

No.: 31 /2025/BCQT-DHC SD

Da Nang, January 28th, 2026

*V/v report on corporate governance
for the year 2025*

REPORT ON CORPORATE GOVERNANCE
(for the year 2025)

To:

- The State Securities Commission;
- The Stock Exchange.

- Name of company: **DHC SUOI DOI CORPORATION**
- Address of headoffice: 158 Bui Ta Han Street, Ngu Hanh Son Ward, Da Nang City, Vietnam
- Telephone: 0236.3651.575 Fax: 0236.3651.545
- Email: www.dhcsuoidoi.vn
- Charter capital: VND 583,997,560.000
- Stock symbol: **DSD**
- Governance model: The General meeting of Shareholder, Board of Directors, Supervisory Board, Board of Managment.
- The implementation of internal audit: Not yet implemented

I. Activities of the General Meeting of Shareholders

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

No.	Resolution No.	Date	Content
01	No. 146/2025/NQ-DHDCD	24/04/2025	<ul style="list-style-type: none">- Approving on the Summary report on business operations in 2024 and the 2025 business plan- Approving on the Report on the Board of Directors' Activities in 2024 and Operational direction for 2025;- Approving on the Report on the activities of the Supervisory Board

			<p>in 2024 and the activity plan for 2025;</p> <ul style="list-style-type: none"> - Approving on the audited 2024 financial statements; - Approving on the selecting an independent auditing firm to audit the 2025 financial statements; - Approving on the 2024 profit distribution plan and the expected dividend payment for 2025; - Approving on the remuneration for the Board of Directors and the Supervisory Board in 2024 and the expected remuneration for 2025; - Approving on the changing the company's headquarters location, amending the company's charter, and updating the business registration certificate; - Approving on the issuing shares to increase charter capital from the company's equity in 2025.
02	No. 387/2025/NQ-DHDCD	16/10/2025	<ul style="list-style-type: none"> - Approving on the adjustment to the investment policy for the project of expanding the cooperation in Nui Than Tai Hot Spring Park; - Approving on the investment in the social housing project at land lot A2-4, Ngu Hanh Son Street and the access road to Tien Son Bridge. - Approving on the amendment to the Charter of DHC Suoi Doi Corporation

II. Board of Directors

1. Information about the members of the Board of Directors:

No.	Board of Directors' members	Position (Independent members of the Board of Directors, Non-executive members of the Board of Directors)	The date becoming/ceasing to be the member/independent members of the Board of Directors
-----	-----------------------------	---	--

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

2. Meetings of the Board of Directors:

No.	Board of Director' member	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
01	Ms Tran Thi Huong	21/21	100%	
02	Mr Le Minh Duc	21/21	100%	
03	Mr Pham Khac Duong	21/21	100%	
04	Ms Pham Le Thi Lan Phuong	21/21	100%	
05	Mr Ho Phong	21/21	100%	

3. Supervising the Board of Management by the Board of Directors:

The Board of Directors has organized and fully exercised its powers, functions, and duties in accordance with the Company's Charter and has fully implemented the contents of the Resolutions of the Annual General Meeting of Shareholders.

The Board of Directors consistently supervises the Management Board regarding the Company's business performance and operations, engaging in discussions on strategies and orientations, as well as the implementation of adopted resolutions and decisions.

During the year 2025, the General Director and the Board of Management successfully fulfilled their roles, as demonstrated by the timely and appropriate management solutions aligned with the orientations and directives of the Board of Directors. The policies and directives issued by the Board were fully and promptly executed by the General Director, who duly reported on the implementation results with a strong sense of responsibility. The Board of Management is composed of competent, qualified, and ethical personnel with extensive experience and understanding in their assigned areas. The achievements over the past year reflect the contributions of the General Director and the Board of Management, ensuring the continuity of business operations and strengthening the trust of customers and shareholders.

Report on the plan for the issuance of shares to increase charter capital from owners' equity in 2025.

In the third quarter of 2025, the Company issued shares to increase its share capital from owner's equity in accordance with the 2025 Annual General Meeting of Shareholders Resolution No.

146/2025/NQ-DHĐCĐ dated April 24, 2025. The total number of additionally adjusted shares is 11,299,756 shares. The total number of registered shares after adjustment is 58,399,756 shares. The total value of registered shares for trading (at par value) is VND 583,997,560,000. The first trading date of the additionally registered shares was Thursday, November 20, 2025.

