

No. 3007/2025/BCQT-FID

Hanoi, 30 July 2025

REPORT

**Corporate governance situation
(In the first 6 months of 2025)**

**To: - State Securities Commission;
- Hanoi Stock Exchange (HNX).**

- Company name: **Vietnam**
- Head Office Address: VP24, 4th Floor, Office Area, Stellar Garden Building, 35 Le Van Thiem, Thanh Xuan Ward, Hanoi City, Vietnam
- Phone: 0243.9741739 Fax: 0243.9741740
- Website: <http://www.vndi.vn/>
- Email: infovndi@gmail.com
- Charter capital: VND 247,159,580,000 (*In words: Two hundred and forty-seven billion, one hundred and fifty-nine million, five hundred and eighty thousand dong*).
- Stock Code: FID
- Corporate governance model: General Meeting of Shareholders, Board of Management, Board of Supervision and Board of Directors.
- Regarding the implementation of the internal audit function: Implemented

I. Activities of the General Meeting of Shareholders

Information on meetings and Resolutions/Decisions of the General Meeting of Shareholders (including Resolutions of the General Meeting of Shareholders adopted in the form of written consultation):

No	Number of Resolutions/Decisions	Day	Content
1	2406/2025/NQ-ĐHĐCĐ	24 June 2025	The Resolution of the 2025 Annual General Meeting of Shareholders approved the following contents: - Approval of the Board of Management' 2024 Operational Report and the 2025 Plan; - Approval of the Board of General Directors'

			<p>2024 Business Performance Report and the 2025 Plan;</p> <ul style="list-style-type: none"> - Approval of the Board of Supervision's 2024 Operational Report and the 2025 Plan; - Approval of the 2024 Audited Financial Statement; - Approval of the proposal to select an auditor for 2025; - Approval of the proposal to pay remuneration to the Board of Management and the Board of Supervision for 2024 and the payment plan for 2025; Profit distribution plan for 2024 and expected for 2025; - Approval of the dismissal of Ms. Vu Thi Thuy and Mr. Pham Tuan Khanh from the Board of Management. Approving the dismissal of Ms. Hoang Thi Tuyet Lan from the Board of Supervision; - Approving the list of candidates nominated for the Board of Management and the election results for Mr. Nguyen Van Thien and Mr. Chu Duc Chien to the Board of Management. Approving the list of candidates nominated for the Board of Supervision and the election results for Ms. Pham Thi Thuy Hang to the Board of Supervision.
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II. Board of Management (In the first 6 months of 2025):

1. Information about members of the Board of Management:

No	Member of the Board of Directors	Position (<i>independent member of the Board of Directors, non-executive member of the Board of Directors</i>)	Start/no longer a member of the Board of Directors/ Independent Board of Directors	
			Date of Appointment	Date of dismissal
1	Mr. Ha Xuan Truong	Chairman of the Board of Management	22 February 2017	-
2	Ms. Vu Thi Thuy	Member of the Board of Management	19 July 2024	24 June 2025
3	Mr. Nguyen Duc Toan	Independent Member of the Board of Directors	26 May 2023	-

No	Member of the Board of Directors	Position (<i>independent member of the Board of Directors, non-executive member of the Board of Directors</i>)	Start/no longer a member of the Board of Directors/ Independent Board of Directors	
			Date of Appointment	Date of dismissal
4	Ms. Bui Thuy Linh	Member of the Board of Management	27 May 2022	-
5	Mr. Pham Tuan Khanh	Member of the Board of Management	27 May 2022	24 June 2025
6	Mr. Nguyen Van Thien	Member of the Board of Management	24 June 2025	-
7	Mr. Chu Duc Chien	Member of the Board of Management	24 June 2025	-

2. Board of Management meetings:

No	Member of the Board of Management	Number of meetings attended by the Board of Management	Meeting attendance rate	Reasons for not attending the meeting
1	Mr. Ha Xuan Truong	3/3	100%	-
2	Ms. Vu Thi Thuy	2/3	66.67%	Dismissed from 24 June 2025
3	Mr. Nguyen Duc Toan	3/3	100%	-
4	Ms. Bui Thuy Linh	3/3	100%	-
5	Mr. Pham Tuan Khanh	2/3	66.67%	Dismissed from 24 June 2025
6	Mr. Nguyen Van Thien	1/3	33.33%	Appointed on 24 June 2025
7	Mr. Chu Duc Chien	1/3	33.33%	Appointed on 24 June 2025

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

- In the first 6 months of 2025, the Board of Management supervised the activities of the Board of Directors through meetings on production and business activities of the Board of Directors.
- The Board of Management successfully held the 2025 Annual General Meeting of Shareholders on 24 June 2025.

