Individual Name	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/internal shareholder
8.11	Dinh Chi Minh								
8.12	Bui Thi Xuan Cuc								
8.13	Dinh Ngoc Thu Huong								
8.14	Tran An Khanh								
8.15	Dinh Truong Chinh								
8.16	Tran Tan								
8.17	Nguyen Thi Thao								
8.18	FR Real Estate Financial Investment Joint Stock Company			0104203170 (06/08/2010, Hanoi Department of Planning and Investment)	2nd Floor, CT3 Building, 81 Le Duc Tho, My Dinh 2 Ward, Nam Tu Liem District, Hanoi, Vietnam	19/05/2023			Ms. Dinh Ngoc Chau Huong as a Board of Directors' member
8.19	HDTC Land Joint Stock Company			0316238619 (14/04/2020, Ho Chi Minh City Department of Planning and Investment)	36 Bui Thi Xuan, HDTC Building, Ben Thanh Ward, District 1, Ho Chi Minh City	19/05/2023			Ms. Dinh Ngoc Chau Huong as General Director
9	Tran Thi Thu		Board of Directors' members			26/04/2024		Elected as a Board of Directors' member for term V	Internal persons
9.1	Tran Ngoc Hung								
9.2	Nguyen Thi Cuc								
9.3	Tran Thi Huyen								

No.	Organization/Individual Name	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/internal shareholder
9.4	Tran Duy Hung								
9.5	Phan Hoang Long								
9.6	Phan Van Phuoc								
9.7	Nguyen Thi Thu Ha								
9.8	Phan Tran Khoi Nguyen								
9.9	Dinh Chi Binh								
9.10	Le Thi Huong								
9.11	Concrete Construction Investment Development Joint Stock Company.			3500732286 (01/01/2006, Department of Planning and Investment of Ba Ria-Vung Tau Province)	169 Thuy Van, Thang Tam Ward, Vung Tau City	26/04/2024		Qualified Candidate elected as Board of Directors' members	Ms. Tran Thi Thu serves as a Board of Directors' members
9.12	Investment and Construction Development Joint Stock Company (DIC) No. 2			3500707730 (28/06/2005, Department of Planning and Investment of Ba Ria-Vung Tau Province)	No. 5, Street 6, Chi Linh Urban Area, Vung Tau City.	26/04/2024		Qualified Candidate elected as Board of Directors' members	Ms. Tran Thi Thu serves as a Board of Directors' members
9.13	Construction Investment and Development Joint Stock Company No. 1			3500613828 (17/05/2007, Department of Planning and Investment of Ba Ria-Vung Tau Province)	265 Le Hong Phong, Ward 8, Vung Tau City.	26/04/2024		Qualified Candidate elected as Board of Directors' members	Ms. Tran Thi Thu serves as a Board of Directors' members
10	Nguyen Tuyet Hoa		Deputy Director / Chief Financial Officer / Person in charge of information disclosure			30/05/2006			internal persons

No.	Organization/Individual Name	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/external shareholder
10.1	DIC Construction Materials Joint Stock Company			3500592913 (26/06/2019, Department of Planning and Investment of Ba Ria-Vung Tau Province)	61 QL51, Kim Dinh, Ba Ria, Ba Ria - Vung Tau	31/05/2019			Ms. Nguyen Tuyet Hoa serves as a Board of Directors' members
10.2	Nguyen Xuan Chuc								
10.3	Chu Thi Hoa								
10.4	Hoang Van Trung								
10.5	Hoang Truong Giang								
10.6	Hoang My Linh								
10.7	Nguyen Manh Hung								
10.8	Nguyen Quang Huy								
10.9	Nguyen Tien Hoa								
10.10	Pham Thi Van								
10.11	Pham Thi Thanh Van								
10.12	Nguyen Thi Thanh Thuy								
11	Nguyen Van Tuyen		Deputy General Director			17/02/2021			Internal person
11.1	Nguyen Duong Thanh Hong								
11.2	Nguyen Tien Nam								
11.3	Nguyen Khanh Chi								
11.4	Nguyen Van Thang								
11.5	Nguyen Thi Chuyen								
11.6	Nguyen Huu Lo								
11.7	Duong Thanh Hoa								
11.8	Nguyen Thi Nhung								
11.9	Pham Chi Cao								

