

No: 85/BC-FiCO

HCMC, day 22 month 07 year 2026

REPORT ON CORPORATE GOVERNANCE
(6 months/2026)

To:

- The State Securities Commission;
- The Stock Exchange Ha Noi City;

- Name of company: FiCO Corporation - JSC
- Address of head office: 15th Floor, Sailing Tower, 111A Pasteur Street, Sai Gon Ward, Ho Chi Minh City.
- Tel: 028 38 212 960 Fax: 028 38213233 Email: info@fico.com.vn
- Charter capital: 1.270.000.000.000 VND.
- Stock symbol: FIC
- Governance model: General meeting of shareholders, Board of Directors, Board of Supervisors and General Director.
- The implementation of internal audit: Implemented

I. Activities of the General Meeting of Shareholders:

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

No.	Resolution/Decision No.	Date	Content
1	01/NQ-ĐHĐCĐ	21/04/2026	Resolution of the 2026 Annual General Meeting of Shareholders

II. Board of Directors (annual report):

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

No.	Board of Directors' members	Position (<i>Independent members of the Board of Directors, Non-executive members of the Board of Directors</i>)	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Ms. Do Thi Hieu	Chairman of the BOD / <i>Non-executive members of the Board of Directors</i>	21/04/2026	
2	Mr. Cao Truong Thu	Members of the BOD	21/04/2026	
3	Mr. Nguyen Xuan Thang	Members of the BOD / <i>Non-executive members of the Board of Directors</i>	21/04/2026	
4	Mr. Pham Viet Thang	Members of the BOD	21/04/2026	
5	Mr. Nguyen Ngoc Vu Chuong	Members of the BOD / <i>Non-executive members of the Board of Directors</i>	21/04/2026	

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
1	Ms. Do Thi Hieu	5	100%	
2	Mr. Cao Truong Thu	5	100%	
3	Mr. Nguyen Xuan Thang	5	100%	
4	Mr. Pham Viet Thang	5	100%	
5	Mr. Nguyen Ngoc Vu Chuong	5	100%	

Between meetings of the Board of Directors, to resolve matters requiring the Board of Directors' opinion related to production, business and management activities, the Corporation organized 16 times to collect opinions and votes from the Board of Directors by document. These documents for organizing voting opinions are carried out in accordance with the procedures prescribed by the Enterprise Law and relevant guiding documents, in accordance with the Regulations on organization and operation of the Board of Directors and under the supervision of the Board of Directors. Corporation Supervisory Board.

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

- The Board of Directors has performed well in supervising the management and

administration of the Executive Board. In addition to discussing and exchanging at regular meetings/other meetings of the Executive Board, the Board of Directors also regularly exchanges via phone, email as well as other means of information about the strategic situation, results of production and business activities, implementation of the Resolution of the General Meeting of Shareholders and the goals set by the General Meeting of Shareholders for the year.

- Through documents soliciting written opinions from the Board of Directors, the Board of Directors also demonstrates its responsibility to participate in supervising and resolving issues within the authority of the Board of Directors.

- Overall, amid the challenging economic conditions caused by fluctuations in the construction materials market, the Board of Directors, the Executive Management, and managers at all levels have made great efforts, demonstrated creativity, and acted proactively in carrying out their duties in order to achieve the targets and plans approved by the General Meeting of Shareholders.

4. Activities of the Board of Directors' subcommittees (If any):

The Corporation's Board of Directors does not establish affiliated subcommittees. Members of the Board of Directors perform their duties as assigned by the Board of Directors.

5. Decisions of the Board of Directors (annual report): *Appendix 1.*

III. Board of Supervisors:

1. Information about members of Board of Supervisors:

No.	Members of Board of Supervisors	Position	The date becoming/ceasing to be the member of the Board of Supervisors	Qualification
1	Mr. Dao Quang Son	Head of the Board of Supervisors	21/04/2026	Bachelor of Accounting
2	Ms. Pham Thi My Van	Member of the Board of Supervisors	21/04/2026	Master of Law
3	Ms. Tran Linh Chi	Member of the Board of Supervisors	21/04/2026	Master of Accounting

2. Meetings of Board of Supervisors:

No.	Members of Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Mr. Dao Quang Son	1	100%	100%	
2	Ms. Pham Thi My Van	1	100%	100%	
3	Ms. Tran Linh Chi	1	100%	100%	

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

The Supervisory Board fully participates in meetings of the Board of Directors and the General Meeting of Shareholders. Closely and fully monitor the activities of the Board of Directors and the Board of Management to ensure objectivity and honesty in complying with State regulations, laws, and decisions of the General Meeting of Shareholders to ensure the rights and interests of the Board of Directors, of shareholders.

