

**BIEN HOA BUILDING MATERIALS
PRODUCTION AND CONSTRUCTION
JOINT STOCK COMPANY**

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Dong Nai, January 19 2026

No: 05 /BC-VLXD

REPORT
on the corporate governance in 2025

To:

- State Securities Commission of Vietnam;
- Hanoi Stock Exchange.

- Company name: Bien Hoa Building Materials Production and Construction Joint Stock Company.

- Head office address: K4/79C, Nguyen Tri Phuong, Buu Hoa 3 Area, Bien Hoa Ward, Dong Nai Province.

- Phone: (0251) 3859358 Fax: (0251) 3859917 Email: congtybbcc@gmail.com.

- Charter capital: 469,216,000,000 VND

- Stock code: VLB.

- Corporate governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisor, and Director.

- Regarding the implementation of the internal audit function: The Company is not subject to the requirement to implement the internal audit function as stipulated in Decree No. 05/2019/ND-CP on internal audit.

I. Activities of the General Meeting of Shareholders:

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

No.	Resolution No.	Date	Subject Matter
01	01/2025/ĐHĐCĐ	26/06/2025	Resolution of the 2025 Annual General Meeting of Shareholders
02	02/2025/ĐHĐCĐ	09/12/2025	Resolution of the 2025 General Meeting of Shareholders (approved by way of written shareholder consultation)

II. Board of Directors (2025 Report):

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

No.	Member	Position (Independent Member, Non-Executive Member)	Date of commencement/cessation as a Member/Independent Member	
			Date of appointment	Date of dismissal
	Term 2020-2025			
01	Huynh Xuan Dao	Chairman of BOD	23/7/2021	26/6/2025

No.	Member	Position (Independent Member, Non-Executive Member)	Date of commencement/cessation as a Member/Independent Member	
			Date of appointment	Date of dismissal
02	Huynh Kim Vu	Member of BOD	26/6/2020	26/6/2025
03	Pham Quoc Thai	Member of BOD	26/6/2020	26/6/2025
04	Phan Tan Dat	Non-executive Member of BOD	25/5/2023	26/6/2025
05	Nguyen Thanh Tung	Non-executive Member of BOD	26/6/2020	26/6/2025
	Term 2025-2030			
01	Huynh Xuan Dao	Chairman of BOD	26/6/2025	
02	Huynh Kim Vu	Member of BOD	26/6/2025	
03	Pham Quoc Thai	Member of BOD	26/6/2025	
04	Phan Tan Dat	Non-executive Member of BOD	26/6/2025	
05	Le Dinh Vu Long	Non-executive Member of BOD	26/6/2025	

2. BOD Meetings:

No.	Member	Number of meetings attended	Attendance rate	Reason for absence
01	Huynh Xuan Dao	07/07	100%	
02	Huynh Kim Vu	07/07	100%	
03	Pham Quoc Thai	07/07	100%	
04	Phan Tan Dat	07/07	100%	
05	Nguyen Thanh Tung	03/07	43%	Dismissed on 26/6/2025
06	Le Dinh Vu Long	04/07	57%	Joined the BOD from 26/6/2025

3. Supervision activities of the BOD over the Board of Management:

The Board of Directors continues to promote and strengthen the supervision of the activities of the Director and other executive members within the Company in accordance with the provisions of law and the Company Charter. Specifically, the Chairman of the BOD maintains full participation in weekly consultation sessions and monthly operational review

meetings with the Board of Management to grasp information or hear reports on the production and business situation and results; actual advantages and difficulties arising; the implementation of land - mineral procedures, the resolution results by relevant State management agencies regarding the Company's proposals, etc., to support the resolution of difficulties and outstanding issues. Concurrently, the Board of Directors utilizes various management channels, combined with frequent direct visits to affiliated enterprises, units, and working sites to specifically, comprehensively, and fully grasp the execution of responsibilities by the Director and members of the Board of Management, thereby ensuring proper and timely supervision and evaluation, and guaranteeing that all Company activities comply with the law, correctly implement the resolutions of the General Meeting of Shareholders, the resolutions of the Board of Directors, and the Company's internal regulations.

In 2025, the Company's production and business activities took place amidst a mix of advantages and difficulties. The advantage was that key transport infrastructure projects in the Eastern and Southwestern regions, such as the Long Thanh International Airport project, the Bien Hoa - Vung Tau Expressway, Ring Road 3, and many other critical infrastructure works, were prioritized for accelerated progress. The Provincial People's Committee identified BBCC Company as the key unit responsible for allocating and supplying construction stone for these critical projects that must be completed and technically operational by the end of 2025. Based on this, the Company proactively coordinated with functional agencies to resolve prolonged difficulties and obstacles related to land and mineral procedures, such as: land leasing, compensation, mine expansion; extending the exploitation period for Soklu 2 and Soklu 5 stone quarries; adjusting exploitation licenses at Tan Cang 1, Thanh Phu 1, and Thien Tan 2 stone quarries, including supplementing the content of exploiting soil and weathered rock as a basis for the Company to implement the work... This is an important foundation for the Company to optimize its exploitation capacity, enhance production and business efficiency, and ensure supply sources for the market.