No.	Organization/Individual Name	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/INTERNAL shareholder
12	Nguyen Thi Thanh Phuong		Chief Accountant			01/01/2018			Internal person
12.1	Nguyen Quang An								
12.2	Diep Thi Minh								
12.3	Dang Quang Thinh	002C053450							
12.4	Dang Anh Duc								
12.5	Dang Binh An								
12.6	Dang Quynh Anh								
12.7	Dang Quang Bau								
12.8	Vu Thi Yen								
12.9	Nguyen Thi Chien								
12.10	Dao Duc Hanh								
12.11	Nguyen Kim Anh								
12.12	Nguyen Tuan Anh								
13	Bui Dinh Phong		Person in charge of corporate governance			20/10/2020			Internal persons
13.1	Truong Thi Lam								
13.2	Nguyen Thi Huan								
13.3	Mai Thi Phuong								
13.4	Bui Hoang Viet								
13.5	Bui Hoang Minh								
13.6	Bui Bao Anh								

No.	Organization/Individual Name	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/external shareholder
13.7	Bui Thi Hong Phuong								
13.8	Pham Trung Dung								
13.9	Bui Duc Canh								
13.10	Nguyen Thi Huyen								
13	DIC Construction Materials Joint Stock Company			3500592913 (04/06/2021, Department of Planning and Investment of Ba Ria-Vung Tau province)	Ap Tan Chau, Chau Pha Commune, Phu My Town, Ba Ria - Vung Tau Province	05/31/2019			Company's subsidiaries
13.1	Pham Dang Lam			273326378 (08/06/2014, Ba Ria - Vung Tau Police Department for Administrative Management of Social Order)	38 Ngo Duc Ke, Long Toan Ward, Ba Ria City, Ba Ria - Vung Tau Province	03/05/2021			Director of DIC Materials Company
13.2	Nguyen Tuyet Hoa		Deputy General Director / Chief Financial Officer / Information Disclosure Officer			03/26/2021			Member of the Board of Directors of DIC Materials
13.3	Tran Gia Phuc		Member of the Board of Directors cum General Director			05/12/2023			Chairman of the Board of Directors of DIC Materials Company
14	Vinawindow Limited Liability Company			3502422138 (05/25/2023, Department of Planning and Investment of Ba Ria-Vung Tau province)	Road No. 12, Dong Xuyen Industrial Park, Rach Dua Ward, Vung Tau City, Ba Ria Vung Tau	04/21/2020			Company's subsidiaries
14.1	Nguyen Van Da	72	Vice Chairman of the Board of Directors			05/15/2023		Appointment	Chairman cum Director of Vinawindow

Note: NSH No *: ID card/CCCD/Passport No (for individuals) or Business Registration Certificate No, License on Operations or equivalent legal documents (for organizations).

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

No.	Name of organization/individual	Relationship with the Company	NSH No. *, date of issue, place of issue	Address of head office/ Address	Time of transactions with the Company	Resolution/Decision No. of the General Meeting of Shareholders/Board of Directors... approved (if any, specifying date of issue)	Content, quantity, total value of transaction	Note
01	DIC Construction Materials Joint Stock Company	Company's subsidiaries	3500592913 (04/06/2021, Department of Planning and Investment of Ba Ria-Vung Tau province)	Ap Tan Chau, Chau Pha Commune, Phu My Town, Ba Ria - Vung Tau Province.	09/12/2022	71/NQ-HDQT.DICcons dated 09/12/2022 (Approval of loan from DIC Construction Materials Joint Stock Company to serve production and business activities)	Credit contract No. 01/HĐTDNH/2022 dated 09/12/2022 with a value of 19.5 billion VND.	Company's subsidiaries held by DICcons with over 96% of charter capital
02	Vinawindow Limited Liability Company.	Company's subsidiaries	3502422138 (25/05/2023, Department of Planning and Investment of Ba Ria - Vung Tau province)	No. 12 Road, Dong Xuyen Industrial Park, Vung Tau City, BRVT.	02/02/2024	06/NQ.NK5-HDQT.DICcons dated 09/06/2023 (Approval of the signing of outsourcing contracts and transactions between the Company and its subsidiaries)	Supplied and installed aluminum and glass doors, exterior curtain walls for floors 6-23 of the A2-1 Apartment Building under contract No. 06A/HĐGK.DICcons-VNW dated 02/02/2024 with a value of 26.8 billion VND and Contract Appendix No. 01-06A/HĐGK.DICcons-VNW dated 20/12/2024 with a value of 17 billion VND.	Company's subsidiaries in which DICcons holds 100% of the Charter capital.