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

5. Resolutions/Decisions of the Board of Directors

No.	Resolution/Decisions No.	Date	Content	Approval rate
01	No. 51/2025/NQ-HDQT-DHCSD	05/03/2025	Ref the approval of entering into a contract with a related party, DHC Ceramic Joint Stock Company.	100%
02	No. 54/2025/NQ-HDQT-DHCSD	06/03/2025	Ref the plan to organize the Annual General Meeting of Shareholders in 2025.	100%
03	No. 64/2025/NQ-HDQT-DHCSD	12/03/2025	Ref the approval of entering into a contract with a related party, DHC Ceramic Joint Stock Company.	100%
04	No. 74/2025/NQ-HDQT-DHCSD	18/03/2025	Ref the approval of entering into a contract with a related party, DHC Ceramic Joint Stock Company.	100%
05	No. 85/2025/NQ-HDQT-DHCSD	24/03/2025	Ref the approval of entering into a loan agreement between DHC Suoi Doi Joint Stock Company and Mr. Vu Van Huong.	100%
06	No. 106/2025/NQ-HDQT-DHCSD	08/04/2025	Ref the approval of entering into a contract with a related party, DHC Ceramic Joint Stock Company.	100%
07	No. 118/2025/NQ-HDQT-DHCSD	16/04/2025	Ref the approval of entering into a contract with a related party, Ms. Tran Thi Huong.	100%
08	No. 167/2025/NQ-HDQT-DHCSD	14/05/2025	Ref the implementation of the plan for the issuance of shares to increase charter capital from owners' equity in 2025.	100%

09	No. 171/2025/NQ-HDQT-DHCSD	15/05/2025	Ref the approval of entering into a loan agreement between DHC Suoi Doi Joint Stock Company and Mr. Tran Duy Long.	100%
10	No. 231/2025/NQ-HDQT-DHCSD	12/07/2025	Ref Approving the execution of contracts with a related party, DHC Investment Joint Stock Company; approving the change of the head office address and the update of the Company's Charter in accordance with new administrative boundaries.	100%
11	No. 248/2025/NQ-HDQT-DHCSD	21/07/2025	Ref The execution of a land transfer agreement between DHC Suoi Doi Joint Stock Company and Mr. Ngo Dinh Truong.	100%
12	No. 256/2025/NQ-HDQT-DHCSD	28/7/2025	Ref Approving the change of the corporate seal of DHC Suoi Doi Joint Stock Company.	100%
13	No. 291/2025/NQ-HDQT-DHCSD	28/8/2025	Ref Finalizing the list of shareholders to exercise the rights to receive shares issued for share capital increase from owner's equity in 2025.	100%
14	No. 295/2025/NQ-HDQT-DHCSD	28/8/2025	Ref The plan for organizing the 2025 Extraordinary General Meeting of Shareholders.	100%
15	No. 311/2025/NQ-HDQT-DHCSD	09/09/2025	Ref The dismissal of Mr. Tran Minh Thai from the position of Deputy Director in charge of projects.	100%
16	No. 324/2025/NQ-HDQT-DHCSD	16/09/2025	Ref The execution of agreements with a related party, DHC Song Han Joint Stock Company.	100%

17	No. 356/2025/NQ-HDQT-DHCSD	07/10/2025	Ref Amending the Charter, adjusting the Business Registration Certificate, updating the number of registered securities, and changing the trading registration for additionally issued shares to increase share capital from owner's equity in 2025.	100%
18	No. 406/2025/NQ-HDQT-DHCSD	28/10/2025	Ref Loan borrowing, guarantees, opening letters of credit (L/C), discounting, and providing collateral for credit facilities at VietinBank - North Da Nang Branch.	100%
19	No. 441/2025/NQ-HDQT-DHCSD	21/11/2025	Ref The establishment of DHC Farm One Member Limited Liability Company.	100%
20	No. 471/2025/NQ-HDQT-DHCSD	17/12/2025	Ref The execution of a loan agreement between DHC Suoi Doi Joint Stock Company and Mr. Vu Van Huong.	100%
21	No. 485/2025/NQ-HDQT-DHCSD	25/12/2025	Ref The execution of a loan agreement between DHC Suoi Doi Joint Stock Company and Mr. Vu Van Huong.	100%

I. Board of Supervisors:

1. Information about members of Board of Supervisors (BOS):

No.	Members of Board of Supervisors	Position	The date becoming/ceasing to be the member of the Board of Supervisors		Qualification
			Date of appointment	Date of dismissal	
01	Mr Nguyen Van Thanh	Head of Supervisory Board	Mar 5 th , 2020		Bachelor's degree in Economics

02	Ms Tran Thu Trang	Member of Supervisory Board	Mar 5 th , 2020		Bachelor's Degree
03	Ms Nguyen Tran Quynh Phuong	Member of Supervisory Board	Mar 5 th , 2020		Bachelor's Degree

2. Meetings of Board of Supervisors

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

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

Monitoring the activities of the Board of Directors with the Board of Management and shareholders in strict compliance with the regulations on the disclosure of periodic financial reporting and extraordinary disclosures in accordance with disclosure regulations.