Alongside favorable factors, production and business activities in 2025 also faced numerous pressures due to the necessity of focusing on supplying aggregate for key projects as allocated by the Provincial People's Committee, leading to certain unforeseen circumstances, cost increases in organizing production and product consumption, and disruptions in supply to traditional customers; potential occupational safety risks were constantly present as the Company had to intensify production and maintain continuous operations for many consecutive months; compensation work for some remaining areas at the mines faced difficulties due to objective factors (land users disagreeing on the price, or demanding the transfer of the entire plot of land that partially lies inside and partially lies outside the license area, etc.); resource tax, electricity prices, and explosive prices were adjusted upwards; gasoline and oil prices were unstable due to global geopolitical instability and trade wars between major countries; weather conditions, including prolonged rainstorms and intense heat, affected the health of employees; these factors, combined with the specific difficulties inherent in the mineral mining industry, collectively impacted the Company's overall production and business activities.

Despite the difficulties and disadvantages caused by objective factors, the synchronized, comprehensive, and effective management, operational, implementation, inspection, and supervision measures adopted by the Board of Directors, the Board of Management, and the Board of Supervisors, coupled with the consensus and striving efforts of all staff and employees throughout the Company, were crucial factors that helped the Company overcome obstacles, actively leverage the enterprise's unique advantages, and

107
N
SẢN XU
Y DUN
ĐA
ĐƠN

exceed the planned targets for 2025.

The Board of Management regularly reported on the Company's governance and operational status, sought guidance and direction from the Board of Directors, and organized the disclosure of information regarding the Company's operations in compliance with legal regulations.

4. Activities of subcommittees under the Board of Directors: None.

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

No.	Resolution/Decision	Date	Content	Approval Rate
I	Resolution			
1	66/NQ-HĐQT	13/01/2025	Approval of the 2025 business and production plan to be submitted to the 2025 AGM	100%
2	67/NQ-HĐQT	13/01/2025	Approval of the implementation results of the Company's BODs' Resolutions and the 2024 business and production performance	100%
			Approval of the policy on applying the unit price for work-in-progress products in 2025	100%
			Approval of the borrowing limit policy for 2025 at the Vietnam Joint Stock Commercial Bank for Industry and Trade – Dong Nai Branch	100%
			Approval of the final settlement of the 2024 funds for salary and remuneration of managers, salary fund for employees, and bonus and welfare fund	100%
			Approval of the 2025 planned salary fund for employees, the planned salary and remuneration fund for managers, and the planned allocation to the bonus and welfare fund	100%
			Approval of the policy on constructing a concrete road at Tan Cang 1 Quarry	100%
			Approval of the 2024 reward plan (Lunar New Year of 2025)	100%
3	68/NQ-HĐQT	24/4/2025	Announcement of the implementation results of the Resolutions of the BOD	100%
			Approval of Report No. 192/BC-VLXD dated April 21, 2025 by the Company's General Director regarding the deposit for securing the implementation of investment projects at Tan Cang 1, Thanh Phu 1, and Thien Tan 2 quarries	100%



No.	Resolution/Decision	Date	Content	Approval Rate
			Approval of the policy on disposal of fixed assets – stone mixing machine at Tan Cang Quarry	100%
			Approval of disposal of fixed assets, including 01 Hyundai Robex 2800KLC crawler excavator and 02 Hyundai dump trucks	100%
			Approval of repair and upgrade of stone crushing and screening machine No. 9 at Thanh Phu 1 Quarry, increasing its capacity from 250 tons/hour to 500 tons/hour	100%
4	69/NQ-HĐQT	24/4/2025	Extension of the deadline for organizing the 2025 Annual General Meeting of Shareholders	100%
5	70/NQ-HĐQT	29/5/2025	Approval of the policy on receiving land transfer for exploitation at Thien Tan 2 Quarry	100%
6	71/NQ-HĐQT	29/5/2025	Approval of the policy on receiving land transfer for exploitation at Tan Cang 1 Quarry	100%
7	72/NQ-HĐQT	04/6/2025	Approval of the agenda, content, and documents to be presented at the Annual General Meeting of Shareholders in 2025	100%
			- Agenda of the Annual General Meeting of Shareholders in 2025	100%
			- Working regulations for the Annual General Meeting of Shareholders in 2025	100%
			- Report of the Company's Board of Management on the situation and results of production and business activities in 2024; production and business plan for 2025	100%
			- Report on the activities of the Board of Directors in 2024; activity plan for 2025	100%
			- Report on the results of the activities of the Board of Supervisors in 2024	100%
			- Audited financial statements of the Company for 2024	100%
			- Proposal for the approval of the profit distribution plan and dividend payout for 2024; profit distribution and dividend payout plan for 2025	100%



