
Number: 01

Bac Ninh, date 20 month 01 year 2026

REPORT ON CORPORATE GOVERNANCE
Year 2025

To: - **State Securities Commission of Vietnam;**
- **Hanoi Stock Exchange.**

- Company name: **A CUONG MINERALS GROUP JOINT STOCK COMPANY**
- Head office address: Ngoc Gao Village, Yen Dinh Commune, Bac Ninh Province
- Phone: (0240) 2226669 | Fax: (0240) 2226669
- Charter capital: 510,000,000,000 VND (in words: Five hundred and ten billion VND)
- Stock code: ACM
- Trading Platform: UPCoM
- Corporate governance model: General Meeting of Shareholders, Board of Directors, Supervisory Board and General Director

I. ACTIVITIES OF THE GENERAL MEETING OF SHAREHOLDERS:

No.	Resolution/Decision No.	Date	Contents
1	Resolution of the 2025 Annual General Meeting of Shareholders No. 01/2025/NQ-ĐHDHD	12/07/2025	<ol style="list-style-type: none">1. Approve the report on production and business results in 2024 and the production and business plan in 2025.2. Approve the Report on the operation of the Board of Directors in 2024 and the operation plan in 2025.3. Approve the Report on the operation of the Supervisory Board in 2024 and the operation plan in 2025.4. Approving the 2024 Audited Financial Statements.5. Approve the report on the selection of an independent audit unit to audit the financial statements in 2025.6. Approving the proposal for profit distribution and dividend payment in 2024

			<p>and the profit distribution plan in 2025</p> <p>7. Approve the report on the settlement of the salary and remuneration fund of the Company's manager in 2025.</p> <p>8. Approving the Report on the dismissal and election of additional members of the Supervisory Board and members of the Board of Directors for the term 2024-2029</p> <p>9. Approving the Supplementary Election Regulation, List of candidates for election of Members of the Board of Directors, Supervisory Board for the term 2024-2029</p> <p>10. Approval of the results of the election of additional members of the Board of Directors and Supervisory Board for the term 2025-2030</p>
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II. ACTIVITIES OF THE BOARD OF DIRECTORS:

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

No.	Member of the Board of Directors	Position	Date of Commencement/End of Membership/Independent BOD member	
			Date of Appointment	Date of Dismissal
1	Mr. Nguyen Xuan Thanh	Chairman of the BOD		
2	Ms. Pham Thi Thuy Hanh	Member of the BOD, General Director		
3	Mr. Nguyen Van Hien	Non-executive members of the Board of Directors		12/07/2025
4	Ms. Nguyen Thi Thanh Huong	Member of the BOD	12/07/2025	

2. Meetings of the Board of Directors

No.	Member of the Board of Directors	Number of meetings	Attendance Rate	Reasons for Absence
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		attended		
1	Mr. Nguyen Xuan Thanh	10	100%	
2	Ms. Pham Thi Thuy Hanh	10	100%	
3	Mr. Nguyen Van Hien	10	100%	
4	Ms. Nguyen Thi Thanh Huong	2	100%	

2. Supervisory activities of the Board of Directors over the Executive Board

On the basis of the content of the Resolution of the General Meeting of Shareholders, with the functions and powers of the Board of Directors according to the Company's Charter. In 2025, the Board of Directors has held meetings to issue resolutions directing the Board of Directors of the Company to organize the implementation in association with the practical situation, facing many difficulties, restructuring the business in the direction of streamlining, rearranging production and business to suit the actual situation.

In 2025, the Company's business environment will be strongly affected by a series of domestic and foreign economic and policy events. Trade tensions increase as many countries, especially the US, EU and China, continue to adjust tariff policies in a protectionist direction, causing the cost of raw materials, logistics and import and export to increase, directly affecting the production, consumption and cash flow plans of enterprises.

In addition, the world economic and political situation continues to be complicated. The conflict between Russia and Ukraine has not shown any signs of cooling down, prolonging with serious economic and humanitarian consequences. In the Middle East, the conflict has escalated with Israeli airstrikes on the Gaza Strip, increasing geopolitical risks and psychological instability in financial markets, causing deep concern in the international community.

In the financial and monetary markets, 2025 will record complicated developments when the prices of gold, silver and many assets continue to set new peaks, reflecting the cautious sentiment of investors in the face of global economic uncertainties. Fluctuations in interest rates, exchange rates and investment capital flows have directly affected financial costs, capital mobilization plans and investment activities of enterprises.