The Supervisory Board (SB) has fully attended all meetings of the Board of Directors (BOD), grasped the actual situation of the Company, and provided comments to the BOD and the Board of Management regarding the implementation of the objectives approved at the General Meeting of Shareholders.

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

- Coordinate activities with the BOD and the Board of Management through direct communication when issues arise in order to propose appropriate solutions.

- As a representative of the shareholders, the Supervisory Board has been facilitated by the BOD, the Board of Management, and other management personnel to perform its functions and duties, continuing to supervise and inspect the Company's business operations, corporate governance, and management activities.

5. Other activities of the Board of Supervisors:

- Monitor compliance with regulations on the disclosure of periodic financial reporting and periodic corporate governance reports, as well as extraordinary disclosures in accordance with disclosure regulations. Appraising the financial statements for the third quarter and fourth quarter of 2025, and the annual financial statements for the year 2025.

- Monitor compliance with the Resolutions of the Annual General Meeting of Shareholders 2025, The 2025 Extraordinary General Meeting of Shareholders, internal regulations, and decisions of the Board of Directors and the Company's Board of Management regarding the management and administration of the Company's 2025 business operations.

- Monitor the implementation of the Company's 2025 business plan by the Board of Directors and the Board of Management, as approved at the 2025 Annual General Meeting of Shareholders, focusing on revenue, expenses, profits, and the fulfillment of obligations to the State.

IV. Board of Management

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment/ dismissal of members of the Board of Management
01	Mr Pham Khac Duong - Director	05/07/1969	Degree in Engineering	01/06/2021 - present
02	Mr Dang Cong Thanh - Deputy Director cum Person in charge of corporate governance	13/03/1969	Bachelor's Degree	01/08/2018- present
03	Mr Vo Ngoc Hoa - Deputy Director	31/08/1983	Bachelor's Degree	23/12/2023 - present
04	Mr Tran Minh Thai – Deputy Director in Charge of Projects & Infrastructure	22/11/1976	Bachelor's Degree	18/07/2024- 09/09/2025

V. Chief Accountant

Name	Date of birth	Qualification	Date of appointment
Mr Do Huu Hung	Jun 5 th , 1984	Bachelor's Degree in Accounting	Jun 21 st , 2022 - present

VI. Training courses on corporate governance:

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

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

1. The list of affiliated persons of the Company

(Appendix I - Attached to this report)

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

(Appendix II - Attached to this report)

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

4. Transactions between the Company and other objects.

4.1. Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, Director have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting)

No.	Name of the related companies	The relationship between internal actors and related companies	Transactions between DHC Suoi Doi Corporation and related companies in three latest years (as of 31/12/2025)
1	DHC Song Han Joint Stock Company	Mr Ho Phong - the Director of DHC Song Han Joint Stock Company	<ul style="list-style-type: none"> - Year 2023: Loan repayment, interest payment, payment for vehicle and equipment rental, project construction. Construction and repair of infrastructure, renovation of indoor and outdoor landscapes during 2023, and construction of new investment items and technical infrastructure. - Year 2024: Loan repayment, interest payment, payment for vehicle and equipment rental, project construction. Construction and repair of infrastructure, renovation of indoor and outdoor landscapes during 2024, and construction of new investment items and technical infrastructure. - Year 2025: Loan repayment, interest payment, payment for vehicle and equipment rental, project construction. Construction and repair of infrastructure, renovation of indoor and outdoor landscapes during 2025, and construction of new investment items and technical infrastructure.
2	DHC Investment Joint Stock Company	Mr Le Minh Duc – Chairman of the Board of Directors of DHC Investment Joint Stock Company	<ul style="list-style-type: none"> - Year 2023: Interest payment, loan repayment, office rental, rental of fixed assets, tools and equipment, and vehicle rental. - Year 2024: Payment for office rental, rental of fixed assets, and vehicle rental. - Year 2025: Payment for office rental, rental of fixed assets, vehicle rental, etc.