No.	Resolution/Decision	Date	Content	Approval Rate
			- Proposal for the approval of the report on salaries, remuneration, and bonuses for Company managers in 2024 and the plan for 2025	100%
			- Proposal for the approval of the selection of an independent audit firm to review the semi-annual financial statements and audit the financial statements for 2025	100%
			- Regulations on nomination, candidacy, and election of members of the Board of Directors and members of the Board of Supervisors for the 2025–2030 term	100%
			- Submission on the number and list of candidates nominated and standing for election as members of the Board of Directors and Supervisors for the 2025–2030 term	100%
			- Draft resolution of the Annual General Meeting of Shareholders in 2024	100%
8	73/NQ-HĐQT	04/6/2025	Approval of the list of the Organizing Committee for the Annual General Meeting of Shareholders in 2025	100%
9	74/NQ-HĐQT	04/6/2025	Implementation of the vacation policy for employees in 2025	100%
10	01/NQ-HĐQT	26/6/2025	First meeting elected Mr. Huynh Xuan Dao as Chairman of the Board of Directors for the 2025–2030 term.	100%
11	02/NQ-HĐQT	04/7/2025	Payment of the second installment of 2024 cash dividend	100%
12	03/NQ-HĐQT	23/7/2025	Approval of the Financial Management Regulation of Bien Hoa Building Materials Production and Construction Joint Stock Company	100%
13	04/NQ-HĐQT	18/9/2025	Approval of the results of implementing the Company's Board of Directors' Resolutions	100%
			Approval of the policy for liquidating fixed assets, specifically the embankment and reinforced concrete slabs of the Tan Cang stone mixer	100%
			Approval of the policy for liquidating the fixed asset, specifically the Samsung MX6W-2 excavator, and investing in 01 used excavator of the same type	100%

36002
CỘNG
HÒA
DỤNG
V
T
LIỆU
BIÊN
V
HÒA

No.	Resolution/Decision	Date	Content	Approval Rate
			Approval of the assignment of duties for the members of the Company's Board of Directors for the 2025-2030 term	100%
14	05/NQ-HĐQT	16/10/2025	Approval of the policy for returning land and liquidating the land lease contract for the land area of the Tan Cang Stone Mining Enterprise Office in Bien Hoa ward (formerly Buu Hoa ward, Bien Hoa City), Dong Nai province	100%
15	06/NQ-HĐQT	30/10/2025	Obtain shareholder opinions in writing	100%
16	07/NQ-HĐQT	17/11/2025	Approval of the results of implementing the Company's Board of Directors' Resolutions	100%
17	08/NQ-HĐQT	17/11/2025	Approval of the policy for acquiring land use rights from 5 households (Nguyen Quoc Cuong, Tran Van Dinh, Tran Le Thu, Phung Thi Lieu, Phung Van Hung) at Thanh Phu 1 stone mine	100%
18	09/NQ-HĐQT	17/11/2025	Approval of the policy for acquiring land use rights from Mr. Nguyen Van Hiep and exchanging land with Hoa An Joint Stock Company at Tan Cang 1 stone mine	100%
19	10/NQ-HĐQT	17/11/2025	Approval of the documents and materials submitted for seeking shareholder opinions in writing	100%
20	11/NQ-HĐQT	15/12/2025	Approval of the policy for liquidating and dismantling the fixed asset, specifically Weighbridge No. 3 at Thanh Phu Construction Site– Stone Mining Enterprise	100%
21	12/NQ-HĐQT	15/12/2025	Approval of the advance payment of 2025 cash dividend	100%
22	13/NQ-HĐQT	25/12/2025	Approval of the policy for acquiring land use rights from 2 households (Vu Thi Bich Nhuan and Do Phat Phuong) to carry out mining operations at Thanh Phu 1 stone mine	100%
II Decision				
1	01/QĐ-HĐQT	23/7/2025	Regarding the issuance of the Financial Management Regulation of Bien Hoa Building Materials Productuon and Construction Joint Stock Company (amended and supplemented)	



III. Board of Supervisors (2025 Report):

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

No.	Member of the Board of Supervisor	Position	Date of commencement / cessation as a member of the Board of Supervisor		Professional Qualifications
			Appointment Date	Dismissal Date	
	Term 2020-2025				
01	Huynh Duong Tai	Head of the Board of Supervisors	26/6/2020	26/6/2025	Master of Economics
02	Nguyen Thi Thu Tra	Supervisor	26/6/2020	26/6/2025	Bachelor of Finance and Banking, EMBA
03	Nguyen Thi Thanh Truc	Supervisor	16/6/2021	26/6/2025	Master of Finance - Banking
	Term 2025-2030				
01	Huynh Duong Tai	Head of the Board of Supervisors	26/6/2025		Master of Economics
02	Nguyen Thi Thanh Truc	Supervisor	26/6/2025		Master of Finance - Banking
03	Le Cong Son	Supervisor	26/6/2025		Bachelor of Finance - Banking, Bachelor of Economics

2. Meetings of the Board of Supervisors

No.	Member	Number of meetings attended	Attendance rate	Voting rate	Reason for absence
01	Huynh Duong Tai	03/03	100%	100%	
02	Nguyen Thi Thanh Truc	03/03	100%	100%	
03	Nguyen Thi Thu Tra	01/03	33%	100%	Dismissed on 26/6/2025
04	Le Cong Son	02/03	67%	100%	Joined the Board of Supervisors from 26/6/2025



3. Supervisory activities of the Board of Supervisors regarding the Board of Directors, the Board of Management, and shareholders:

The Board of Directors organized and regularly maintained periodic meetings. Board members fully attended the meetings and actively provided orientation consultant to the Management Board regarding the implementation of production and business targets according to the Resolution of the General Meeting of Shareholders.