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

The Board of Directors, Board of Management and other management departments of the Corporation create favorable conditions in the process of implementing the functions and tasks of the Supervisory Board. Make explanations and provide data and documents to the Supervisory Board promptly and fully as required.

5. Other activities of the Board of Supervisors (if any): None.

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
1	Mr. Cao Truong Thu General Director	17/09/1983	Master of Financial Management	Appointed (reappointed) on 18/05/2026
2	Mr. Pham Viet Thang Deputy General Manager	12/04/1978	Master of Economics	Appointed on 01/05/2021
3	Mr. Nguyen Duc Loi Deputy General Manager	16/06/1973	Electrical and Electronics Engineer	Appointed on 01/10/2025

V. Chief Accountant

Name	Date of birth	Qualification	Date of appointment/ dismissal
Mr. Nguyen Xuan Hung	01/06/1983	Master of Finance	Appointed on 01/11/2023

VI. Training courses on corporate governance:

In the first half of 2026, members of the Board of Directors, members of the Supervisory Board, Executive Board, Chief Accountant and person in charge of corporate governance participated in short-term training programs in related fields.

VII. The list of affiliated persons of the public company and transactions of affiliated persons of the Company).

1. The list of affiliated persons of the Company: *Appendix 2*.
2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons: *Appendix 3*.
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: *Appendix 3*.
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 (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): *Appendix 3*.
 - 4.2. Transactions between the Company and the company that its affiliated 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 affiliated persons

1. The list of internal persons and their affiliated persons: *Appendix 4*.
2. Transactions of internal persons and affiliated persons with shares of the Company: None.

IX. Other significant issues: None.

Recipients:

- As above;
- For filling.

**CHAIRWOMAN OF THE BOARD OF
DIRECTORS**

(Sign full name and seal)



Đỗ Thị Hiền





APPENDIX 1: RESOLUTIONS/DECISIONS OF THE BOARD OF DIRECTORS

No.	Resolution/ Decision No.	Date	Content	Approval rate
1	6/NQ-HĐQT	06/02/2026	Issued a Resolution approving the acquisition of assets to serve as the basis for completing the procedures for obtaining the Certificate of Land Use Rights and Ownership of Assets Attached to Land for Office No. 02, 10th Floor, Pearl Plaza Building, a property developed by SSG Van Thanh Joint Stock Company	60%
2	9/NQ-HĐQT	03/03/2026	The record date for determining shareholders entitled to attend the 2026 Annual General Meeting of Shareholders	100%
3	11/NQ-HĐQT	06/03/2026	Approved the results of the implementation of the 2025 production and business plan, the 2026 production and business plan, and the development of the Corporation's objectives and business plan for the 2026–2030 period; approved the Corporation's Financial Position Report as of December 31, 2025	60%
4	12/NQ-HĐQT	10/03/2026	Approved the plan for organizing the Corporation's 2026 Annual General Meeting of Shareholders	100%
5	13/NQ-HĐQT	16/03/2026	Approved the Feasibility Study Report for the investment project "Construction Investment for the Exploitation of the Thuy Trieu White Sand Mine" in Cam Lam Commune, Khanh Hoa Province	60%
6	21/NQ-HĐQT	07/04/2026	Approved the matters to be submitted for voting at the 2026 Annual General Meeting of Shareholders of Vitaly Joint Stock Company	60%
7	26/NQ-HĐQT	15/04/2026	Approved the matters to be submitted for voting at the 2026 Annual General Meeting of Shareholders of Hoa An Joint Stock Company	100%
8	28/NQ-HĐQT	15/04/2026	Approved the matters to be submitted for voting at the 2026 Annual General Meeting of Shareholders of FiCO PanU Concrete Joint Stock Company	100%