3	DHC Ceramic Joint Stock Company	Mr Le Minh Duc – the representative for the capital investment of DHC Investment Joint Stock Company on the DHC Ceramic Joint Stock Company, 95% of the charter capital.	<ul style="list-style-type: none"> - Year 2024: Payment for interest expenses. - Year 2025: Payment for loan repayment and interest expenses.
---	---------------------------------	--	---

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

No.	Name of the related companies	The relationship between the related persons and the related company	Transactions between DHC Suoi Doi Corporation and related companies in three latest years (as of 31/12/2025)
1	DHC Service Joint Stock Company	Ms Le Nhu Hoa – the daughter of Mr. Le Minh Duc and Mrs. Tran Thi Huong, serves as the Deputy Director of DHC Services Joint Stock Company.	<ul style="list-style-type: none"> - Year 2023: Arising advertising contracts, agency, event organization, billboard rental, payment of loan interest, and payment for services. - Year 2024: Arising advertising contracts, event organization, payment for services, loans, interest, etc. - Year 2025: Arising advertising contracts, event organization, payment for services, loans, interest, etc.

4.3. Other transactions of the Company (if any) may bring material or non- material benefits for members of Board of Directors, members of the Board of Supervisors, Director and other managers:
None

VIII. Share transactions of internal persons and their affiliated persons

1. The list of internal persons and their affiliated persons

(Appendix III - Attached to this report)

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

No	Transacti on executor	Relationshi p with internal persons	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increasing, decreasing (buying, selling, converting, rewarding, etc.)
			Number of shares	Percenta ge	Number of shares	Percenta ge	
1	Mr Le Minh Duc	Member of the BODs	2.372.800	5,04 %	3.689.200	7,83%	Buying
2	Mr Le Minh Duc	Member of the BODs	3.689.200	7,83%	4.574.294	7,83%	Receiving additional shares through the issuance of shares from owner's equity
3	Mr Le Thanh Dat	Son of Mr. Le Minh Duc – Member of the BOD and Mrs. Tran Thi Huong – Chairwoma n of the BOD	0	0%	2.000.000	4,25%	Buying
4	Mr Le Thanh Dat	Son of Mr. Le Minh Duc – Member of the Board of Directors and Mrs. Tran Thi Huong – Chairwoma	2.000.000	4,25%	2.479.830	4,25%	Receiving additional shares through the issuance of shares from owner's equity

		n of the Board of Directors					
5	Ms Tran Thi My	Spouse of Mr. Dang Cong Thanh – Deputy Director – Person in charge of Corporate Governance.	1.068.700	2,27%	0	0%	Selling
6	Mrs Tran Thi Huong	Chairman of the BODs	10.273.200	21,81%	8.273.200	17,57%	Selling
7	Mrs Tran Thi Huong	Chairman of the BODs	8.273.200	17,57%	10.258.064	17,57%	Receiving additional shares through the issuance of shares from owner's equity
8	Ms Le Nhu Hoa	Daughter of Mr. Le Minh Duc (Board Member) and Ms. Tran Thi Huong (Chairwom an)	167.500	0,36%	207.684	0,36%	Receiving additional shares through the issuance of shares from owner's equity
9	Mr Tran Van Tuyen	Older brother of Ms. Tran Thi Huong (Chairwom an)	100	0,0002%	123	0,0002%	Receiving additional shares through the issuance of shares from owner's equity

10	Ms Le Thi Huyen Anh	Older sister of Mr. Le Minh Duc (Board Member)	500.000	1,06%	619.957	1,06%	Receiving additional shares through the issuance of shares from owner's equity
11	Ms Le Thi Thanh Nga	Older sister of Mr. Le Minh Duc (Board Member)	500.000	1,06%	619.957	1,06%	Receiving additional shares through the issuance of shares from owner's equity
12	DHC Investment Joint Stock Company	Entity where Mr. Le Minh Duc serves as Chairman	10.480.000	22,25%	12.994.309	22,25%	Receiving additional shares through the issuance of shares from owner's equity
13	Mr Pham Khac Duong	Board Member - Director	3.728.200	7,92%	4.622.651	7,92%	Receiving additional shares through the issuance of shares from owner's equity
14	Ms Nguyen Thi Thu Thuy	Sister-in-law of Mr. Pham Khac Duong (Board Member)	1.555.000	3,3%	1.928.067	3,3%	Receiving additional shares through the issuance of shares from owner's equity

15	Ms Pham Le Thi Lan Phuong	Independent Board Member	200	0,0004%	247	0,0004%	Receiving additional shares through the issuance of shares from owner's equity
16	Mr Ho Phong	Independent Board Member	200	0,0004%	247	0,0004%	Receiving additional shares through the issuance of shares from owner's equity
17	Ms Tran Thu Trang	Member of the Supervisory Board	300	0,0006%	371	0,0006%	Receiving additional shares through the issuance of shares from owner's equity
18	Mr Tran Van Tuyen	Biological father of Ms. Tran Thu Trang (Supervisor y Board Member)	100	0,0002%	123	0,0002%	Receiving additional shares through the issuance of shares from owner's equity
19	Mr Duong Van Thanh	Husband of Ms. Tran Thu Trang (Supervisor y Board Member)	200	0,0004%	247	0,0004%	Receiving additional shares through the issuance of shares from owner's equity