In 2025, the Management Board promptly implemented the Resolution of the General Meeting of Shareholders, and the resolutions and decisions of the Board of Directors; carrying out management and operations in a reasonable, lawful manner, consistent with the unit's business situation and market fluctuations.

Through supervision activities in 2025, the Board of Supervisors observed that the Board of Directors and the Management Board effectively carried out the Company's management and operations, ensuring the interests of shareholders and employees.

4. Coordination of activities between the Board of Supervisors and the operations of the Board of Directors, the Board of Management, and other managers:

The Board of Supervisors was invited to fully attend all meetings of the Board of Directors, discussing and providing input on the issues presented and approved at the meetings. Meeting invitations and accompanying documents were sent to the Board of Supervisors completely, promptly, and in accordance with regulations.

The Board of Directors and the Board of Management have created all conditions for the Board of Supervisors to complete its duties, providing full information regarding the Company's business operations and financial status.

The Board of Directors always highly values the inspection and supervision activities of the Board of Supervisors and considers the contributions made by the Board of Supervisors. The Board of Directors and the Board of Management always coordinate closely with the Board of Supervisors in inspection and supervision, thereby contributing to the successful completion of the Company's governance work.

During 2025, the Board of Supervisors did not receive any requests or complaints from shareholders regarding the activities of the members of the Board of Directors or the Management Board.

5. Other activities of the Board of Supervisors: None.

IV. Board of Management

No.	Member	Date of Birth	Professional Qualifications	Position	Date of Appointment/Dismissal	
					Date of Appointment	Date Dismissal
01	Huynh Kim Vu	15/02/1973	Master of Business Administration; Bachelor of Accounting	Director	23/7/2021	
02	Pham Quoc Thai	30/01/1969	Bachelor of Economics - Corporate Finance	Deputy Director	18/4/2022	

No.	Member	Date of Birth	Professional Qualifications	Position	Date of Appointment/Dismissal	
					Date of Appointment	Date Dismissal
03	Nguyen Hung Thang	10/10/1973	Master of Business and Management	Deputy Director	23/7/2021	
04	Pham Thai Hop	18/01/1974	Master of Mining Engineering	Deputy Director	01/5/2023	
05	Nguyen Nhu Thach	10/05/1978	Master of Economic Management	Deputy Director	01/5/2023	
06	Hoang Dang Quoc Vinh	22/10/1983	Bachelor of Planning - Investment	Deputy Director	08/5/2023	

V. Chief Accountant

Full Name	Date of Birth	Professional Qualifications and Expertise	Date of Appointment	Date of Dismissal
Tran Quoc Trieu	19/03/1974	Bachelor of Accounting, Master of Business Administration	18/4/2022	

VI. Corporate Governance Training:

Corporate governance training courses attended by members of the BOD, the BOS, the Board of management, other management personnel, and the person in charge of corporate governance in accordance with corporate governance regulations:

Most members of the Board of Directors, full-time members of the Board of Supervisors, the Board of management, the person in charge of corporate governance, and other management personnel (08 individuals in total) completed a corporate governance training course held from 28/06/2025 to 29/06/2025 organized by the Human Resource and Business Development Institute (HUREDIN) under the University of Economics Ho Chi Minh City.

VII. List of Related Persons of the Public Company (2025 Report) and transactions between the Company's Related Persons and the Company itself.

1. List of the Company's Related Persons

No.	Name of organization/ individual	Securities trading account (if any)	Position at the company (if any)	NSH Certificate Number*, date of issue, place of issue of NSH	Head office address/ Contact address	Date of becoming a related person/party	Date of ceasing to be a related person/party	Reason	Related party relationship with the company
	Organization								
1	Dong Nai Food Industrial Corporation					31/10/2015			holding 49.08% of the company's charter capital
2	KSB Industrial Investment and Development Co., Ltd.					21/6/2024			holding 21.95% of the company's charter capital
3	Hoa An Joint Stock Company					28/10/2024			holding 8.33% of the company's charter capital

No.	Name of organization/ individual	Securities trading account (if any)	Position at the company (if any)	NSH Certificate Number*, date of issue, place of issue of NSH	Head office address/ Contact address	Date of becoming a related person/party	Date of ceasing to be a related person/party	Reason	Related party relationship with the company
4	Local Trade Union of Bien Hoa Building Materials Production and Construction JSC					31/10/2015			The Company's Trade Union organization
	Individual								
1	Huynh Xuan Dao		Chairman of the BOD			26/6/2020			
2	Huynh Kim Vu		Member of the BOD, Director			31/10/2015			

No.	Name of organization/ individual	Securities trading account (if any)	Position at the company (if any)	NSH Certificate Number*, date of issue, place of issue of NSH	Head office address/ Contact address	Date of becoming a related person/party	Date of ceasing to be a related person/party	Reason	Related party relationship with the company
3	Pham Quoc Thai		Member of the BOD, Deputy Director			31/10/2015			
4	Phan Tan Dat		Member of the BOD			25/5/2023			
5	Nguyen Thanh Tung		Member of the BOD			25/04/2019	26/6/2025	Dismissed	