In the context of many fluctuations and pressures as mentioned above, the Board of Directors of the Company has tried to successfully complete all the Company's management tasks as well as implement the guidelines of the Board of Directors according to the Resolution issued, in accordance with the provisions of the Company and the Law.

3. Activities of subcommittees under the Board of Directors:

The Board of Directors has not established any subcommittees.

4. Resolutions/Decisions of the Board of Directors:

No.	Resolution/Decision No.	Date	Contents	Approval Rate
1.	01/2025/NQ-ĐHĐCĐ	12/07/2025	Approving the organization of the 2025 Annual General Meeting of Shareholders of A Cuong Securities Group Joint Stock Company	100%
2.	No. 335/TB-ACM	12/07/2025	Personnel changes	100%
3.			
4.			
5.			

III. SUPERVISORY BOARD

1. Information on members of the Supervisory Board

No.	Members Supervisory Board	Position	Date of Commencement/ End of Membership	Educational Qualifications
1	Ms. Nguyen Thi Doan	Head	Dismissal on 12/07/2025	Bachelor of Accounting
2	Ms. Dinh Ngoc San	Member		Bachelor of Accounting
3	Ms. Pham Thi Thu Hoai	Member		Bachelor of Accounting
4	Mr. Pham Duc Thinh	Member	12/07/2025	Bachelor's Degree

2. Meetings of the Supervisory Board

No.	Members Supervisory Board	Number of Meeting Attended	Attendance Rate	Voting Rate	Reasons for Absence
1	Ms. Nguyen Thi Doan	.../...	100%	100%	
2	Ms. Dinh Ngoc San	.../...	100%	100%	
3	Ms. Pham Thi Thu Hoai	.../...	100%	100%	
4	Mr. Pham Duc Thinh	.../...	100%	100%	

3. Supervisory activities of the Supervisory Board of Directors, the Board of

Directors and shareholders

❖ *Supervision of the Board of Directors*

The Board of Directors has implemented the Resolution of the General Meeting of Shareholders adopted at the Annual General Meeting of Shareholders, the Board of Directors holds quarterly meetings to resolve issues under the jurisdiction of the Board of Directors in accordance with the provisions of law and the Resolution of the General Meeting of Shareholders.

The Resolution of the Board of Directors in 2025 has focused on directing the implementation of the Company's production and business plan, work contents related to the organization of the General Meeting of Shareholders.

The format of the meeting, contents, minutes of the meeting, Resolutions, Decisions and documents of the Board of Directors are in accordance with the Law on Enterprises and the Company's Charter.

❖ *Supervision of the Board of Directors*

The Board of Directors has complied with the provisions of the law in management and administration as well as in transactions in accordance with the provisions of the Company's Charter and the Resolutions of the General Meeting of Shareholders in order to achieve the set goals and strategies, ensuring the interests of shareholders.

❖ *Supervision of shareholders*

The company has done a good job of disclosing information in accordance with current regulations, promptly and accurately.

4. Coordination between the Supervisory Board for the activities of the Board of Directors, the Board of Directors and other managers

With a sense of responsibility, construction and cooperation in the process of operation, the Supervisory Board always coordinates, exchanges and contributes frank opinions to the Board of Directors and the Board of Directors in meetings, Resolutions and Decisions of the Board of Directors and the Board of Directors in accordance with the objectives of the Board of Directors and policies, prescribed regime.

The Supervisory Board is facilitated by the Board of Directors and the Board of Directors to provide full information on the production and business activities and the financial situation of the Company.

5. Other activities of the Supervisory Board: None.

IV. EXECUTIVE BOARD

No	Members of the Executive Board	Date of birth	Educational Qualifications	Date of Appointment/
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				Dismissal
1	Ms. Pham Thi Thuy Hanh - General Director	01/08/1969	Bachelor of Business Administration	02/03/2015

V. CHIEF ACCOUNTANT

Full name	Date of birth	Educational qualifications	Date of Appointment/ Dismissal
Mr. Nguyen Van Quyet	17/06/1987	Bachelor of Accounting	03/03/2017

VI. CORPORATE GOVERNANCE TRAINING

The company continues to create all conditions to send officials to participate in learning to improve the level of knowledge about corporate governance organized by competent authorities.