20	Ms Tran Thu Thao	Younger sister of Ms. Tran Thu Trang (Supervisory Board Member)	200	0,0004%	247	0,0004%	Receiving additional shares through the issuance of shares from owner's equity
21	Mr Mac Nhu Trung	Brother-in-law of Ms. Tran Thu Trang (Supervisory Board Member)	300	0,0006%	371	0,0006%	Receiving additional shares through the issuance of shares from owner's equity
22	Ms Nguyen Tran Quynh Phuong	Supervisory Board Member	200	0,0004%	247	0,0004%	Receiving additional shares through the issuance of shares from owner's equity
23	Mr Dang Cong Thanh	Deputy Director	200	0,0004%	247	0,0004%	Receiving additional shares through the issuance of shares from owner's equity


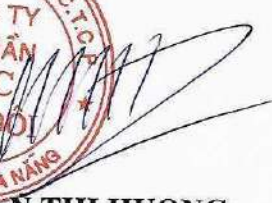
IX. Other significant issues: None

Recipients:

- Archived

CHAIRMAN OF THE BOARD OF DIRECTORS

(Sign, full name and seal)



TRẦN THỊ HUONG

APPENDIX I: LIST OF RELATED PERSONS OF THE COMPANY AS OF 31.12.2025

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	NSH No., date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
1	Mrs Tran Thi Huong		Chairman of the BODs			18/02/2014			Major shareholder
2	Mr Le Minh Duc		Member of the BODs			18/02/2014			Major shareholder
3	Mr Pham Khac Duong		Member of the BODs cum Director			05/03/2020			Major shareholder cum Director of the company
4	Ms Pham Le Thi Lan Phuong		Independent members of the BODs			25/06/2024			Independent members of the BODs
5	Mr Ho Phong		Independent members of the BODs			05/03/2020			Independent members of the BODs
6	Mr Nguyen Van Thanh		Head of Supervisory Board			05/03/2020			Head of Supervisory Board

7	Ms Tran Thu Trang		Member of Supervisory Board			05/03/2020			Member of Supervisory Board
8	Ms Nguyen Tran Quynh Phuong		Member of Supervisory Board			05/03/2020			Assistant of the Chairman of the BODs, Member of the Supervisory Board.
09	Mr Dang Cong Thanh		Deputy Director cum Person in charge of corporate governance			05/03/2020			Deputy Director cum Head of Internal Control Department cum Person in charge of corporate governance
10	Mr Dang Van Luong		Person authorized to disclose information			16/12/2021			Person authorized to disclose information
11	Mr Vo Ngoc Hoa		Deputy Director in charge of Services			23/12/2023			Deputy Director in charge of Services
12	Mr Do Huu Hung		Chief Accountant			21/06/2022			Chief Accountant
13	DHC Investment Joint Stock Company					18/02/2014			Corporation holds more than 10% of total shares, and Mr. Le Minh Duc is the Chairman of the BODs

14	DHC Ceramic Joint Stock Company							Organization with an authorized representative holding a 95% capital contribution on behalf of DHC Investment Joint Stock Company to establish the Company.
15	DHC Song Han Joint Stock Company					05/03/2020		Mr. Ho Phong is the General Director of DHC Song Han Joint Stock Company
16	DHC Services Joint Stock Company					18/12/2014		Ms. Le Nhu Hoa – daughter of Mr. Le Minh Duc and Mrs. Tran Thi Huong – holds the position of Deputy Director at DHC Services Joint Stock Company.
17	An Hung Phu Company Limited							Mr. Le Thanh Dat is the son of Mr. Le Minh Duc and Mrs. Tran Thi Huong, who is the authorized representative holding a 95% capital contribution on behalf of DHC Ceramics Joint Stock Company to acquire the Company.
18	DHC Farm One Member Limited					25/11/2025		Mr. Dang Cong Thanh is the Chairman and Legal Representative of DHC