No.	Name of organization/ individual	Securities trading account (if any)	Position at the company (if any)	NSH Certificate Number*, date of issue, place of issue of NSH	Head office address/ Contact address	Date of becoming a related person/party	Date of ceasing to be a related person/party	Reason	Related party relationship with the company
6	Le Dinh Vu Long		Member of the BOD			26/06/2025			
7	Nguyen Hung Thang		Deputy Director, Person in Charge of Corporate Governance			22/04/2019			
8	Pham Thai Hop		Deputy Director			01/05/2023			

No.	Name of organization/ individual	Securities trading account (if any)	Position at the company (if any)	NSH Certificate Number*, date of issue, place of issue of NSH	Head office address/ Contact address	Date of becoming a related person/party	Date of ceasing to be a related person/party	Reason	Related party relationship with the company
9	Nguyen Nhu Thach		Deputy Director			01/05/2023			
10	Hoang Dang Quoc Vinh		Deputy Director			08/05/2023			
11	Tran Quoc Trieu		Chief Accountant			18/04/2022			

No.	Name of organization/ individual	Securities trading account (if any)	Position at the company (if any)	NSH Certificate Number*, date of issue, place of issue of NSH	Head office address/ Contact address	Date of becoming a related person/party	Date of ceasing to be a related person/party	Reason	Related party relationship with the company
12	Huynh Duong Tai		Head of the BOS, Authorized Person for Information Disclosure			31/10/2015			
13	Nguyen Thi Thu Tra		Supervisor			25/04/2019	26/06/2025	Dismissed	
14	Nguyen Thi Thanh Truc		Supervisor			16/06/2021			
15	Le Cong Son		Supervisor			26/06/2025			



2. Transactions between the Company and Company's related persons or between the Company and Company's major shareholders, internal persons and related persons

No.	Name of Organization/Individual	Relationship with the Company	Personal Identification Number*, Issue date, Issuing authority	Head office address/ Contact address	Time of transaction with the company	Resolution/Decision number of the GMS/BOD... approved (if any, specify date of issue)	Content, quantity, total transaction value	Note
1	Dong Nai Food Industrial Corporation	Related party			20/02/2025	Resolution No. 65/NQ-HĐQT dated December 20, 2024	Advance payment of dividends for 2024 in cash, total transaction value: 46,060,000,000 VND	
					14/8/2025	Resolution No. 02/NQ-HĐQT dated July 4, 2025	Second installment of dividend payment for 2024 in cash, total transaction value: 34,545,000,000 VND	
2	KSB Industrial Investment and Development Co., Ltd.	Related party of the company			20/02/2025	Resolution No. 65/NQ-HĐQT dated December 20, 2024	Advance dividend payment for 2024 in cash, total transaction value: 20,600,000,000 VND	
					14/8/2025	Resolution No. 02/NQ-HĐQT dated July 4, 2025	Second installment of dividend payment for 2024 in cash, total transaction value: 15,450,000,000 VND	



No.	Name of Organization/Individual	Relationship with the Company	Personal Identification Number*, Issue date, Issuing authority	Head office address/ Contact address	Time of transaction with the company	Resolution/Decision number of the GMS/BOD... approved (if any, specify date of issue)	Content, quantity, total transaction value	Note
3	Hoa An Joint Stock Company	Related party of the company			20/02/2025	Resolution No. 65/NQ-HĐQT dated December 20, 2024	Advance dividend payment for 2024 in cash, total transaction value: 7,520,000,000 VND	
					14/8/2025	Resolution No. 02/NQ-HĐQT dated July 4, 2025	Second installment of dividend payment for 2024 in cash, total transaction value: 5,866,200,000 VND	

3. Transaction between internal persons of the Company, related persons of internal persons and the Company's subsidiaries in which the Company takes controlling power

No.	Transacting person/entity	Relationship with insider	Position at the Listed Company	ID Card/Citizen ID/Passport Number, date of issue, place of issue	Address	Name of subsidiary, company controlled by the Listed Company	Time of transaction	Content, quantity, total transaction value/	Note
	None								

4. Transactions between the Company and other objects

4.1. Transactions between the Company and the company that members of Board of Management, the Board of Supervisors, Director (General Director) have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting): None.

4.2. Transactions between the Company and the company that Company's related persons with members of Board of Directors, Board of Supervisors, Director (General Director) and other managers as a member of Board of Directors, Director (General Director or CEO): None.

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

VIII. Share transactions of internal persons and their related persons (2025 Report)

1. The list of internal persons and their related 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	Huynh Xuan Dao		Chairman of the BOD			9,408,000	20.05%	Personal owner: 8,000; owned by the representative of State capital: 9,400,000
1.1	Nguyen Thi Kim Xuan					0	0%	Biological Mother

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
1.2	Nguyen Phu Cuong					0	0%	Father-in-law
1.3	Nguyen Thi Kim Loan					0	0%	Mother-in-law
1.4	Nguyen Thi Hoang Diep					0	0%	Wife
1.5	Huynh Thien Nhan					0	0%	Biological Child

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
1.6	Huynh Xuan Duc					0	0%	Biological Sibling
1.7	Dong Nai Food Industry Corporation - One Member Limited Liability Company					23,030,000	49.08%	Representative of State Capital
2	Huynh Kim Vu		Member of the Board of Directors Company Director			8,050,000	17.16%	Personal owner: 60,000; owned by the representative of State capital: 7,990,000
2.1	Huynh Kim Banh					0	0%	Biological Father