03	DIC Corp.	Related/ Affiliated Company	3500101107 (19/08/2024, Department of Planning and Investment of Ba Ria - Vung Tau province)	265 Le Hong Phong, Ward 8, Vung Tau City	14/06/2024	06/NQ.NK5-HDQT.DICcons dated 06/09/2023 (Approval of the signing of subcontracts and transactions between the Company and its subsidiaries).	Supplied and installed glass railings for indoor staircases, balcony - swimming pool glass railings for the A2-1 Apartment Building under contract No. 45/HĐGK.DICcons-VNW dated 14/06/2024 with a total value of 6.02 billion VND and Contract Appendix No. 01-45/HĐGK.DICcons- VNW dated 06/11/2024 with a value of 234 million VND.	Shareholders owning more than 10% of the voting shares.
					14/06/2024	06/NQ.NK5-HDQT.DICcons dated 06/09/2023 (Approval of the signing of subcontracts and transactions between the Company and its subsidiaries).	Subcontracted labor for installation at the A2-1 Apartment Building under contract No. 89/HĐGK.DICcons-VNW dated 26/11/2024 with a total value of 681.5 million VND.	
					25/12/2023	09/NQ.NK5-HDQT.DICcons 25/12/2023 Approval of the signing and content of the land lease right transfer contract for Land Lot A2-1, Chi Linh Central Area, Vung Tau City.	Land lease right transfer contract No. 140/HĐCNA2- 1.DIC Group with a contract value of 289.76 billion VND.	
					28/12/2023	10/NQ.NK5-HDQT.DICcons 28/12/2023 Approval of the contract to purchase apartments belonging to the A2-1 Apartment Project, Chi Linh Central Area, Vung Tau City.	Contract for the sale of future apartments dated 29/12/2023.	

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3. Transactions between internal persons of the listed company and their affiliated persons with the Company's subsidiaries and companies controlled by the listed company: None.

4. Transactions between the Company and other objects:

4.1. Transactions between the company and companies where Members of the Board of Directors, Members of the Audit Committee, General Director have been founding members or Members of the Board of Directors, General Director within the last three (03) years (calculated at the time of reporting): None

4.2. Transactions between the company with companies where affiliated persons of Members of the Board of Directors, General Director are Members of the Board of Directors, General Director: Already listed in Section 2 of Appendix I.

4.3. Other transactions of the company (if any) that may bring material or immaterial benefits to Members of the Board of Directors, General Director: None.

Appendix II. Share transactions of internal persons and their affiliated persons:

1. The list of internal persons and their affiliated persons (at the closing date of the shareholder list on January 09, 2025):

No.	Name	Securities trading account (If any)	Position at the company (If any)	ID card/CCCD/Passport number (date of issue, place of issue)	Contact address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1	Le Dinh Thang		Chairman of the Board of Directors; Legal Representative			5,843,367	10.12%	
1.1	Pham Thi Thuy					660,000	1.14%	

1.2	Le Ngoc Anh						0	0%	
1.3	Le Ngoc Minh						0	0%	
1.4	Le Ngoc Ha						0	0%	
1.5	Le Minh Chau						0	0%	
1.6	Le Dinh Thu						0	0%	
1.7	Do Thi Kim Cuc						0	0%	
1.8	Le Thi Ly						0	0%	
1.9	Le Dinh Tuong						0	0%	
1.10	Nguyen Thi Tram Thuong						0	0%	
1.11	Le Dinh Thuc						0	0%	
1.12	Vu Thi Ngoc Muoi						0	0%	
1.13	Nguyen Thi Thanh Thuy						1,046	0.002%	
1.14	Pham Duy Tu						0	0%	
1.15	Pham Thi Thuc						0	0%	
1.16	Hoang Nguyen Long Limited Liability Company				3501786527 (Department of Planning and Investment of Ba Ria- Vung Tau Province)	Zone 1, Hac Dich Ward, Phu My Town, Ba Ria - Vung Tau Province	0	0%	

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1.17	Vuong Dien Real Estate Investment Joint Stock Company			3502369445 (Department of Planning and Investment of Ba Ria-Vung Tau Province)	No. 12, 3 Thang 2 Street, Ward 8, Vung Tau City, Ba Ria - Vung Tau Province	0	0%	
2	Nguyen Van Da		Deputy Chairman of the Board of Directors			627,162	1.09%	
2.1	Dao Thi Noi Linh					0	0%	
2.2	Nguyen Phuong Mai					0	0%	
2.3	Nguyen Phuong Quynh					0	0%	
2.4	Nguyen Quang Minh					0	0%	
2.5	Nguyen Thi Phuong					0	0%	
2.6	Cao Duc Che					0	0%	
2.7	Nguyen Xuan Khoat					0	0%	
2.8	Nguyen Van Chuc					0	0%	
2.9	Nguyen Thi Phuong					0	0%	
2.10	Nguyen Van Nghi					0	0%	
2.11	Dam Thi Thuy					0	0%	
2.12	Dao Van Doan					0	0%	
2.13	Pham Thi Tao					0	0%	