- The Board of Management regularly supervises the Board of Directors on the implementation of the Resolutions of the Board of Management and the implementation of the production and business plan approved at the 2025 Annual General Meeting of Shareholders.
 - The Board of Management regularly coordinates with the Board of Directors to monitor and evaluate the feasibility and effectiveness of the Company's investment capital in order to have timely remedial plans.
 - The Board of Management supervises and inspects the human resource management of the Board of Directors; develop a labor recruitment plan in accordance with the needs of the Company; Supervisory the implementation of policies for employees so that they are satisfactory based on the provisions of law.
 - Develop and complete working processes; Manage communication in a scientific way to improve financial management and general governance quality in accordance with the actual operation of the Company.
4. Activities of subcommittees of the Board of Management: None
5. Resolutions/Decisions of the Board of Management (Annual Report):

No	Number of Resolutions/Decision	Day	Content	Adoption Rate
1	1504/2025/FID/NQ-HĐQT	15 April 2025	Closing the list of shareholders to attend the 2025 Annual General Meeting of Shareholders	100%
2	0805/2025/FID/NQ-HĐQT	8 May 2025	Approval of the contents of the 2025 Annual General Meeting of Shareholders	100%
3	2604/2025/FID/NQ-HĐQT	24 June 2025	Approval of dismissal and appointment of Deputy General Director of the Company	100%

III. Board of Supervision (In the first 6 months of 2025):

1. Information about members of the Board of Supervision:

No	Members of the Board of Supervision	Duty	Start/no longer a member of the Board of Supervision	Qualifications
1	Mrs. Hoang Tuyet Lan	Head of the Supervisory Board	Appointment in February 2017; Dismissed from 24 June 2025	Bachelor of Accounting

2	Mr. Nguyen Huu Tho	Members of the Supervisory Board	Appointed on 27 May 2022	Bachelor of Accounting
3	Mr. Nguyen Thanh Trung	Members of the Supervisory Board	Appointed on 27 May 2022	Bachelor of Accounting
4	Ms. Nguyen Thi Thuy Hang	Members of the Supervisory Board	Appointed on 24 June 2025	Bachelor of Accounting

2. Meetings of the Board of Supervision:

No	Members of the Board of Supervision	Number of Meetings Attended	Meeting attendance rate	Voting Rate	Reasons for not attending the meeting
1	Mrs. Hoang Tuyet Lan	1/2	50%	100%	Dismissed from 24 June 2025
2	Mr. Nguyen Huu Tho	2/2	100%	100%	-
3	Mr. Nguyen Thanh Trung	2/2	100%	100%	-
4	Ms. Nguyen Thi Thuy Hang	1/2	50%	100%	Appointed on 24 June 2025

3. Supervisory activities of the Board of Supervision for the Board of Management, the Board of Directors and shareholders:

- In the first 6 months of 2025, the Board of Supervision has held 02 meetings, conducted activities to monitor and evaluate the Company's activities through financial statements and checked a number of documents. Supervision contents include:
 - +Supervise the activities of the Board of Management and appraise the performance reports of the Board of Management.
 - +The Board of Supervision has inspected and supervised all aspects of the Company's activities through participating in meetings of the Board of Management, the Board of Directors and periodic documents and reports of professional departments.
 - +Inspect and supervise the compliance with legal policies, regimes of the State, regulations of the Board of Management and the Board of Directors of the Company through the consideration and study of the Resolutions of the Board of Management and the Decisions on operating production and business activities of the Board of Directors.
 - + Examining and reviewing separate and consolidated financial statements in 2024; separate and consolidated financial statements of the Company in the first quarter of 2025. Coordinate with UHY Auditing and Consulting Co., Ltd. to supervise the

implementation of inventory, settlement and verification of separate and consolidated financial statements in 2024.