9	30/NQ-HĐQT	15/04/2026	Approved the matters to be submitted for voting at the 2026 Annual General Meeting of Shareholders of Thanh Thanh Ceramic Tiles Joint Stock Company	60%
10	32/NQ-HĐQT	16/04/2026	Approved the agenda and meeting documents for the Corporation's 2026 Annual General Meeting of Shareholders	100%
11	34/NQ-HĐQT	21/04/2026	Elected the Chairman of the Board of Directors of the Corporation for the 2026–2031 term	100%
12	35/NQ-HĐQT	21/04/2026	Assigned duties and responsibilities to the members of the Board of Directors for the 2026–2031 term	100%
13	37/NQ-HĐQT	21/04/2026	Approved the credit facilities for FiCO Corporation - JSC and FiCO Products Trading One Member Limited Liability Company at Vietnam International Bank (VIB)	100%
14	42/NQ-HĐQT	13/05/2026	Approved the matters to be submitted for voting at the 2026 Annual General Meeting of Shareholders of Phuoc Hoa FiCO Joint Stock Company	60%
15	44/NQ-HĐQT	13/05/2026	Approved the payment of the 2025 dividend to the Corporation's shareholders	100%
16	49/NQ-HĐQT	04/05/2026	Approved the matters to be voted on by FiCO's capital representative at the meeting of the Board of Directors of FiCO Tay Ninh Cement Joint Stock Company	60%
17	55/NQ-HĐQT	18/05/2026	Appointed the General Director of FiCO Corporation - JSC	100%
18	60/NQ-HĐQT	20/05/2026	Approved the matters to be submitted for voting at the 2026 Annual General Meeting of Shareholders of No. 1 Packaging and Minerals Joint Stock Company	60%
19	65/NQ-HĐQT	26/05/2026	Approved the matters to be submitted for voting at the 2026 Annual General Meeting of Shareholders of FiCO Construction Materials Investment and Trading Joint Stock Company	60%
20	69/NQ-HĐQT	08/06/2026	Approved the termination of Ms. Do Thi Bich Thuy's assignment as FiCO's capital representative at Phuoc Hoa FiCO Joint Stock Company	100%

21	77/NQ-HĐQT	22/06/2026	Selected and approved the independent auditing firm for the audit of FiCO Corporation's 2026 financial statements	100%
22	79/NQ-HĐQT	25/06/2026	Approved the credit facilities for FiCO Corporation - JSC and authorized FiCO Products Trading One Member Limited Liability Company to act on its behalf in relation to such credit facilities at VPBank	100%
23	81/NQ-HĐQT	26/06/2026	Approved the bonus plan for the members of the Board of Directors, the Supervisory Board, and the Executive Management of FiCO Corporation - JSC for the 2021–2026 term	100%





APPENDIX 2: LIST OF RELATED PERSONS OF THE COMPANY

No.	Name of organization/individual	Securities account (if any)	Position at the company (if any)	ID number, Date of issue, place of issue	Head office address/Contact address	The starting point is the person involved	The ending point is the person involved	Reason	Relevant relationship with the company
1	Do Thi Hieu		Chairman of the BOD			09/01/2019			Insider
2	Cao Thuong		Member of the BOD, General Director			01/07/2020			Insider
3	Pham Viet Thang		Member of the BOD, Deputy General Director			22/4/2021			Insider
4	Nguyen Ngoc Vu Chuong		Member of the BOD			29/04/2025			Insider
5	Nguyen Xuan Thang		Member of the BOD			15/03/2018			Insider
6	Dao Quang Son		Head of the Board of Supervisors			28/09/2016			Insider
7	Pham Thi My Van		Member of the Board of Supervisors			21/04/2026			Insider
8	Tran Linh Chi		of the Board of Supervisors			22/4/2021			Insider
9	Nguyen Duc		Deputy			1/10/2025			Insider



	Loi		General Director						
10	Nguyen Xuan Hung		Chief accountant			1/11/2023			Insider
11	Nguyen Le Dung		Person in charge of corporate governance			02/05/2024			Insider
12	SCIC Corporation					31/08/2020			Shareholders own more than 10% of charter capital
13	Xuan Cau Investment Joint Stock Company					01/10/2016			Shareholders own more than 10% of charter capital
14	Phuoc Hoa FiCO Joint Stock Company					21/1/2005			Subsidiary company
15	Tan Dinh FiCO Construction Mechanical Joint Stock Company					13/4/2006			Subsidiary company
16	Thanh Thanh Joint Stock Company					2/01/2004			Subsidiary company
17	Dong Nam A Joint Stock Company					27/09/2007			Subsidiary company
18	Cam Ranh FiCO Sand					19/10/2017			Subsidiary company

	Company Limited								
19	FiCO Trading Company Limited					03/04/2018			Subsidiary company
20	FiCO Commerce Product One member Company Limited					25/04/2019			Subsidiary company
21	Nguyen Hoai Thu					13/05/2022			Manager of Subsidiary Company
22	Dang Xuan Long					31/12/2021			Manager of Subsidiary Company
23	Nguyen Van Phuc					04/10/2017			Manager of Subsidiary Company
24	Hoang Trung Kien					18/06/2024			Manager of Subsidiary Company
25	Do Thi Bich Thuy					13/05/2022			Manager of Subsidiary Company
26	Tran Hung Luong					18/04/2012			Manager of Subsidiary Company
27	Vo Thi Thu Thuy					18/04/2014			Manager of Subsidiary Company
28	Nguyen Thanh					21/04/2022			Manager of