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

No.	The name of the internal actors/individual related to internal actors	The relationship between the related party and the company, the internal actors/the individual related to internal actors	Timing of the transaction with DHC Suoi Doi Corporation	Content, quantity, total transaction value	Resolution of the General Meeting of Shareholders or Board of Directors for approval.
1	Ms Tran Thi Huong	Chairperson of the BODs	Occurred in the year 2025	The BODs's remuneration and salary for 2025, total amount: VND 534,275,386	According to the General Meeting of Shareholders Resolution No. 146/2025/NQ-DHDCD, Employment Contract.
			Cumulative as of 31/12/2025	Payable car rental and purchase expenses: VND 358,333,331 Paid car rental and purchase expenses: VND 568,333,315	According to the Resolution No. 118/2025/NQ-HDQT-DHCSD dated 16/04/2025
			Incurred in 2025	Advance expenses: VND 1,300,000,000	
2	Mr Pham Khac Duong	Member of the BODs cum Director	Occurred in the year 2025	Salary for the year 2025, total amount: VND 541,866,225	According to the Employment Contract
			Cumulative as of 31/12/2025	Advance expense: VND 2,394,976,000	

3	Ms Pham Le Thi Lan Phuong	Member of the BODs	Incurred in 2025	The BODs's remuneration for 2025, total amount: VND 40,000,000	According to the General Meeting of Shareholders Resolution No. 146/2025/NQ-DHDCD
4	Mr Ho Phong	Member of the BODs	Incurred in 2025	The BODs's remuneration for 2025, total amount: VND 40,000,000	According to the the General Meeting of Shareholders Resolution No. 146/2025/NQ-DHDCD
5	Mr Dang Cong Thanh	Deputy Director cum Person in charge of corporate governance	Occurred in the year 2025	Salary for 2025, total amount: VND 434,548,045	According to the Employment Contract
			Cumulative as of 31/12/2025	Advance expense: VND 377,000,000	
6	Mr Vo Ngoc Hoa	Deputy Director	Occurred in the year 2025	Salary for the year 2025, total amount: VND 378,897,631	According to the Employment Contract
7	Mr Tran Minh Thai	Deputy Director	Occurred in the year 2025	Salary for 2025, total amount: VND 244,366,442	According to the Employment Contract, Dismissed with effect from September 09, 2025.
8	Mr Do Huu Hung	Chief Accountant	Occurred in the year 2025	Salary for the year 2025, total amount: VND 349,939,129	According to the Employment Contract
9	Mr Nguyen Van Thanh	Head of Supervisory Board	Occurred in the year 2025	The BOSS's remuneration for 2025, total amount: VND 40,000,000	According to the the General Meeting of

				Shareholders Resolution No. 146/2025/NQ-DHDCD
10	Ms Nguyen Tran Quynh Phuong	Member of Supervisory Board	Occurred in the year 2025	The BOs's remuneration and salary for 2025, total amount: VND 40,000,000
11	Ms Le Thi Thanh Nga	The sister-in-law of Ms Tran Thi Huong and the biological sister of Mr. Le Minh Duc.	Cumulative as of 31/12/2025	<p>The transactions are as follows:</p> <ul style="list-style-type: none"> - Loan principal: VND 3,400,000,000 - Loan interest: VND 271,999,999 - Interest paid: VND 285,413,698 - Interest payable: VND 68,558,904
12	Mr Hoang Giang	The brother-in-law of Ms Tran Thi Huong and Mr. Le Minh Duc.	Cumulative as of 31/12/2025	<p>The transactions are as follows:</p> <ul style="list-style-type: none"> - Loan repayment: VND 5,500,000,000 - Loan interest: VND 98,849,315 - Interest paid: VND 231,452,055
				According to the 2023 Annual General Meeting of Shareholders' Resolution No. 101/2023/NQ-DHDCD dated 21/04/2023
				Contract.

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

No.	Name	Securities trading account (if any)	Position at the company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1	Ms Tran Thi Huong		Chairperson of the BODs			10,258,064	17.57%	
1.1	Ms Tran Thi Xuan							Mother
1.2	Mr Le Minh Duc		Member of the BODs			4,574,294	7.83%	Husband
1.3	Mr Le Nhu Hoa					207,684	0.36%	Daughter
1.4	Mr Le Thanh Dat					2,479,830	4,25%	Son
1.5	M. Le Minh Cong							Son

1.6	Mr Tran Van Tuyen						123	0.0002%	Brother
1.7	Mr Tran Van Tuyen								Brother
1.8	Ms Tran Thi Nhung								Sister
1.9	Tran Thi Hue								Sister
1.10	Ms Tran Thi Sam								Sister
1.11	Ms Tran Thi An								Sister
1.12	Mr Tran Dang Luc								Brother-in-law
1.13	Mr Tran Dang Tinh								Brother-in-law
1.14	Mr Tran Van Hiep								Brother-in-law

1.15	DHC Services Joint Stock Company							Ms. Le Nhu Hoa – daughter of Mr. Le Minh Duc and Ms. Tran Thi Huong – is the Deputy Director of DHC Services Joint Stock Company.
1.16	An Hung Phu Company Limited							Mr. Le Thanh Dat is the son of Mr. Le Minh Duc and Mrs. Tran Thi Huong, who is the authorized representative holding a 95% capital contribution on behalf of DHC Ceramics Joint Stock Company to acquire the Company.