VII. LIST OF RELATED PERSONS OF THE PUBLIC COMPANY AND TRANSACTIONS OF RELATED PERSONS OF THE COMPANY WITH THE COMPANY:

1. List of related persons of the company: *Appendix 01 is attached.*
2. Transactions between the company and related persons of the company; or between the company and major shareholders, internal persons, related persons of internal persons: None.
3. Transactions between internal persons of the company, related persons of internal persons and subsidiaries or companies controlled by the company: None.
4. Transactions between the company and other entities: None.
 - 4.1. Transactions between companies in which members of the Board of Directors, members of the Supervisory Board, General Director and other managers have been founding members or members of the Board of Directors, General Directors in the past three (03) years (counting at the time of making the report): None.
 - 4.2. Transactions between companies and companies in which related persons of members of the Board of Directors, members of the Supervisory Board, General Director and other managers are members of the Board of Directors, General Director: None.
 - 4.3. Other transactions of the company (if any) that may bring material or non-material benefits to members of the Board of Directors, members of the Supervisory Board, General Director and other managers: None.

VIII. TRADING OF SHARES OF INSIDERS AND RELATED PERSONS OF INSIDERS:

1. List of internal persons and related persons of internal persons: *Appendix 02 is*

aNo.ached.

2. Transactions of insiders and related persons for shares of the company registered for trading: *Appendix 03 is aNo.ached.*

IX. OTHER NOTES: None.

**CHAIRMAN OF THE BOARD OF
DIRECTORS**



Nguyen Xuan Thanh

APPENDIX 01: LIST OF RELATED PERSONS OF THE COMPANY

No.	Name of organization/in individual	Securities Trading Account (if any)	Position at the Company (if any)	ID/Passport No., Date of Issue, Place of Issue	Registered Office/Contact Address	Start Date of Related Person Status	End Date of Related Person Status	Reason	Nature Relationship with the Company
I	BOARD								
1	Mr. Nguyen Xuan Thanh		Chairman of the Board of Directors						Insider
-	<i>Relevant Individuals (Presented in Appendix 02)</i>								RI
2	Ms. Pham Thi Thuy Hanh		Member of the Board of Directors - General Director						Insider
-	<i>Relevant Individuals (Presented in Appendix 02)</i>								RI
3	Mr. Nguyen Van Hien		Member of the Board of Directors				12/07/2025		Insider
-	<i>Relevant Individuals (Presented in Appendix 02)</i>								RI

No.	Name of organization/in individual	Securities Trading Account (if any)	Position at the Company (if any)	ID/Passport No., Date of Issue, Place of Issue	Registered Office/Contact Address	Start Date of Related Person Status	End Date of Related Person Status	Reason	Nature Relationship with the Company
4	Ms. Nguyen Thi Thanh Huong		Member of the Board of Directors			12/07/2025			Insider
-	<i>Relevant Individuals (Presented in Appendix 02)</i>								
II SUPERVISORY BOARD									
1	Ms. Nguyen Thi Doan		Head of SB				12/07/2025		Insider
-	<i>Relevant Individuals (Presented in Appendix 02)</i>								RI
2	Ms. Dinh Ngoc San		Member of SB						Insider
-	<i>Relevant Individuals (Presented in Appendix 02)</i>								RI
3	Ms. Pham Thi Thu Hoai		Member of SB			28/04/2021	-		Insider
-	<i>Relevant Individuals (Presented in Appendix 02)</i>								RI
4	Mr. Pham Duc					12/07/2025			Insider

No.	Name of organization/in individual	Securities Trading Account (if any)	Position at the Company (if any)	ID/Passport No., Date of Issue, Place of Issue	Registered Office/Contact Address	Start Date of Related Person Status	End Date of Related Person Status	Reason	Nature Relationship with the Company
	Thin								
-	<i>Relevant Individuals (Presented in Appendix 02)</i>								RI
III	EXECUTIVE BOARD, CHIEF ACCOUNTANT								
1	Ms. Pham Thi Thuy Hanh <i>(Presented in section I)</i>		General Director						Insider
IV	SHAREHOLDERS WHO OWN MORE THAN 10% OF SHARES HAVE VOTING RIGHTS								
1									
-									
2									