	Ha								Subsidiary Company
29	Nguyen Thi Thoa					05/11/2019			Manager of Subsidiary Company
30	FiCO Tay Ninh Cement Joint Stock Company					23/12/2004			Affiliate company
31	Hoa An Joint Stock Company					8/6/2000			Affiliate company
32	Vitaly Joint Stock Company					06/01/2005			Affiliate company
33	Havali – FiCO Joint Stock Company					23/8/2007			Affiliate company
34	FiCO – Corea Construction Joint Stock Company					11/10/2007			Affiliate company
35	Tan Bach Viet Construction Investment Company Limited					18/9/2007			Affiliate company
36	FiCO High Technology Joint Stock Company					16/9/2010			Affiliate company
37	FiCO Pan – United Joint Stock Company					23/8/2007			Affiliate company

APPENDIX 3: TRANSACTIONS BETWEEN THE COMPANY AND RELATED PERSONS OF THE COMPANY, MAJOR SHAREHOLDERS, INTERNAL PERSONS, RELATED PERSONS OF INTERNAL PERSONS, OTHER ENTITIES

Name of organization or individual	Relationship	ID number, Date of issue, place of issue	Address	Transaction time	Resolution of the BOD/ General Meeting of Shareholders	Balance properties	Balance as of 30/06/2026	Balance as of 01/01/2026
Phuoc Hoa FiCO Joint Stock Company	Subsidiary company	3500102894 issued by the Department of Planning and Investment of Ba Ria Vung Tau province for the first time on January 21, 2005, registered for the 14th change on November 17, 2021	76 Ho Duc Di Street, Tan Phuoc Ward, Ho Chi Minh City.	01/01/2026 - 30/06/2026	Resolution No. 148/NQ-HĐQT dated December 30, 2025 of the Board of Directors	Trade payables	61.824.542.291	60.139.000.183
						Trade receivables	0	46.692.539
						Purchase of materials	136.865.760.178	165.859.975.656
						Provision of services	4.823.348.616	6.258.383.693
FiCO Commerce Product One member Company Limited	Subsidiary company	0315650869 issued by the Department of Planning and Investment of Ho Chi Minh City for the first time on April 25, 2019, issued with the 6th change on	15th Floor, Sailing Tower, 111A Pasteur Street, Saigon Ward, Ho Chi Minh City	01/01/2026 - 30/06/2026	Resolution No. 01/NQ-ĐHĐCĐ dated April 21, 2026 of the General Meeting of	Trade receivables	133.109.813.331	135.088.032.418
						Deposits payable	500.000.000	1.685.000.000
						Sales deductions	1.270.666.992	326.967.301
						Sale of materials	248.452.837.156	280.179.684.822

		December 13, 2023			Shareholders	Compensation expenses for damaged and broken goods	449.600.782	666.497.701
				01/01/2026 - 30/06/2026	Resolution No. 148/NQ-HDQT dated December 30, 2025 of the Board of Directors	Trade payables	1.509.235.969	1.509.235.969
						Other payables	22.995.630	21.648.060
						Advances from customers	7.381.335.438	7.381.335.438
FiCO Trading Company Limited	Subsidiary company	0314964301 issued by the Department of Planning and Investment of Ho Chi Minh City for the first time on April 3, 2018, issued for the 5th time on May 25, 2021	15th Floor, Sailing Tower, 111A Pasteur Street, Saigon Ward, Ho Chi Minh City	01/01/2026 - 30/06/2026	Resolution No. 148/NQ-HDQT dated December 30, 2025 of the Board of Directors	Other receivables	2.695.985.621	2.695.985.621
						Other payables	324.816.118	324.816.118
						Trade receivables	920.979.211	920.979.211
Da Nang	Branch	0314964301-001	45 Dien Bien	01/01/2026 -	Resolution No.	Trade receivables	0	45.114.206