2	Mr Le Minh Duc		Non-executive member of the BODs			4,574,294	7.83%	
2.1	Ms Tran Thi Xuan							Mother-in-law
2.2	Ms Tran Thi Huong		Chairperson of the BODs			10,258,064	17.57%	Wife
2.3	Mr Le Thanh Dat					2,479,830	4,25%	Son
2.4	Mr Le Minh Cong							Son
2.5	Ms Le Nhu Hoa					207,684	0.36%	Daughter
2.6	Ms Le Thi Huyen Anh					619,957	1.06%	Sister
2.7	Ms Le Thi Thanh Nga					619,957	1.06%	Sister
2.8	Mr Hoang Giang							Brother-in-law
2.9	Mr Tran Dinh Dam							Brother-in-law

2.10	DHC Investment Joint Stock Company						12,994,309	22.25%	Chairman of the BODs
2.11	DHC Ceramic Joint Stock Company								Mr. Le Minh Duc is the authorized representative of DHC Investment Joint Stock Company for the capital contribution to establish the company
2.12	DHC Services Joint Stock Company								Ms. Le Nhu Hoa – daughter of Mr. Le Minh Duc and Mrs. Tran Thi Huong – holds the position of Deputy Director at DHC Services Joint Stock Company

2.12	An Hung Phu Company Limited							Mr. Le Thanh Dat is the son of Mr. Le Minh Duc and Mrs. Tran Thi Huong, who is the authorized representative holding a 95% capital contribution on behalf of DHC Ceramics Joint Stock Company to acquire the Company.
3	Mr Pham Khac Duong		Member of the BODs cum Director			4,622,651	7.92%	
3.1	Mr Le Van Chut							Father-in-law
3.2	Ms Vo Thi Phuoc							Mother-in-law
3.3	Ms Le Thi My Ngoc							Wife
3.4	Mr Pham Ngoc Bao							Son

3.5	Mr Pham Khac Phong								Son
3.6	Mr Pham Khac An								Son
3.7	Mr Pham Tuan Anh								Brother
3.8	Ms Duong Thi Thanh Nga								Sister-in-law
3.9	Mr Pham Khac Phuong								Brother
3.10	Ms Nguyen Thi Thu Thuy						1,928,067	3.3%	Sister-in-law
3.11	Mr Pham Khac Duan								Brother
3.12	Ms Nguyen Thi Thu Phuong								Sister-in-law
3.13	Mr Pham Quang Dinh								Brother

3.14	Ms Doan Thi Thanh								Sister-in-law
4	Ms Pham Le Thi Lan Phuong		Independent members of the BODs			247	0.0004%		
4.1	Mr Le Minh Duong								Husband
4.2	Mr Le Cong Minh								Son
4.3	Ms Le Phuong Quynh Anh								Daughter
4.4	Mr Pham Van Tho								Father
4.5	Ms Le Thi Dieu Huong								Mother
4.6	Mr Le Cong Hai								Father-in-law
4.7	Ms Nguyen Thi Chinh								Mother-in-law

4.8	Ms Pham Le Lan Kieu							Sister
4.9	Ms Pham Le Vi Vi							Sister
4.10	Mr Nguyen Thuong Hien							Brother-in-law
4.11	Mr Do Van Tuan							Brother-in-law
5	Mr Ho Phong		Independent members of the BODs			247	0.0004%	
5.1	Ms Phung Thi Lan							Mother
5.2	Mr Nguyen Nam							Father-in-law
5.3	Ms Tran Thi Anh Tuyet							Mother-in-law
5.4	Ms Nguyen Tran Uyen Vy							Wife

5.5	Mr Ho Minh Phuc							Son
5.6	Mr Ho Minh Phuoc							Son
5.7	Ms Ho Thi Hai							Sister
5.8	Mr Ngo Van Ba							Brother-in-law
5.9	DHC Song Han Joint Stock Company					05/03/2020		Mr Ho Phong is the Executive Director of DHC Song Han Joint Stock Company
6	Mr Nguyen Van Thanh		Head of Supervisory Board					
6.1	Ms Nguyen Thi Thanh Hai							Wife

