

No: 02 - 2026/BCQT.DIC

Ho Chi Minh City, July 29, 2026

**LISTED CORPORATE GOVERNANCE REPORT
THE FIRST HALF OF 2026**

To: - State Securities Commission;
 - Hanoi Stock Exchange

- Name of company: **DIC INVESTMENT AND TRADING JOINT STOCK COMPANY**
- Address of headoffice: 82 Tran Huy Lieu, Cau Kieu Ward, Ho Chi Minh City
- Tel: (84.8) 3931 0504 Fax: (84.8) 3843 9279 Email: info@dic-intraco.vn
- Charter capital: 265,858,400,000 VND Stock symbol: **DIC**
- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors and General Director.
- The implementation of internal audit: Not yet implemented.

I. Activities of the General Meeting of Shareholders

Information about meetings and Resolutions / Decisions of the General Meeting of Shareholders (including resolutions of the General Meeting of Shareholders approved in the form of written opinions):

No.	Resolution / Decision No.	Date	Content
1	01/NQDHDCD.DIC- INTRACO	June 26, 2026	1/ To approve the Report on the activities of the Board of Directors in 2025 and the plan for 2026. 2/ To approve the Report on the activities of the Supervisory Board in 2025 and the plan for 2026. 3/ To approve the Report of the Board of Management on the business performance in 2025 and the business plan for 2026 4/ To approve the Submission on the audited Financial Statements for 2025. 5/ To approve the Submission on the business performance results in 2025 and the profit distribution plan for 2025. 6/ To approve the Submission on the business plan for 2026 7/ To approve the Submission on the remuneration of the Board of Directors and the Supervisory Board in 2025 and the proposed remuneration plan for 2026. 8/ To approve the Submission on the selection of the

No.	Resolution / Decision No.	Date	Content
			independent auditor for the financial year 2026.

II. Board of Director

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

No.	Board of Directors' members	Position	The date becoming to be the member of the Board of Directors	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
1	Mr. Nguyen Duc Hai	Chairman of the Board of Directors;	2009	06	100%	
2	Ms. Le Thi Thuy Nga	Member	2014	06	100%	
3	Mr. Bui Thanh Nhan	Member	2020	06	100%	
4	Mr. Dinh Tien Dung	Member	2020	06	100%	
5	Nguyen Anh Kiet	Member	2024	06	100%	
6	Hoang Van Thiem	Member	2024	06	100%	
7	Vu Tien Viet	Member	2024	06	100%	

2. Supervisory activities of the Board of Directors to the Board of Management.

- + Monitor the preparation of the Parent Company's and Consolidated Financial Statements QIV/2025, QI/2026, QII/2026. Review Report for the first 6 months of 2025 and the Audited 2026 Financial Statements.
- + Direct the strict implementation of reporting and information disclosure regimes according to regulations.
- + Supervise and direct the Management Board to deploy and implement resolutions and decisions of the Board of Directors.
- + Direct the consolidation and management work at the Company's office and subsidiaries.
- + Periodically coordinate with the Board of Directors and relevant departments to assess the financial capacity of some customers with overdue debts and direct the implementation of debt collection measures for these customers.

- + Request the Board of Directors to analyze the Business Results Report of 2025, from which recommendations for solutions are made, and a production and business plan for 2026 is developed.
- + Modify the organizational model, rearrange departments and personnel to strengthen management and improve work efficiency.
- + Approval of personnel changes, resignations, dismissals of the Board of Directors.

3. Activities of subcommittees under the Board of Directors: **None**

4. Resolutions/Decisions of the Board of Directors:

No.	Resolution / Decision No.	Date	Content
1	01-2026/NQHĐQT.DIC-INTRACO	April 17, 2026	Resolution of the Board of Directors of DIC Investment and Trading Joint Stock Company (Regarding: <i>The extension of the time for holding the 2026 Annual General Meeting of Shareholders</i>)
2	02-2026/NQHĐQT.DIC-INTRACO	May 04, 2026	Resolution of the Board of Directors of DIC Investment and Trading Joint Stock Company (Regarding: <i>Approval of the proposal for entering into contracts and transactions between the Company and Related Parties in 2026</i>)
3	03-2026/NQHĐQT.DIC-INTRACO	May 07, 2026	Resolution of the Board of Directors of DIC Investment and Trading Joint Stock Company (Regarding: <i>The selection of the record date for convening the 2026 Annual General Meeting of Shareholders</i>)
4	04-2026/NQHĐQT.DIC-INTRACO	May 28, 2026	Resolution of the Board of Directors of DIC Investment and Trading Joint Stock Company (Regarding: <i>Disposal of Assets at the Branch of DIC Investment and Trading Joint Stock Company</i>)
5	05-2026/NQHĐQT.DIC-INTRACO	June 04, 2026	Resolution of the Board of Directors of DIC Investment and Trading Joint Stock Company (Regarding: <i>Disposal of Assets at the Branch of DIC Investment and Trading Joint Stock Company</i>)
6	06-2026/NQHĐQT.DIC-INTRACO	June 05, 2026	Resolution of the Board of Directors of DIC Investment and Trading Joint Stock Company (Regarding: <i>Approval of documents and official timing for the 2026 Annual General Meeting of Shareholders</i>)