4. Coordination of activities between the Board of Supervision for the activities of the Board of Management, the Board of Directors and other managers:
 - The Board of Supervision has closely coordinated with the Board of Management, the Board of Directors and managers of functional departments in inspection and supervision. The Board of Management and the Board of Directors create conditions for facilities as well as provide sufficient information and documents necessary for the inspection of the Board of Supervision.
 - The activities of the Board of Supervision shall comply with the Company's Charter and the Resolution of the General Meeting of Shareholders.
 - The Board of Supervision has received good cooperation from the Board of Management, the Board of Directors and functional department managers, creating conditions for facilities as well as providing sufficient information and documents necessary for the inspection of the Board of Supervision.
5. Other activities of the Board of Supervision: None

IV. Executive Board

No	Executive Board Members	Date of birth	Duty	Qualifications	Date of appointment/dismissal of members of the Executive Board
1	Ms. Bui Thuy Linh	09/01/1984	General Director	Bachelor of Business Administration	Appointed 27 May 2022
2	Mr. Ha Xuan Truong	16/03/1961	Deputy General Director	Bachelor of Economics	Appointed on 14 September 2022 and Dismissed from 24 June 2025
3	Mr. Nguyen Tan Binh	15/06/1977	Deputy General Director	Engineer	Appointed on 24 June 2025

V. Chief Accountant

STT	Full name	Date of birth	Professional qualifications	Date of appointment/dismissal
1	Mr. Ngo Van Khanh	19/07/1993	Bachelor of Accounting	Appointed 10 November 2023

VI. Corporate Governance Training:

Corporate governance training courses that members of the Board of Management, members of the Board of Supervision, General Directors, and other managers have participated in in accordance with regulations on corporate governance: Members of the Board of Management, members of the Board of Supervision, General Directors, and other managers of the Company always actively participate in corporate governance seminars organized by the Company. organization and the SSC, Hanoi Stock Exchange invited to attend.

VII. List of related persons of public companies (In the first 6 months of 2025) and transactions of related persons of the company with the Company

1. List of related persons of the company: Details in Appendix I.
2. Transactions between the company and related persons of the company; or between the company and major shareholders, insiders, related persons of internal persons: None.
3. Transactions between company insiders, related persons of insiders and subsidiaries and companies controlled by the company: None .
4. Transactions between the company and other subjects:
 - 4.1. Company-to-company transactions in which members of the Board of Management, members of the Board of Supervision, the General Director and other managers have been founding members or members of the Board of Management or the General Director in the past three (03) years (calculated at the time of making the report): Without.
 - 4.2. Company-to-company transactions in which related persons of members of the Board of Directors, members of the Supervisory Board, General Directors and other managers are members of the Board of Directors and General Directors: None.
 - 4.3. Other transactions of the company (if any) that may bring material or immaterial benefits to members of the Board of Management, members of the Board of Supervision, General Directors and other managers: None.

VIII. Transactions of Insider Shares and Related Persons of Insiders (In the first 6 months of 2025)

1. List of insiders and related persons of insiders: Details in Appendix II.
2. Insider and related person transactions for the company's shares: None.

VIII. Other issues to note: None.

Recipient:

- As above;

- Save office

**CHAIRMAN OF THE BOARD OF
MANAGEMENT**



HA XUAN TRUONG

APPENDIX I: LIST OF RELATED PERSONS OF THE COMPANY

STT	Name of organization/individual	Stock trading account (if any)	Position at the company (if any)	NSH Certificate Number*, date of issue, place of issue	Head Office Address/Contact Address	The start time is the person involved	The time is no longer a relevant person	Reason	Related relationship with the company
1	Ha Xuan Truong	-	Chairman of the Board of Management cum Deputy General Director			22 February 2017	-	-	Chairman of the Board of Management
2	Vu Thi Thuy	-	Member of the Board of Management			19 July 2024	Date of no longer being a member of the BOM (24 June 2025)	Dismissal from Board of Management	Member of the Board of Management
3	Nguyen Duc Toan	-	Independent Member of			26 May 2023	-	-	Member of the Board of