branch of FiCO Trading Company Limited Dong Nam A Joint Stock Company	of Subsidiary company	issued by the City Department of Planning and Investment. Da Nang issued on May 22, 2018 3700830308 issued by the Department of Planning and Investment of Binh Duong province for the first time on September 27, 2007, issued with the 11th change on August 31, 2018	Phu Street, Thanh Khe Ward, Da Nang City Land Plot No. 257, Map Sheet No. 17, Quarter 9, Chanh Phu Hoa Ward, Ho Chi Minh City	30/06/2026	148/NQ-HĐQT dated December 30, 2025 of the Board of Directors	Advances for the purchase of construction materials	219.592.596.670	219.859.926.085
						Other receivables	298.000.000	298.000.000
						Purchase of goods	147.476.367.197	143.263.325.330
						Compensation income for breakage and damage	442.009.935	428.075.893
						Purchase discounts received	1.262.815.954	227.894.925
						Purchase allowances received	0	123.510.213
Thanh Thanh Joint Stock Company	Subsidiary company	3600665643 issued by the Department of Planning and Investment of Dong Nai province for the first time on January 2, 2004, issued for the 10th time on December 9, 2019	Road No. 1, Bien Hoa 1 Industrial Park, Tran Bien Ward, Dong Nai Province	01/01/2026 - 30/06/2026	Resolution No. 148/NQ-HĐQT dated December 30, 2025 of the Board of Directors	Trade receivables		35.396.205
						Deposits receivable	500.000.000	1.685.000.000
						Trade payables	8.935.722.025	12.567.645.504
						Purchase of materials	2.449.029.254	49.173.239.055

						Sale of materials	0	3.757.414.599
						Dividends received	3.056.097.000	1.222.438.800
						Compensation income for breakage and damage	6 301 072	225.833.037
						Purchase allowances received	0	150.563.860
Vitaly Joint Stock Company	Affiliate company	300398078 issued by the Department of Planning and Investment of Binh Duong province for the first time on January 6, 2005, issued with the 13th change on June 18, 2024	N1 Road, Binh Chuan Concentrated Production Zone, Binh Ph Quarter, Thuan Giao Ward, Ho Chi Minh City	01/01/2026 - 30/06/2026	Resolution No. 148/NQ-HĐQT dated December 30, 2025 of the Board of Directors	Trade receivables	13.390.003.889	13.522.608.095
						Charter capital pre-equitization liabilities, and other liabilities	25.301.971.635	25.301.971.635
						Other items	3.688.800	3.688.800
						Trade payables	1.644.049.541	158.938.225
						Purchase of materials	1.375.103.070	7.646.813.136

						Purchase discounts received		41.953.890
						Compensation income for breakage and damage		11.384.604
FiCO Tay Ninh Cement Joint Stock Company	Affiliate company	3900365922 issued by the Department of Planning and Investment of Tay Ninh province for the first time on December 23, 2004, changed for the 15th time on June 18, 2018	26th Floor, E.Town Central, 11 Doan Van Bo Street, Xom Chieu Ward, Ho Chi Minh City	01/01/2026 - 30/06/2026	Resolution No. 148/NQ-HĐQT dated December 30, 2025 of the Board of Directors	Sale of materials	0	601.088.181
						Dividends received	42.190.423.275	39.703.313.650
FiCO Pan – United Joint Stock Company	Affiliate company	0310883115 issued by the Department of Planning and Investment of Ho Chi Minh City for the first time on August 23, 2007, issued for the 5th time on January 18, 2017	South Building, 60 Truong Son Street, Tan Son Hoa Ward, Ho Chi Minh City	01/01/2026 - 30/06/2026	Resolution No. 148/NQ-HĐQT dated December 30, 2025 of the Board of Directors	Trade receivables	0	938.634.735
						Sale of materials	0	15.235.891.324
						Purchase of materials	0	1.060.753.000

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Packaging and Bentonite Joint Stock Company No.1	Affiliate company of subsidiary	3700538536 issued by the Department of Planning and Investment of Binh Duong province on November 5, 2024	Land Plot No. 200, Map Sheet No. DC 8-3, N1 Road, Binh Chuan Concentrated Production Zone, Binh Phu Quarter, An Phu Ward, Ho Chi Minh City	01/01/2026 - 30/06/2026	Resolution No. 148/NQ-HĐQT dated December 30, 2025 of the Board of Directors	Trade receivables	5.610.778.708	6.821.863.427
FiCO – Corea Construction Joint Stock Company	Affiliate company	0304401701 issued by the Department of Planning and Investment of Ho Chi Minh City for the first time on October 11, 2007, issued with the 11th change on October 31, 2023	Mezzanine Floor (M Floor), Block C, Van Do Apartment Building, 348 Ben Van Don Street, Vinh Hoi Ward, Ho Chi Minh City	01/01/2026 - 30/06/2026	Resolution No. 148/NQ-HĐQT dated December 30, 2025 of the Board of Directors	Sale of materials	10.589.899.787	19.286.459.748
						Purchase of materials	0	13.379.961.737
						Purchase discounts received	0	792.057.533
						Sales returns	902.993.219	
Cam Ranh FiCO Sand Company Limited	Subsidiary company	4201764563 issued by the Department of Planning and Investment of Khanh Hoa province for the first time on October	Tan Hai Hamlet, Cam Lam Commune, Khanh Hoa Province	01/01/2026 - 30/06/2026	Resolution No. 148/NQ-HĐQT dated December	Trade payables	69.172.394.163	75.201.684.847
						Other payables	621.559.641	621.559.641
						Trade receivables	0	27.681.539