6.2	Mr Nguyen Tuan Khai							Son
6.3	Mr Nguyen Tuan Khanh							Son
6.4	Ms Nguyen Thi Thu Hien							Sister
6.5	Mr Thai Nang							Brother-in-law
6.6	Mr Nguyen Van							Brother
6.7	Ms Nguyen Thi Ngoc Lien							Sister-in-law
7	Ms Tran Thu Trang		Member of Supervisory Board			371	0.0006%	
7.1	Mr Tran Van Tuyen					123	0.0002%	Father
7.2	Mr Duong Van Thanh						0.0004%	Husband

							247		
7.3	Mr Duong Van Tu								Father-in-law
7.4	Ms Vo Thi Huong								Mother-in-law
7.5	Ms Duong Tran Bao Ngoc								Daughter
7.6	Ms Tran Thu Thao						247	0.0004%	Sister
7.7	Ms Tran Thi Thu Hien								Sister
7.8	Ms Tran Phi Long								Brother
7.9	Mr Mac Nhu Trung						371	0.0006%	Brother-in-law
8	Ms Nguyen Tran Quynh Phuong		Thanh vien Ban kiem soat				247	0.0004%	
8.1	Ms Tran Thi Phu								Mother

8.2	Ms Nguyen Thi Ai								Mother-in-law
8.3	Mr Nguyen Dinh Tri								Husband
8.4	Mr Nguyen Dinh Thien An								Son
8.5	Mr Nguyen Dinh Thien Doc								Son
8.6	Mr Nguyen The Han								Brother
8.7	Ms Tran Thi An								Sister-in-law
8.8	Mr Nguyen The Hien								Brother
8.9	Mr Nguyen The Hoang								Brother

8.10	Nguyen Thi Dieu Huyen								Sister-in-law
9	Mr Dang Cong Thanh		Deputy Director				247	0.0004%	
9.1	Ms Tran Thi My								Wife
9.2	Ms Nguyen Thi Loi								Mother
9.3	Mr Dang Ngoc Thanh								Brother
9.4	Ms Dang Thi Tuyet Mai								Sister
9.5	Mr Dang Ngoc Canh								Brother
9.6	Ms Le Thi Cuc								Sister-in-law
9.7	Ms Tran Thi Ngoc								Sister-in-law
9.8	Vu Van Thap								Brother-in-law

9.9	Mr Tran Dang Tinh								Father-in-law
9.10	Ms Tran Thi Nhung								Mother-in-law
9.11	DHC Farm One Member Limited Liability Company								Mr. Dang Cong Thanh is the Chairman and Legal Representative of DHC Farm One Member Limited Liability Company, representing 100% of the capital contribution of DHC Suoi Doi Joint Stock Company at DHC Farm One Member Limited Liability Company

10	Mr Vo Ngoc Hoa		Deputy Director in charge of Services						
10.1	Ms Le Thi Thuy Duong								Wife
10.2	Mr Vo Ngoc Duy Anh								Son
10.3	Mr Vo Ngoc Duy Khoa								Son
10.4	Ms Ngo Thi Nghe								Mother
10.5	Mr Vo Ngoc Quang								Brother
10.6	Ms Phan Thi Thanh Hoa								Sister-in-law
10.7	Mr Vo Hong Quy								Brother
10.8	Ms Vo Ngoc My Thuan								Sister

10.9	Mr Le Chong								Father-in-law
10.10	Ms Nguyen Thi Hue								Mother-in-law
11	Mr Dang Van Luong		Authorized Representative for Information Disclosure						
11.1	Ms Do Phan Thuc Nhi								Wife
11.2	Mr Dang Phuc Thinh								Son
11.3	Mr Dang Minh Khanh								Son
11.4	Mr Huynh Anh								Father (passed away)
11.5	Ms Dang Thi Thanh								Mothé
11.6	Mr Do Xuan Dua								Father in law (passed away)

11.7	Ms Phan Thi Hien							Mother in law
11.8	Ms Dang Thi Ai							Sister
11.9	Mr Dang Van Cut							Brother
11.10	Ms Nguyen Thi Bay							Sister in law
12	Mr Do Huu Hung		Chief Accountant					
12.1	Ms Tang Thi Tuyet Hàng							Wife
12.2	Ms Do Gia Linh							Daughter
12.3	Mr Do Tang Huu Phong							Son
12.4	Mr Do Huu Dung							Father
12.5	Ms Tran Thi Bien							Mother

12.6	Mr Tang Van Thanh								Father-in-law
12.7	Ms Nguyen Thi Binh								Mother-in-law
12.8	Ms Do Tran Bao Tam								Sister
12.9	Mr Do Tran Bao Minh								Brother
12.10	Mr Do Huu Lai								Brother
12.11	Ms Quach Thi Hoa								Sister-in-law