STT	Name of organization/individual	Stock trading account (if any)	Position at the company (if any)	NSH Certificate Number*, date of issue, place of issue	Head Office Address/Contact Address	The start time is the person involved	The time is no longer a relevant person	Reason	Related relationship with the company
			the Board of Management						Management
4	Bui Thuy Linh	-	Member of the Board of Management cum General Director			27 May 2022	-	-	Member of the Board of Management cum General Director
5	Pham Tuan Khanh	-	Member of the Board of Management			27 May 2022	Date of no longer being a member of the BOM (24 June 2025)	Dismissal from Board of Management	Member of the Board of Management
6	Nguyen Van Thien		Member of the Board of Management			24 June 2025			Member of the Board of Management
7	Chu Duc Chien		Member of the Board of			24 June			Member of the Board of

STT	Name of organization/individual	Stock trading account (if any)	Position at the company (if any)	NSH Certificate Number*, date of issue, place of issue	Head Office/Address/Contact Address	The start time is the person involved	The time is no longer a relevant person	Reason	Related relationship with the company
			Management			2025			Management
8	Hoang Thi Tuyet Lan	-	Head of the Board of Supervision			22 February 2017	The date of no longer being a member of the Board of Supervision (24 June 2025)	Dismissal from the Member of the Board of Supervision (Replaced by: Ms. Nguyen Thi Thuy Hang)	Head of the Board of Supervision
9	Nguyen Huu Tho	-	Member of the Board of Supervision			27 May 2022	-	-	Member of the Board of Supervision
10	Nguyen Thi Thuy Hang		Head of the Board of Supervision			24 June 2025			Head of the Board of Supervision
11	Nguyen Thanh Trung	-	Member of the Board of			27 May	-	-	Member of the Board of

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			Supervision			2022			Supervision
12	Nguyen Tan Binh		Deputy General Director						Deputy General Director
13	Ngo Van Khanh	-	Chief Accountant			10 November 2023	-	-	Chief Accountant
14	Pham Hoang Cau	-	Authorized Information Disclosure Officer			22 February 2017	The day is no longer the member of the Board of Directors of Directors (19 July 2024)	Dismissal from the position of member of Board of Directors (replaced by: Ms. Vu Thi Thuy)	Authorized Information Disclosure Officer
15	Vietnam Iron and Steel Industry Joint Stock	-	-			18 April	-	-	Subsidiaries

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	Company					2023			

APPENDIX II: LIST OF INSIDERS AND RELATED PERSONS OF INSIDERS

STT	Name	Stock trading account (if any)	Position at the company (if any)	ID number/Passport, date of issue, place of issue	Contact Us	Number of shares owned at the end of the period	Stock ownership ratio at the end of the period	Notes
1	Ha Xuan Truong	-	Chairman of the Board of Management cum Deputy General Director	.		0	0.00%	
1.1	Ho Thu Lan	-	-			0	0.00%	Wife
1.2	Ha Tien Tung	-	-			0	0.00%	Biological children

STT	Name	Stock trading account (if any)	Position at the company (if any)	ID number/Passport, date of issue, place of issue	Contact Us	Number of shares owned at the end of the period	Stock ownership ratio at the end of the period	Notes
1.3	Ha Tra My	-	-			0	0.00%	Biological children
2	Vu Thi Thuy	-	Member of the Board of Management			0	0.00%	
2.1	Vu Anh Tuan	-	-			-	-	Father
2.2	Pham Thi Thoa	-	-			0	0.00%	Native
2.3	Vu Chi Thanh	-	-			0	0.00%	Brother
2.4	Vu Thi Kim Thao	-	-			0	0.00%	Sister-in-law
2.5	Vu Thi Thuy	-	-			0	0.00%	Sister
2.6	Nguyen Xuan Tuyet	-	-			0	0.00%	Brother-in-law
2.7	Vu Thi Lieu	-	-			0	0.00%	Sister
2.8	Vuong Tran Hai	-	-			0	0.00%	Brother-in-law
2.9	Vu Thi Hang	-	-			0	0.00%	Sister
2.10	Khieu Trung Truc	-	-			0	0.00%	Brother-in-law