		19, 2017, issued for the second time on January 10, 2019.			30, 2025 of the Board of Directors	Purchase of materials	6.974.851.191	43.884.150.075
Tan Dinh FiCO Construction Mechanical Joint Stock Company	Subsidiary company	030114699 issued by the Department of Planning and Investment of Ho Chi Minh City for the first time on April 13, 2006 and registered for the 12th change on December 29, 2021	Lot E, Road No. 2B, Dong An Industrial Park, Binh Hoa Ward, Ho Chi Minh City	01/01/2026 - 30/06/2026	Resolution No. 148/NQ-HĐQT dated December 30, 2025 of the Board of Directors	Rental income	1.560.000.000	840.000.000
						Trade receivables	11.310.433.947	11.181.213.947



APPENDIX 4: LIST OF INSIDERS AND PERSONS RELATED TO INSIDERS

No.	Stock Code	Full Name	Securities Trading Account (if any)	Position in the Company (if any)	Relationship with the Company / Insider	Type of documents (ID/ Passport/ Business Registration Certificate)	No.	Date of Issue	Place of Issue	Head Office Address / Contact Address	Number of Shares Held at the End of the Period	Shareholding Ratio at the End of the Period	Notes
1	2	3	4	5	6	7	8	9	10	11	12	13	17
1	FIC	Do Thi Hieu		Chairman of the BOD							10,378,070	8.17%	
1.01	FIC	Do Van Dieu			Father						0	0	
1.02	FIC	Trinh Thi Lien			Mother						0	0	
1.03	FIC	Do Thi Bich			Sister						0	0	
1.04	FIC	Do Thi Bich Thuy			Sister						0	0	
1.05	FIC	Nguyen Nam Hung			Husband						0	0	
1.06	FIC	Nguyen Hai Hai			Daughter						0	0	
1.07	FIC	Dong Anh Licogi Mechanical Joint Stock Company			Member of the BOD	BRC	100106391	30/06/2006	Department of Planning and Investment of Hanoi	Km 12+800, National Highway 3, Group 6, Dong Anh Commune, Hanoi	0	0	

2	FIC	Cao Truong Thu		BOD Member cum General Director							0	0	
2.01	FIC	Tran Thi Thanh Tam			Wife						0	0	
2.02	FIC	Cao Khanh Toan			Son						0	0	still young
2.03	FIC	Cao Khanh Minh			Son						0	0	still young
2.04	FIC	Cao Van Thinh			Father						0	0	
2.05	FIC	Nguyen Thi Huong			Mother						0	0	
2.06	FIC	Le Thi My Linh			Mother-in-law						0	0	
2.07	FIC	Cao Viet Hung			Brother						0	0	
2.08	FIC	Cao Thi Thanh Yen			Sister						0	0	
2.09	FIC	Tran Minh Thanh			Brother-in-law						0	0	
2.10	FIC	Tran Minh Trung			Brother-in-law						0	0	
2.11	FIC	Thanh Thanh Joint Stock Company			Chairman of the BOD	BRC	3600665643	02/01/2004	Department of Planning and Investment of Dong Nai	Street No. 1, Bien Hoa 1 Industrial Park, Tran Bien	0	0	

										Ward, Dong Nai Province			
2.12	FIC	Hoa An Joint Stock Company			Chairman of the BOD	BRC	3600464464	08/06/2000	Department of Planning and Investment of Dong Nai	20C, Cau Hang Quarter, Bien Hoa Ward, Dong Nai Province	0	0	
2.13	FIC	Dong Anh Licogi Mechanical Joint Stock Company			Chairman of the BOD	BRC	100106391	30/06/2006	Department of Planning and Investment of Hanoi	Km 12+800, National Highway 3, Group 6, Dong Anh Commune, Hanoi	0	0	
3	FIC	Pham Viet Thang		Member of the BOD cum Deputy General Director							0	0	
3.01	FIC	Vu Hoang Thu Trang			Wife						0	0	
3.02	FIC	Pham Quang Hien			Father						0	0	
3.03	FIC	Vu Trong Chung			Father-in-law						0	0	
3.04	FIC	Hoang Thi Thu Thuy			Mother-in-law						0	0	
3.05	FIC	Pham Viet Bach			Son						0	0	
3.06	FIC	Pham Hai Ha			Daughter						0	0	still young