III. Board of Supervisors

1. Information about members of Board of Supervisors:

No.	Members of the Board of Supervisors	Position	he date becoming to be the member of the Board of Supervisors	Number of meetings attended	Attendance rate	Reasons for absence
1	Mr. Huynh Minh Thang	Head of the Board of Supervisors	Appointed as the Head of the Board of Supervisors from June 27, 2025.	01	100%	
1	Ms. Phan Thuy Tram	Member	Appointed as a member of the Board of Supervisors from June 27, 2025.	01	100%	
2	Ms. Dang Thi Kim Chau	Member	Appointed as a member of the Board of Supervisors from June 27, 2025.	01	100%	

2. Supervision activities of the Board of Supervisors for the Board of Directors, the Executive Board and shareholders

During the first six months of 2026, the Board of Supervisors performed its inspection and supervision tasks well as follows:

- + Participate in meetings of the Board of Directors and the Board of Directors, grasp and propose ideas to enhance the company's operational efficiency.
- + Check and supervise the implementation of Resolutions of the General Meeting of Shareholders, Board of Directors, Company Charter, and report on the management work of the Management Board.
- + Consider factors that affect production and business operations such as inventory, accounts receivable and payable, and other items. Monitor the implementation of the 2025 production and business plan.
- + Review quarterly financial statements, especially the audited financial statements for the first 6 months of 2026 and the 2025 audited financial statements.

3. The coordination of activities between the Board of Supervisors and the activities of the Board of Directors, Executive Board and other managers:

- + During the first six months of 2026, the Board of Directors and the Board of Management facilitated the Board of Supervisors in providing full information on the company's production and business activities and financial situation.

- + The Board of Supervisors has closely coordinated with the Board of Directors and the Board of Management to implement the targets and plans approved by the General Meeting of Shareholders while maintaining independence in performing the functions of inspection, supervision and internal control.

4. Other activities of the Board of Supervisors: **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. Nguyen Duc Hai	May 24, 1971	Chairman of the Board of Directors	2025–2030 Term
2	Mr. Dinh Tien Dung	June 09, 1970	Bachelor of Economics	May 15, 2013
3	Mr. Vu Quang	February 01, 1981	Bachelor of Economics	February 07, 2014
4	Mr. Nguyen Anh Kiet	December 10, 1977	Master of Finance - Banking	March 22, 2022
5	Mr. Hoang Van Thiem	July 27, 1976	Bachelor of Economics	March 22, 2022

V. Chief Accountant

Full name	Date of birth	Professional qualifications	Date of appointment/ dismissal
Mr. Nguyen Anh Kiet	December 10, 1977	Master of Finance - Banking	August 15, 2019

VI. Training courses on corporate governance: **None**

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:

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	ime of starting to be affiliated person	Time of ending to be affiliated person	Reason
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1	Mr. Nguyen Duc Hai		Chairman of the Board of Directors		HCMC	October 15, 2020		
2	Ms. Le Thi Thuy Nga		Non-executive member of the Board of Directors		HCMC	October 15, 2020		
3	Mr. Bui Thanh Nhan		Non-executive member of the Board of Directors		HCMC	October 15, 2020		
4	Mr. Dinh Tien Dung		Executive member of the Board of Directors cum Deputy General Director		HCMC	October 15, 2020		
5	Mr. Nguyen Anh Kiet		Executive member of the Board of Directors cum Deputy General Director		HCMC	March 22, 2022		
6	Mr. Hoang Van Thiem		Executive member of the Board of Directors cum Deputy General Director		HCMC	March 22, 2022		
7	Mr. Vu Tien Viet		Non-executive member of the Board of Directors		HCMC	August 02, 2024		
8	Ms. Phan Thuy Tram		Members of the Board of Supervisors		HCMC	June 27, 2025		
9	Ms. Dang Thi Kim Chau		Members of the Board of Supervisors		HCMC	June 27, 2025		
10	Mr. Huynh Minh Thang		Head of the Board of Supervisors		HCMC	June 27, 2025		
11	Mr. Vu Quang		Deputy General Director		HCMC	February 07, 2014		
12	Ms. Vu Thi Ni Na		Person in charge of corporate governance		HCMC	May 17, 2024		

2. transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons: **None**

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 (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):

In the first six months of 2025, the Company had a transaction with BMC Trading Production Company Limited, BMC Mineral Investment Company Limited and Minh Phong Trading Transportation corporation and Mr. Nguyen Duc Hai, specifically as follows:

No.	Organization name	Relationship with the Company	Transaction Content, Value
1	BMC Production and Trading Company Limited	Related Party of Mr. Nguyen Duc Hai	DIC borrowed: VND 1,700,000,000 DIC repaid: VND 2,340,490,417
2	BMC Mineral Investment Company Limited	Related Party of Mr. Vu Tien Viet	DIC borrowed: VND 15,999,219,591 DIC repaid: VND 88,440,000,000
3	Minh Phong Trading Transportation corporation	Related Party of Mr. Nguyen Duc Hai	Partnership payment: 330.000.000 VND
4	Mr. Nguyen Duc Hai	Chairman of the Board of Directors	DIC borrowed: VND 10,500,000,008 VND

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): As set forth in Section VII, Subsection 4.1

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/ Transactions of internal persons and affiliated persons with shares of the Company: **Attachment**
2. Transactions of internal persons and affiliated persons with shares of the company:

No.	Name of Transaction Executor	Relationship with Internal Shareholder /	Shareholding at the Beginning of the Period	Shareholding at the End of the Period	Reason for Increase/
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		Major Shareholder	Number of Shares	Ownership Ratio	Number of Shares	Ownership Ratio	Decrease
1	Nguyen Duc Hai	Chairman of the Board of Directors	2,388,605	9.16%	2,574,005	9.87%	Purchase
2	Nguyen Duc Hai	Chairman of the Board of Directors	2,574,005	9.87%	2,760,405	10.58%	Purchase
3	Nguyen Duc Hai	Chairman of the Board of Directors	2,760,405	10.58%	2,825,405	10.83%	Purchase

IX. Other issues to note: None

Recipient:

- As above (Report);
- Information Disclosure on Company Website;
- Save.

Chairman of the Board of Directors



NGUYEN DUC HAI

LIST OF INSIDERS AND RELATED PERSONS OF INSIDERS

As of June 30, 2026

No.	Name of organization / individual	Securities trading account (if any)	Position in the company (if any)	ID card number/Business registration number	Date of issue of ID card/Business registrations	Place of issue ID card/ Business registration	Address	Number of shares owned at the end of the period	Period shares ownership ratio at the end of the period	Remarks
Members of the Board of Directors										
1.	Mr. Nguyen Duc Hai		Chairman of the Board of Directors					1,200,005	4.60%;	
	Cong Huyen Phuong An									Wife
	Nguyen Duc Tuong Nhi									Daughter
	Nguyen Duc Bao Huy									Son



	Nguyen Duc Bao Khoi																	Son
	Nguyen Manh Hung																	Brother
	Nguyen Duc Hieu																	Brother
	Nguyen Duc Hoan																	Younger brother
	Nguyen Thi Mai																	Older sister
	Nguyen Thi Tuyet																	Older sister
	Nguyen The Anh																	Younger brother
	Le Thi Bich Loi																	Older sister
	Nguyen Thi Hoa																	sister-in-law
	Dao Kim Hoang																	sister-in-law

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	Nguyen Van Tuan									Younger brother	
	Tran Thi Linh Ngoc									sister-in-law	
	Nguyen Thi Hong									sister-in-law	
	Nguyen Van Lam									brother-in-law	
	Tran Duc Phuong									brother-in-law	
	Nguyen Thi Nga									sister-in-law	
	BMC Trading Production Company Limited									Related organizations	
	Minh Phong Trading Transportation corporation									Related organizations	
2.	Ms. Le Thi Thuy Nga		Member of the Board of Directors						361,210	1.38%;	