STT	Name	Stock trading account (if any)	Position at the company (if any)	ID number/Passport, date of issue, place of issue	Contact Us	Number of shares owned at the end of the period	Stock ownership ratio at the end of the period	Notes
2.11	Vu Cong Uy	-	-			0	0.00%	Father-in-law
2.12	Dinh Thi Kim Giang	-	-			0	0.00%	Mother-in-law
2.13	Vu Thanh Binh	-	-			0	0.00%	Husband
2.14	Vu Anh Duong	-	-			0	0.00%	Daughter
2.15	Thai Binh Steel Joint Stock Company	-	-			0	0.00%	The company is led by Ms. Thuy as Deputy General Director
2.16	Vietnam Iron and Steel Industry Joint Stock Company	-	-			0	0.00%	The company is led by Ms. Thuy as Deputy General Director
3	Nguyen Duc Toan	-	Member of the Board of Management			0	0.00%	
3.1	Nguyen Duc Dinh	-	-			0	0.00%	Biological father

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3.2	Nguyen Thi Dau	-	-			0	0.00%	Biological mother
3.3	Dang Thi Thu Trang	-	-			0	0.00%	Wife
3.4	Nguyen Duc Anh	-	-			0	0.00%	Biological children
3.5	Nguyen Duc Hung	-	-			0	0.00%	Biological children
4	Bui Thuy Linh	-	Member of the Board of Management cum General Director			0	0.00%	
4.1	Bui Chi Nhan	-	-			0	0.00%	Biological father
4.2	Nguyen Thi Hoa	-	-			0	0.00%	Biological mother
4.3	Bui Thi Phuong Anh	-	-			0	0.00%	Siblings
4.4	Bui Tuyet Nhung	-	-			0	0.00%	Siblings
4.5	Bui Chi Hien	-	-			0	0.00%	Brother
4.6	Tran Hoang Hiep	-	-			0	0.00%	Younger siblings

STT	Name	Stock trading account (if any)	Position at the company (if any)	ID number/Passport, date of issue, place of issue	Contact Us	Number of shares owned at the end of the period	Stock ownership ratio at the end of the period	Notes
4.7	Nguyen Linh Huong	-	-			0	0.00%	Biological children
4.8	Nguyen Linh Vy	-	-			0	0.00%	Biological children
4.9	Bui Duc An	-	-			0	0.00%	Biological children
4.10	Bui Duc Anh	-	-			0	0.00%	Biological children
5	Pham Tuan Khanh	-	Member of the Board of Management			0	0.00%	
5.1	Nguyen Thi An	-	-			0	0.00%	Wife
5.2	Pham Tuan Hung	-	-			0	0.00%	Biological children
5.3	Pham Quynh Anh	-	-			0	0.00%	Biological children
6	Nguyen Van Thien		Member of the Board of Management			1,200,000	4.855%	
6.1	Nguyen Van Tien	-	-			0	0.00%	Brother
6.2	Nguyen Thi Loan	-	-			0	0.00%	Sister

STT	Name	Stock trading account (if any)	Position at the company (if any)	ID number/Passport, date of issue, place of issue	Contact Us	Number of shares owned at the end of the period	Stock ownership ratio at the end of the period	Notes
6.3	Nguyen Van Tien	-	-			0	0.00%	Brother
6.4	Nguyen Thi Hien	-	-			0	0.00%	Sister
6.5	Ho Minh Hien	-	-			0	0.00%	Wife
6.6	Nguyen Ho Ha Chi	-	-			0	0.00%	Children
6.7	Nguyen Ho Bach Duong	-	-			0	0.00%	Children
6.8	Nguyen Ho Hai Anh	-	-			0	0.00%	Children
6.9	Nguyen Le Thao Nguyen	-	-			0	0.00%	Children
6.10	Nguyen Le Trung Nguyen	-	-			0	0.00%	Children
6.11	INDO VINA VIETNAM Agricultural Investment and Development Joint	-	-			0	0.00%	Mr. Thien is Chairman of the Board of Management.