2.14	Vinawindow Limited Liability Company				3502422138 (25/05/2023, Police Department for Administrative Management of Social Order)	Road No. 12, Dong Xuyen Industrial Park, Rach Dua Ward, Vung Tau City, Ba Ria - Vung Tau Province	0	0%	
3	Tran Gia Phuc			Member of the Board of Directors; General Director			483,500	0.84%	
3.1	Nguyen Thi Kiem Lien						0	0%	
3.2	Tran Nguyen Thai Hang						0	0%	
3.3	Tran Duc Minh						0	0%	
3.4	Tran Linh Dan						0	0%	
3.5	Tran Thi Kim Oanh						0	0%	
3.6	Tran Quoc Phuong						0	0%	
3.7	Tran Thi Hien						0	0%	
3.8	Tran Thi Tuyet Mai						0	0%	
3.9	Kang Ho Jin						0	0%	
3.10	Nguyen Dinh Hoa						0	0%	
3.11	Do Thi Thanh	006C083224					0	0%	
3.12	Vinawindow Limited Liability Company				3502422138 (25/05/2023, Ba Ria- Vung Tau Province)	Road No. 12, Dong Xuyen Industrial Park,	0	0%	

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6.16	Tran Tan						0	0%	
6.17	Nguyen Thi Thao						0	0%	
6.18	FR Real Estate Financial Investment Joint Stock Company				0104203170 (06/08/2010, Hanoi D.P.I)	2nd Floor, CT3 Building, 81 Le Duc Tho, My Dinh 2 Ward, Nam Tu Liem District, Hanoi City, Vietnam	0	0%	
6.19	HDTCT Land Joint Stock Company				0316238619 (14/04/2020, HCMC D.P.I)	36 Bui Thi Xuan, HDTCT Building, Ben Thanh Ward, District 1, Ho Chi Minh City	0	0%	
7	Tran Thi Thu				Board of Directors' members		0	0%	
7.1	Tran Ngoc Hung						0	0%	
7.2	Nguyen Thi Cuc						0	0%	
7.3	Tran Thi Huyen						0	0%	
7.4	Tran Duy Hung						0	0%	
7.5	Phan Hoang Long						0	0%	
7.6	Phan Van Phuoc						0	0%	
7.7	Nguyen Thi Thu Ha						0	0%	
7.8	Phan Tran Khoi Nguyen						0	0%	
7.9	Dinh Chi Binh						0	0%	

7.10	Le Thi Huong						0	0%	
7.11	Concrete Construction Development Investment Joint Stock Company				3500732286 (01/01/2006, Department of Planning and Investment of Bà Rịa-Vũng Tàu Province)	169 Thuy Van, Thang Tam Ward, Vung Tau City	0	0%	
7.12	Construction Investment Development Joint Stock Company (DIC) No. 2				3500707730 (28/06/2005, Department of Planning and Investment of Bà Rịa-Vũng Tàu Province)	No. 5, Street No. 6, Chí Linh Urban Area, Vũng Tàu City.	0	0%	
7.13	Construction Investment Development Joint Stock Company No. 1				3500613828 (17/05/2007, Department of Planning and Investment of Bà Rịa-Vũng Tàu Province)	265 Le Hong Phong, Ward 8, Vung Tau City.	0	0%	
8	Nguyen Tuyet Hoa				Deputy General Director / Chief Financial Officer / Information Disclosure Officer		59,216	0.10%	

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8.1	DIC Construction Materials Joint Stock Company			3500592913 (26/06/2019, Department of Planning and Investment of Bà Rịa-Vũng Tàu Province)	61 QL51, Kim Dinh, Ba Ria, Ba Ria - Vung Tau	0	0%	
8.2	Nguyen Xuan Chuc					0	0%	
8.3	Chu Thi Hoa					0	0%	
8.4	Hoang Van Trung	006C028339				0	0%	
8.5	Hoang Truong Giang					0	0%	
8.6	Hoang My Linh					0	0%	
8.7	Nguyen Manh Hung					0	0%	
8.8	Nguyen Quang Huy					0	0%	
8.9	Nguyen Tien Hoa					0	0%	
8.10	Pham Thi Van					0	0%	
8.11	Pham Thi Thanh Van					0	0%	
8.12	Nguyen Thi Thanh Thuy					0	0%	
9	Nguyen Van Tuyen		Deputy General Director			51,116	0.09%	
9.1	Nguyen Duong Thanh Hong					0	0%	
9.2	Nguyen Tien Nam					0	0%	
9.3	Nguyen Khanh Chi					0	0%	