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
2.2	Nguyen Thi Danh					0	0%	Biological Mother
2.3	Nguyen Thi Rut					0	0%	Mother-in-law
2.4	Tran Thi Thanh Binh		Deputy Director of Bien Hoa Building Materials and Construction Services Center			40,000	0.085%	Wife
2.5	Huynh Vu Phuong Vy					0	0%	Biological Child

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
2.6	Huynh Anh Khoa					0	0%	Biological child
2.7	Huynh Vu Phuong Chi					0	0%	Biological child
2.8	Huynh Kim Truong		Deputy Director of Stone Exploitation Enterprise			9,300	0.020%	Biological younger sibling
2.9	Huynh Kim Mong					0	0%	Biological younger sibling

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
2.10	Huynh Kim Thi					0	0%	Biological younger sibling
2.11	Vo Thi My Phuong		Employee of Tan Cang Stone Exploitation Enterprise			4,700	0.010%	Younger sister-in-law
2.12	Pham Thi Thanh Phung					0	0%	Younger sister-in-law
2.13	Dong Nai Food Industrial Corporation					23,030,000	49.08%	Representative of State Capital



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
3	Pham Quoc Thai		Member of the Board of Directors, Deputy Director of the Company			0	0%	
3.1	Nguyen Thi Loan					0	0%	Wife
3.2	Pham Quoc Thanh					0	0%	Biological child
3.3	Pham Thanh Nguyen					0	0%	Biological child



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
3.4	Pham Thi Mai					0	0%	Biological older sister
3.5	Pham Hieu Liem					0	0%	Biological older brother
3.6	Pham Cong Luc					0	0%	Biological older brother
3.7	Pham Cong Binh					0	0%	Biological older brother
3.8	Pham Cong Duc					0	0%	Biological older brother
3.9	Pham Thanh Son					0	0%	Biological older brother
3.10	Pham Thanh Tuyen					0	0%	Biological older brother
3.11	Pham Thanh Tuy					0	0%	Brother-in-law
3.12	Le Thi Nhung					0	0%	Older sister-in-law
3.13	Nguyen Thi Nu					0	0%	Sister-in-law
3.14	Phan Thi Mai					0	0%	Sister-in-law

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
3.15	Tran Thi Trang					0	0%	Sister-in-law
3.16	Le Thi The					0	0%	Sister-in-law
4	Phan Tan Dat		Member of the BOD			0	0%	
4.1	Phan Tan Uoc					0	0%	Biological father
4.2	Nguyen Thi Hoa					0	0%	Biological mother

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
4.3	Le Thi Viet Ha					0	0%	Wife
4.4	Phan Huy Cuong					0	0%	Biological younger sibling
4.5	Phan Tan Vinh					0	0%	Biological younger sibling

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
4.6	Phan Thi Linh Giang					0	0%	Biological younger sibling
4.7	Phan Le Bao Tran					0	0%	Biological child
4.8	Phan Dang Khoa					0	0%	Biological child
4.9	Le Ngoc Cu					0	0%	Father-in-law



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
4.10	Bui Thi Huong					0	0%	Mother-in-law
4.11	Phan Thi Kieu Nuong					0	0%	Sister-in-law
4.12	Binh Duong Mineral and Construction Joint Stock Company					0	0%	Mr. Phan Tan Dat: Chairman of the BOD
4.13	DRH Holdings Joint Stock Company					0	0%	Mr. Phan Tan Dat: Chairman of the BOD

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
5	Le Dinh Vu Long		Member of the Board of Directors			0	0%	
5.1	Vo Thi Minh Thuy					0	0%	Biological Mother
5.2	Ngo Viet Ngoc Thanh					0	0%	Wife
5.3	Le Dinh Nhat Hai					0	0%	Biological Child

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
5.4	Le Dinh Nhat Minh					0	0%	Biological Child
5.5	Le Dinh Nhat Quang					0	0%	Biological Child
5.6	Le Dinh Vu Linh					0	0%	Biological Sibling
5.7	Binh Duong Mineral and Construction Joint Stock Company					0	0%	Mr. Le Dinh Vu Long is the Deputy General Director



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
6	Nguyen Hung Thang		Deputy Director of the Company, Person in charge of corporate governance			0	0%	
6.1	Le Van Lam					0	0%	Father-in-law
6.2	Le Thi Kim Quang					0	0%	Mother-in-law
6.3	Le Thuy Thuy Linh		Medical Staff, Tan Cang Stone Exploitation Enterprise			0	0%	Wife

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
6.4	Nguyen Le Thuy Van					0	0%	Biological child
6.5	Nguyen Le Thuy Lam					0	0%	Biological child
6.6	Nguyen Hung Trang					0	0%	Biological elder brother
6.7	Nguyen Hung Dung					0	0%	Biological elder brother
6.8	Nguyen Hung Luc					0	0%	Biological elder brother

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
6.13	Tran Thi Thuy Phuong					0	0%	Sister-in-law
6.14	Tran Thi Tham					0	0%	Sister-in-law
6.15	Nguyen Thi Hoa					0	0%	Sister-in-law
6.16	Mai Hung Chuong					0	0%	Brother-in-law