3.07	FIC	Pham Viet Ha			Brother						0	0	
3.08	FIC	Pham Viet Thanh			Brother						0	0	
3.09	FIC	Thanh Thanh Joint Stock Company			Member of the BOD	BRC	3600665643	02/01/2004	Department of Planning and Investment of Dong Nai	Street No. 1, Bien Hoa 1 Industrial Park, Tran Bien Ward, Dong Nai Province	0	0	
3.10	FIC	Vitaly Joint Stock Company			Chairman of the BOD	BRC	300398078	06/01/2005	Department of Planning and Investment of Binh Duong	N1 Street, Binh Chuan Concentrated Production Area, Binh Phu Quarter, Thuan Giao Ward, Ho Chi Minh City	0	0	
3.11	FIC	Hoa An Joint Stock Company			Head of the Board of Supervisors	BRC	3600464464	08/06/2000	Department of Planning and Investment of Dong Nai	20C, Cau Hang Quarter, Bien Hoa Ward, Dong Nai Province	0	0	
3.12	FIC	Dong Anh Licogi Mechanical Joint Stock Company			Member of the BOD	BRC	100106391	30/06/2006	Department of Planning and Investment of Hanoi	Km 12+800, National Highway 3, Group 6, Dong Anh Commune, Hanoi	0	0	
5	FIC	Nguyen Vu Ngoc Chuong		Member of the BOD							0	0	
5.01	FIC	Huynh Trang Nha			Wife						0	0	

5.02	FIC	Nguyen Ngoc Thanh			Father						0	0	
5.03	FIC	Nguyen Thi Kim Phuong			Mother						0	0	
5.04	FIC	Le Thi Tim			Mother-in-law						0	0	
5.05	FIC	Nguyen Ngoc Thien An			Sister						0	0	
5.06	FIC	Tran Thuy Anh Kha			Brother-in-law						0	0	
5.07	FIC	Sovila International Human Resources Joint Stock Company			Chairman of the BOD	BRC	0300467483	20/12/2010	Sở KHĐT TP.HCM	No. 01 Pho Quang Street, Tan Son Hoa Ward, Ho Chi Minh City	0	0	
5.08	FIC	DOMESCO Medical Import-Export Joint Stock Corporation			Member of the Supervisory Board	BRC	1400460395	03/08/2025	Sở Tài chính Tỉnh Đồng Tháp	No. 346 Nguyen Hue Street, My Tra Ward, Dong Thap Province	0	0	
6	FIC	Nguyen Xuan Thang		Member of the BOD							0	0	
6.01	FIC	Nguyen Duc Thanh			Father						0	0	Deceased
6.02	FIC	Le Thi Soi			Mother						0	0	
6.03	FIC	Nguyen Thi Thanh Nga			Wife						0	0	

6.04	FIC	Nguyen Thanh Tra			Daughter						0	0	
6.05	FIC	Nguyen Xuan Loc			Son						0	0	
6.06	FIC	Nguyen Thi Minh Hue			Sister						0	0	
6.07	FIC	Nguyen Thi Minh Quyen			Sister						0	0	
6.08	FIC	Tran Phuc Loc			Son-in-law						0	0	
7	FIC	Đào Quang Sơn		Head of the Board of Supervisors							0	0	
7.01	FIC	Đào Huy Trường			Father						0	0	Deceased
7.02	FIC	Nguyễn Thị Bảo			Mother						0	0	Deceased
7.03	FIC	Đào Kim Bích			Sister						0	0	
7.04	FIC	Đào Quang Bình			Brother						0	0	
7.05	FIC	Thanh Thanh Joint Stock Company			Head of the Board of Supervisors	BRC	3600665643	02/01/2004	Department of Planning and Investment of Dong Nai	Street No. 1, Bien Hoa 1 Industrial Park, Tran Bien Ward, Dong Nai Province	0	0	
7.06	FIC	Vitaly Joint Stock Company			Member of the Board of Supervisors	BRC	300398078	06/01/2005	Department of Planning and Investment of Binh Duong	N1 Street, Binh Chuan Concentrated Production Area, Binh Phu Quarter, Thuan	0	0	