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	Stock Company							
6.12	Vinh Long Tourism Investment Joint Stock Company	-	-			0	0.00%	Mr. Thien is the Director
7	Chu Duc Chien	-	Member of the Board of Management			0	0.00%	
7.1	Le Thi Hien	-	-			0	0.00%	Wife
7.2	Chu Ngoc Hien Vy	-	-			0	0.00%	Children
7.3	Chu Ngoc Huong Linh	-	-			0	0.00%	Children
7.4	Chu Xuan Lam	-	-			0	0.00%	Father
7.5	Doan Thi Hong	-	-			0	0.00%	Mother
7.6	Chu Xuan Cuong	-	-			0	0.00%	Brother
7.7	Dao Thi Thai	-	-			0	0.00%	Mother in law

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7.8	Le Thi Hop	-	-			0	0.00%	Sister in law
7.9	BALTIC International Joint Stock Company	-	-			0	0.00%	Mr. Chien is Deputy Director
8	Hoang Thi Tuyet Lan	-	Head of the Board of Supervision			0	0.00%	
8.1	Hoang Van Phong	-	-			0	0.00%	Biological father
8.2	Mai Van Thanh	-	-			0	0.00%	Pounds
8.3	Mai Duc Hoang	-	-			0	0.00%	Biological children
8.4	Mai Ngoc Huong	-	-			0	0.00%	Biological children
8.5	Hoang Van Dang	-	-			0	0.00%	Brother
8.6	Hoang Nhu Hoa	-	-			0	0.00%	Siblings
8.7	Hoang Khanh Du	-	-			0	0.00%	Younger siblings
9	Nguyen Huu Tho	-	Member of the Board of Supervision			0	0.00%	

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9.1	Ta Thi Hoi	-	-			0	0.00%	Biological mother
9.2	Nguyen Hong Tham	-	-			0	0.00%	Siblings
9.3	Nguyen Duc Tam	-	-			0	0.00%	Younger siblings
9.4	Doan Thu Huong	-	-			0	0.00%	Wife
9.5	Nguyen Khanh Ngan	-	-			0	0.00%	Biological children
9.6	Nguyen Tung Quan	-	-			0	0.00%	Biological children
10	Nguyen Thanh Trung	-	Member of the Board of Supervision			0	0.00%	
10.1	Nguyen Thanh An	-	-			0	0.00%	Biological father
10.2	Nguyen Thi Thuy Ha	-	-			0	0.00%	Biological mother
10.3	Nguyen Thanh Nam	-	-			0	0.00%	Younger siblings
11	Pham Thi Thuy Hằng	-	Head of Supervisory Board			0	0.00%	

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11.1	Nguyen Thi Thu Hien	-	-			0	0.00%	Mother
11.2	Pham Thi Thanh Hai	-	-			0	0.00%	Sister
11.3	Nguyen Diep Thao Chi	-	-			0	0.00%	Children
11.4	Ngoc Viet Global Joint Stock Company	-	-			0	0.00%	Ms. Hang is Director
11.5	Hai Linh Trading and Service Company Limited	-	-			0	0.00%	Ms. Hang is Director
12	Nguyen Tan Binh	-	Phó Tổng Giám đốc			615.508	2,49%	
12.1	Nguyen Thi Ngoc Quy	-	-			0	0,00%	Wife
12.2	Nguyen Hiep	-	-			0	0,00%	Father
12.3	Truong Thi Xam	-	-			0	0,00%	Mother
12.4	Nguyen Thi Kim	-	-			0	0,00%	Sister

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	Phuong							
12.5	Grand Viet Hung Company Limited	-	-			0	0,00%	Mr. Binh is Director
12.6	Tasmania Binh Dinh Joint Stock Company	-	-			0	0,00%	Mr. Binh is General Director
12.7	PHMT Construction Investment Company Limited	-	-			0	0,00%	Mr. Binh is General Director
12.8	Phu Hung TNV Construction Investment Company Limited	-	-					Mr. Binh is Director
13	Ngo Van Khanh	-	Chief Accountant			0	0.00%	
13.1	Ngo Van Thanh	-	-			0	0.00%	Biological father
13.2	Pham Thi Mai	-	-			0	0.00%	Biological mother
13.3	Ngo Thi My Linh	-	-			0	0.00%	Younger siblings

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14	Pham Hoang Cau	-	Authorized Information Disclosure Officer			372.800	1,51%	
14.1	Pham Hong Chinh	-	-			0	0.00%	Biological father
14.2	Ngo Thi Nhung	-	-			0	0.00%	Wife
14.3	Pham Phuong Mai	-	-			0	0.00%	Younger siblings
14.4	Pham Phuong Hien	-	-			0	0.00%	Younger siblings
14.5	Pham Hoang Dung	-	-			0	0.00%	Biological children