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
6.17	Nguyễn Văn Chức					0	0%	Brother-in-law
7	Phạm Thái Hợp		Deputy Director of the Company			90,300	0.19%	
7.1	Phạm Tuyên Quang					0	0%	Biological Father
7.2	Nguyễn Thị Vân					0	0%	Biological Mother

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
7.3	Lê Bá Ninh					0	0%	Father-in-law
7.4	Chu Thị Hòa					0	0%	Mother-in-law
7.5	Lê Thị Hiệp					0	0%	Wife
7.6	Phạm Lê Yến Linh					0	0%	Biological Child

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
7.7	Phạm Đức Minh					0	0%	Biological Child
7.8	Phạm Lê Mai Anh					0	0%	Biological Child
7.9	Phạm Việt Hòa					0	0%	Biological Elder Brother
7.10	Phạm Văn Hùng		Excavator Operator, Tan Cang Stone Exploitation Enterprise			0	0%	Biological Younger Sister

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
7.11	Phạm Thị Huệ					0	0%	Biological Younger Sister
7.12	Phạm Thị Xuyên					0	0%	Sister-in-law
7.13	Nguyễn Thị Ngọc Bích					0	0%	Younger sister-in-law
7.14	Dang Duc Canh					0	0%	Younger brother-in-law



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
8	Nguyen Nhu Thach		Deputy Director of the Company			2,000	0.004%	
8.1	Nguyen Nhu Xinh					0	0%	Biological Father
8.2	Nguyen Thi Hong					0	0%	Biological Mother
8.3	Nghiem Ngoc Long					0	0%	Father-in-law



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
8.4	Ngkiem Thi Ngoc Nga		Statistical Staff, Soklu Stone Exploitation Enterprise			5,000	0.01%	Wife
8.5	Nguyen Thi Thuy Duong					0	0%	Child
8.6	Nguyen Thi Tram Anh					0	0%	Child
8.7	Nguyen Nhu Ngoc					0	0%	Biological Older Brother

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
8.8	Nguyen Nhu Sanh		Warehouse Keeper, Soklu Stone Exploitation Enterprise			0	0%	Biological Younger Sibling
8.9	Nguyen Thi Bich Van					0	0%	Biological Younger Sibling
8.10	Nguyen Thi Ngan					0	0%	Older sister-in-law
8.11	Nguyen Thi Huong					0	0%	Sister-in-law

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
9	Hoang Dang Quoc Vinh		Deputy Director of the Company			0	0%	
9.1	Hoang Dang Thua					0	0%	Biological Father
9.2	Vo Van Quy					0	0%	Father-in-law
9.3	Ngo Thi Dao					0	0%	Mother-in-law



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
9.4	Hoang Dang Viet					0	0%	Biological Elder Brother
9.5	Hoang Dang Quoc Vu					0	0%	Biological Elder Brother
9.6	Huynh Thi Thanh Tam					0	0%	Sister-in-law
9.7	Hoang Thi Khanh Nam					0	0%	Biological Elder Sister



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
9.8	Vinh Phu					0	0%	Brother-in-law
9.9	Hoang Dang Quoc Khanh					0	0%	Biological Elder Brother
9.10	Hoang Thi Cam Van					0	0%	Biological Elder Sister
9.11	Nguyen Cong Chinh					0	0%	Brother-in-law

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
9.12	Vo Thi Tuong Vi					0	0%	Wife
9.13	Hoang Quan					0	0%	Child
10	Tran Quoc Trieu		Chief Accountant			30,000	0.06%	
10.1	Lê Thị Hoa					0	0%	Biological mother

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
10.2	Lương Thị Minh Nguyệt					0	0%	Mother-in-law
10.3	Phan Thị Ngọc Thảo		Statistical Staff			4,500	0.009%	Wife
10.4	Trần Thùy Thảo Vy					0	0%	Biological Child
10.5	Trần Minh Quang					0	0%	Biological elder brother

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
10.6	Trần Ngọc Thi					0	0%	Biological elder brother
10.7	Trần Thị Thanh Hương					0	0%	Biological elder sister
10.8	Trần Thanh Thủy					0	0%	Biological elder sister
10.9	Trần Thị Thu Trang					0	0%	Biological younger sister



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
10.10	Nguyễn Thị Thủy					0	0%	Sister-in-law (Elder brother's wife)
10.11	Nguyễn Văn Ân					0	0%	Brother-in-law (Elder sister's husband)
10.12	Huỳnh Hoàng Minh					0	0%	Brother-in-law (Elder sister's husband)
10.13	Trần Thanh Duy					0	0%	Brother-in-law (Younger sibling's husband)

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
11	Huỳnh Đường Tài		Head of the Board of Supervisor, Authorized Information Disclosure Person			3,000	0.006%	
11.1	Huynh Van Ty					0	0%	Biological Father
11.2	Dao Thi Sau					0	0%	Biological Mother
11.3	Huynh Tai Duc					0	0%	Biological Son

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
11.4	Huynh Tai Phuc					0	0%	Biological Son
11.5	Huynh Tien Nghia					0	0%	Biological Younger Brother
11.6	Huynh Tien Minh					0	0%	Biological Younger Brother
11.7	Huynh Tien Phong					0	0%	Biological Younger Brother