										Giao Ward, Ho Chi Minh City			
8	FIC	Pham Thi My Van		Member of the Board of Supervisors							0	0	
8.01	FIC	Vu Trong Duy			Husband						0	0	
8.02	FIC	Vu Thanh Liem			Son						0	0	
8.03	FIC	Vu Thuy Duong			Daughter						0	0	still young
8.04	FIC	Pham The Non			Father						0	0	Deceased
8.05	FIC	Tran Thi Nga			Mother						0	0	
8.06	FIC	Pham The Toan			Brother						0	0	
8.07	FIC	Pham The Vinh			Brother						0	0	
8.08	FIC	Pham The Quan			Brother						0	0	
8.09	FIC	Pham Thi My Dung			Sister						0	0	
8.10	FIC	Pham The Thanh			Brother						0	0	
9	FIC	Tran Linh Chi		Member of the Board of Supervisors							0	0	

9.01	FIC	Ho Thi Lien Huong			Mother						0	0	
9.02	FIC	Tran Son Tung	000112018 6 VNDIRECT		Husband						0	0	
9.03	FIC	Tran Son Bach			Son						0	0	
9.04	FIC	Tran Anh Tuyen			Father- in-law						0	0	
9.05	FIC	Mai Phuong			Mother- in-law						0	0	
9.06	FIC	Tran Mai Tung Lam			Brother- in-law						0	0	
10	FIC	Nguyen Duc Loi		Deputy General Director							0	0	
10.01	FIC	Hoang Thi Thu Thuy			Wife						0	0	
10.02	FIC	Nguyen Thi Binh			Daughter						0	0	

10.03	FIC	Nguyen Hoang Bach			Son						0	0	
10.04	FIC	Nguyen Duc Ngo			Father						0	0	
10.05	FIC	Nguyen Duc Toan			Older brother						0	0	
10.06	FIC	Nguyen Thu Oanh			Older sister						0	0	
10.07	FIC	Nguyen Chien Thang			Older brother						0	0	
10.08	FIC	Le Van Bang			Brother-in-law						0	0	
10.09	FIC	Vu Thi Oanh			Sister-in-law						0	0	
10.10	FIC	Ho Thi Xuan Vinh			Sister-in-law						0	0	
10.11	FIC	Hoang Xuan Tam			Father-in-law						0	0	

10.12	FIC	Nguyen Thi Be			Mother-in-law						0	0	
10.13	FIC	ASEAN TILES CORPORATION			General Director	BRC	3700830308	31/08/2018	Department of Planning and Investment of Binh Duong	Quarter 9, Chanh Phu Hoa Ward, Ben Cat Township, Binh Duong Province	0	0	
11	FIC	Nguyen Xuan Hung		Chief accountant							0	0	
11.01	FIC	Truong Thi Thai Khanh			Wife						0	0	
11.02	FIC	Pham Thi Hai			Mother-in-law						0	0	
11.03	FIC	Truong Thi Thuy Trang			Sister-in-law						0	0	
11.04	FIC	Trang Thi Hoai Ngan			Sister-in-law						0	0	
11.05	FIC	Truong Pham Tan Dat			Brother-in-law						0	0	
11.06	FIC	Nguyen Xuan Hy			Father						0	0	

11.07	FIC	Nguyen Thi Xuan Phuong			Older sister						0	0	
11.08	FIC	Nguyen Thi Phuong Dung			Older sister						0	0	
12	FIC	Nguyen Le Dung		Person in charge of corporate governance							0	0	
12.01	FIC	Nguyen Le Du			Husband						0	0	
12.02	FIC	Nguyen Le Tu Vi			Daughter						0	0	still young
12.03	FIC	Nguyen Le Anh Khoa			Son						0	0	still young
12.04	FIC	Nguyen Xuan Thuy			Father						0	0	
12.05	FIC	Dinh Thi Hoa			Mother						0	0	
12.06	FIC	Nguyen Le Phuong			Older sister						0	0	

12.07	FIC	Nguyen Phuong Huy			Brother-in-law						0	0	
12.08	FIC	Nguyen Thanh Ha			Younger brother						0	0	
12.09	FIC	Nguyen Thi Hong Phuong			Sister-in-law						0	0	
12.10	FIC	Nguyen Ngoc Duc			Father-in-law						0	0	
12.11	FIC	Le Thi Thuc			Mother-in-law						0	0	
12.12	FIC	Nguyen Thi Dieu Thao			Sister-in-law						0	0	
12.13	FIC	Nguyen Truong An			Brother-in-law						0	0	
12.14	FIC	Nguyen Thi Yen Nhi			Sister-in-law						0	0	
12.15	FIC	Nguyen Ngoc Phuoc			Brother-in-law						0	0	