9.4	Nguyen Van Thang						0	0%
9.5	Nguyen Thi Chuyen						0	0%
9.6	Nguyen Huu Lo						0	0%
9.7	Duong Thanh Hoa						0	0%
9.8	Nguyen Thi Nhung						0	0%
9.9	Pham Chi Cao						0	0%
10	Nguyen Thi Thanh Phuong		Chief Accountant				86,539	0.15%
10.1	Nguyen Quang An						0	0%
10.2	Diep Thi Minh						0	0%
10.3	Dang Quang Thinh						0	0%
10.4	Dang Anh Duc						0	0%
10.5	Dang Binh An						0	0%
10.6	Dang Quynh Anh						0	0%
10.7	Dang Quang Bau						0	0%
10.8	Vu Thi Yen						0	0%
10.9	Nguyen Thi Chien						0	0%
10.10	Dao Duc Hanh						0	0%
10.11	Nguyen Kim Anh						0	0%
10.12	Nguyen Tuan Anh						0	0%

11	Bui Dinh Phong	003C700998	Person in charge of company administration			46,050	0.08%	
11.1	Truong Thi Lam					0	0%	
11.2	Nguyen Thi Huan					0	0%	
11.3	Mai Thi Phuong					0	0%	
11.4	Bui Hoang Viet					0	0%	
11.5	Bui Hoang Minh					0	0%	
11.6	Bui Bao Anh					0	0%	
11.7	Bui Thi Hong Phuong					0	0%	
11.8	Pham Trung Dung					0	0%	
11.9	Bui Duc Canh					0	0%	
11.10	Nguyen Thi Huyen					0	0%	
12	DIC Holdings Construction Joint Stock Company's Trade Union		Socio-political organization of DICcons	70/QĐ-CĐ.DIC Group (21/08/2020, Trade Union of Development Investment Construction Corporation - JSC (DIC Corp))	Ruby Tower Building - No. 12, 3 Thang 2 Street, Ward 8, Vung Tau City	57,240	0.10%	

2. Transactions of internal persons and affiliated persons with shares of the company (at the closing date of the shareholder list on January 09, 2025):

No.	Transaction executor	Position / 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 increase, decrease of shares
			Number of shares	Percentage	Number of shares	Percentage	
1	Le Dinh Thang	Chairman of the Board of Directors	5,312,152	10.12%	5,843,367	10.12%	Received dividends
2	Nguyen Van Da	Vice Chairman of the Board of Directors	601,330	1.15%	627,162	1.09%	Sold shares; Received dividends
3	Tran Gia Phuc	General Director	439,546	0.84%	483,500	0.84%	Received dividends
4	Trinh Dinh Cuong	Member of the Board of Directors	10,500	0.02%	11,550	0.02%	Received dividends
5	Nguyen Tuyet Hoa	Deputy General Director; Chief Financial Officer; Person in charge of information disclosure	108,651	0.21%	59,216	0.10%	Sold shares; Received dividends
6	Nguyen Van Tuyen	Deputy General Director	111,315	0.21%	51,116	0.09%	Sold shares; Received dividends
7	Nguyen Thi Thanh Phuong	Chief Accountant	136,036	0.26%	86,539	0.15%	Sold shares; Received dividends

8	Bui Dinh Phong	Person in charge of corporate governance	94,022	0.18%	46,050	0.08%	Sold shares; Received dividends
9	Nguyen Thi Thanh Thuy	Elder sister-in-law of the Chairman of the Board of Directors	2,142	0.004%	1,046	0.002%	Sold, bought shares; Received dividends
10	Pham Thi Thuy	Wife of the Chairman of the Board of Directors	600,000	1.14%	660,000	1.14%	Received dividends
11	Investment and Construction Development Joint Stock Corporation	Shareholder owning over 10% of voting shares	18,841,340	35.89%	20,725,474	35.89%	Received dividends
12	Housing Development and Trading Joint Stock Company	Shareholder owning over 10% of voting shares	6,712,995	12.79%	7,384,294	12.79%	Received dividends
13	DIC Holdings Construction Joint Stock Company's Trade Union	Socio-political organization of DICcons	52,037	0.10%	57,240	0.10%	Received dividends

Note:

- The percentage of shares owned at the beginning of the period is calculated by the number of shares owned divided by the number of outstanding shares as of January 01, 2024 (52,499,723 shares).
- The percentage of shares owned at the end of the period is calculated by the number of shares owned divided by the number of outstanding shares as of January 09, 2025 (57,749,267 shares).