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
11.12	Tran Thi Nhan					0	0%	Sister-in-law
11.13	Tran Thi Huong					0	0%	Sister-in-law
11.14	Duong Thi Hong Anh					0	0%	Sister-in-law
11.15	Tran Tan Co					0	0%	Sister-in-law

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
12	Nguyen Thi Thanh Truc		Supervisor			5,640,000	12.02%	Individual ownership: 0; representative of State capital ownership: 5,640,000
12.1	Nguyen Thanh Tong					0	0%	Biological father
12.2	Nguyen Thi Tam					0	0%	Biological mother
12.3	Vo Thi Nga					0	0%	Mother-in-law

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
12.4	Nguyen Thanh Trung					0	0%	Husband
12.5	Nguyen Hoa Tuyet					0	0%	Biological child
12.6	Nguyen Hoa Tien					0	0%	Biological child
12.7	Nguyen Thi Bich Huyen					0	0%	Biological older sister
12.8	Nguyen Dang Quang					0	0%	Biological older brother

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
12.9	Nguyen Dang Trung					0	0%	Biological older brother
12.10	Nguyen Thi Thanh					0	0%	Older sister-in-law
12.11	Truong Thi My Trang					0	0%	Older sister-in-law
12.12	Dong Nai Food Industry Corporation - One Member Limited Liability Company					23,030,000	49.08%	Representative of State Capital Portion

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
13	Le Cong Son		Supervisor			0	0%	
13.1	Nguyen Thi Thanh Van					0	0%	Wife
13.2	Le Cong Dang Minh					0	0%	Child
13.3	Le Thanh Ha					0	0%	Child
13.4	Le Cong Bao					0	0%	Father

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
13.5	Huynh Thi Ly					0	0%	Mother
13.6	Nguyen Than Vu					0	0%	Father-in-law
13.7	Pham Thi Diem					0	0%	Mother-in-law

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
13.8	Le Cong Tai					0	0%	Younger sibling
13.9	Tran Thuy Hong Tran					0	0%	Younger sister-in-law
13.10	Le Cong Duc Anh					0	0%	Younger sibling



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

No.	Transacting executor	Relationship with internal persons	Number of shares held at the beginning of the period		Number of shares held at the end of the period		Reasons for increasing, decreasing (buying, selling, converting, rewarding, etc.)
			Number of shares	Percentage	Number of shares	Percentage	
1	Hoa An Joint Stock Company	Related party of the company	3,760,000	8.01%	3,910,800	8.33%	Purchased
2	Huynh Xuan Dao	Chairman of the BOD	9,412,000 (individual ownership: 12,000; ownership representing State capital portion: 9,400,000)	20.06%	9,408,000 (individual ownership: 8,000; ownership representing State capital portion: 9,400,000)	20.05%	Sold
3	Huynh Kim Vu	Member of the BOD, Director	5,230,000 (individual ownership: 60,000; representative of State capital ownership: 5,170,000)	11.15%	8,050,000 (individual ownership: 60,000; representative of State capital ownership: 7,990,000)	17.16%	Increased in representative ownership of State capital
4	Pham Quoc Thai	Member of the BOD, Deputy Director	5,175,000 (individual ownership: 5,000; representative of State capital ownership: 5,170,000)	11.03%	0 (individual ownership: 0; representative of State capital ownership: 0)	0%	Sold; no longer a representative of State capital
5	Nguyen Hung Thang	Deputy Director	5,000	0.011%	0	0%	Sold
6	Pham Thai Hop	Deputy Director	47,740	0.102%	90,300	0.19%	Purchased
7	Pham Van Hung	Person related to Mr. Pham Thai Hop	2,000	0.004%	0	0%	Sold



No.	Transacting executor	Relationship with internal persons	Number of shares held at the beginning of the period		Number of shares held at the end of the period		Reasons for increasing, decreasing (buying, selling, converting, rewarding, etc.)
			Number of shares	Percentage	Number of shares	Percentage	
8	Nguyen Nhu Thach	Deputy Director	9,900	0.021%	2,000	0.004%	Sold
9	Nghiem Thi Ngoc Nga	Person related to Mr. Nguyen Nhu Thach	6,000	0.013%	5,000	0.01%	Sold
10	Tran Quoc Trieu	Chief Accountant	21,100	0.045%	30,000	0.06%	Purchased
11	Phan Thi Ngoc Thao	Person related to Mr. Tran Quoc Trieu	3,200	0.007%	4,500	0.009%	Purchased
12	Huynh Duong Tai	Head of the BOS	5,000	0.011%	3,000	0.006%	Sold
13	Nguyen Thi Thanh Truc	Supervisor	3,290,000 (individual ownership: 0; representative of State capital ownership: 3,290,000)	7.01%	5,640,000 (individual ownership: 0; representative of State capital ownership: 5,640,000)	12.02%	Increased in representative ownership of State capital

IX. Other issues to note: None.

Recipients:

- As above;
- Board of Management;
- Head of the Board of Supervisor;
- Achieve: VT, TC.

**CHAIRMAN
OF THE BOARD OF DIRECTORS**



Huynh Xuan Dao