3.	Mr. Dinh Tien Dung	-	Member of the Board of Directors								100836	0.39%;	
	Dinh Thi Tuyet												Older sister
	Dinh Van Vuong												Brother
	Dinh Thi Thu Huong												Older sister
	Dinh Thi Chieu												Older sister
	Dinh Thi Ly												Older sister
	Dinh Van Dai												Older brother
	Dinh Thi Nu												Older sister
	Dinh Thanh Phuoc												Older brother
	Pham Thi Hong Thuy												Wife
	Dinh Ngoc Thao Uyen												Daughter
	Dinh Ngoc Anh Thu												Daughter
	Pham Van Lam												Father-in-law
	Nguyen Thi Thanh												Mother-in-law

	Pham Kim Anh									Older sister-in-law	
	Pham Van Ly									Older brother-in-law	
	Pham Quang Cuong									Older brother-in-law	
	Pham Kim Thoa									Older sister-in-law	
	Pham Duc Tho									Older brother-in-law	
	Pham Mai Phuong									Older sister-in-law	
	Pham Thi Phuong Loan									Older sister-in-law	
	Pham Thi Bich Van									Older sister-in-law	
	representative Office at 562 Nguyen Van Cu Street, NHT Global Trading Joint Stock Company									Related organizations	
4.	Mr. Bui Thanh Nhan	-	Member of the Board of Directors						71,862	0.28%;	

	Nguyen Thi Huyen									Wife
	Bui Kim Chi									Daughter
	Le Thi Y									Mother-in-law
	Nguyen Dang Xuan									Father-in-law
	Nguyen Thi Thu Trang									Younger sister
	NHT Trading Investment Development Company Limited									Related organizations
	Bui Minh Phuong									Son
7.	Nguyen Anh Kiet	-	Member of the Board of Directors					16,004	0.06%;	
	Ngo Thi Ngoc									Wife

	Nguyen Nguyen Thao								Daughter
	Nguyen Anh Phung								Younger sister
	Nguyen Phuc Gia Khang								Son
	Nguyen Ngoc Ha My								Daughter
	Hoang Thi Tuyen								Mother-in-law
	Duong Dinh Minh Nhut								Brother-in-law
8	Hoang Van Thiem	-	Member of the Board of Directors				13	0.00005 %;	
	Hoang Van Thong								Father
	Bui Thi Man								Mother
	Doan Thi Thu Huyen								Wife
	Hoang Nhat Nam								Son
	Hoang Nhat Khanh Chi								Daughter
	DIC Minerals Joint Stock Company								Related organizations
9	Vu Tien Viet	-	Member of the Board of Directors				1,250,000	4.79%;	

See Members of the Board of Directors									
1.	Mr. Nguyen Duc Hai	-	Chairman of the Board of Directors						
2.	Mr. Dinh Tien Dung	-	Deputy General Director	See Members of the Board of Directors					
3.	Mr. Vu Quang	-	Deputy General Director					-	Mother
	Ta Thi Ly							-	Wife
	Huynh Lang Kieu								Daughter
	Vu Khanh Linh								Son
	Vu Phong								Brother
	Vu Ngoc Vinh								
4.	Mr. Nguyen Anh Kiet		Deputy General Director and Chief Accountant	See Members of the Board of Directors					
5.	Mr. Hoang Van Thiem		Deputy General Director	See Members of the Board of Directors					
6.	Mrs. Vu Thi Ni Na		Person in charge of corporate governance					-	Husband
	Nguyen Minh Hoang								Father
	Vu Dinh Le								Mother
	Trinh Thi Kim								Younger brother
	Vu Hoai Son								Daughter
	Nguyen Vu Han Nhi								Mother-in-law
	Nguyen Thi Ngoc Mai								

	Nguyen Minh Phung									Father-in-law
	Nguyen Ngoc Hoang Oanh									Sister-in-law

Member of Board of Supervisors

			Head of the Board of Supervisors 2025 – 2030 term							
1.	Huynh Minh Thang									
	Chau Thi Thao									Wife
	Huynh Minh Phuc Thinh									Son
	Nguyen Thi Bich Nga									Mother
	Huynh Ngoc Toan									Father
	Huynh Thi Hoai Thuong									Younger sister
	Chau Van Thong									Father-in-law
	Hang Thi Den									Mother-in-law
	Chau Thi Phuc									Younger sister-in-law
	Châu Văn Nhân									Younger brother-in-law
	Tien Quan Refrigeration Company Limited									Related organizations
2.	Ms. Phan Thuy Tram	-	Member of Board of Supervisors							-