APPENDIX 02: LIST OF INTERNAL PERSONS AND RELATED PERSONS OF INTERNAL PERSONS

No.	Name Of Organization/Individual	Securities Trading Account (if any)	Position at the Company (if any)	ID card/passport No. , Date of issue, Place of issue			Contacts	Number of shares owned at the end of the period	Shareholding ratio at the end of the period (%)	Notes
				Number	Date of Issue	Place of Issue				
I	BOARD									
1	Mr. Nguyen Xuan Thanh		Chairman of the Board of Directors							
1.1	<i>Relevant organizations:</i>									
-	Institution involved (none)									
1.2	<i>Individuals involved</i>									
-	Nguyen Thi Kim Ngan									
-	Nguyen Van Linh									
-	Nguyen Thi Tuyet									
-	Nguyen Thi Lan									

No.	Name Of Organization/Individual	Securities Trading Account (if any)	Position at the Company (if any)	ID card/passport No. , Date of issue, Place of issue			Contacts	Number of shares owned at the end of the period	Shareholding ratio at the end of the period (%)	Notes
				Number	Date of Issue	Place of Issue				
2	Ms. Pham Thi Thuy Hanh		Member of the BOD–General Director							
2.1	<i>Institution involved: none</i>									
2.2	<i>Individuals involved</i>									
-	Nguyen Thi Kim Ngan									
-	Nguyen Van Linh									
-	Pham Thi Nhan Hoa									
-	Pham Minh Tuan									
-	Pham Hung Cuong									
3	Mr. Nguyen Van Hien		Member of the Board of							

No.	Name Of Organization/Individual	Securities Trading Account (if any)	Position at the Company (if any)	ID card/passport No. , Date of issue, Place of issue			Contacts	Number of shares owned at the end of the period	Shareholding ratio at the end of the period (%)	Notes
				Number	Date of Issue	Place of Issue				
			Directors							
3.1	<i>Institution involved: No</i>									
3.2	<i>Individuals involved</i>									
-	Nguyen Thi Bich Ngoc									
-	Nguyen Quang Tuan									
-	Nguyen Son Tung									
-	Nguyen Ngoc Hoa									
-	Nguyen Thi Canh									
-	Nguyen Thi Thanh									
4	Bà Nguyễn Thị Thanh Hương									
4.1	<i>Tổ chức có liên quan: Không</i>									
-									
4.2	<i>Cá nhân có liên quan</i>									
-	Nguyễn Văn Sơn									
-	Phạm Như Quỳnh									
II	SUPERVISORY BOARD									

No.	Name Of Organization/Individual	Securities Trading Account (if any)	Position at the Company (if any)	ID card/passport No. , Date of issue, Place of issue			Contacts	Number of shares owned at the end of the period	Shareholding ratio at the end of the period (%)	Notes
				Number	Date of Issue	Place of Issue				
1	Nguyen Thi Doan		Head of the Supervisory Board							
1.1	<i>Institution involved: No</i>									
1.2	<i>Individuals involved</i>									
-	Nguyen Van Thanh									
-	Dao Thi Vi									
-	Vu Song Ha									
-	Vu Minh Anh									
-	Nguyen Van Cong									
-	Nguyen Van Danh									
2	Ms. Dinh Thi Ngoc San		Members of the Board of							

No.	Name Of Organization/Individual	Securities Trading Account (if any)	Position at the Company (if any)	ID card/passport No. , Date of issue, Place of issue			Contacts	Number of shares owned at the end of the period	Shareholding ratio at the end of the period (%)	Notes
				Number	Date of Issue	Place of Issue				
			Directors							
2.1	<i>Institution involved: No</i>									
2.2	<i>Individuals involved</i>									
-	Dinh Xuan Huong									
-	Pham Thi Man									
-	Than Mau Hue									
-	Than Hong Anh									
-	Dinh Thi Ngoc Lan									
-	Dinh Anh Quang									
-	Dinh Thanh Cao									
3	Ms. Pham Thi Thu Hoai		Members of the Board of Directors							
3.1	<i>Institution involved: No</i>									

No.	Name Of Organization/Individual	Securities Trading Account (if any)	Position at the Company (if any)	ID card/passport No. , Date of issue, Place of issue			Contacts	Number of shares owned at the end of the period	Shareholding ratio at the end of the period (%)	Notes
				Number	Date of Issue	Place of Issue				
3.2	<i>Individuals involved</i>									
-	Pham Thanh Hien									
-	Pham Thi Nga									
-	Pham Thi Tuyet									
-	Pham Nhu Hien									
4	Mr. Pham Duc Thinh									
4.1	Institution involved: No									
4.2	Individuals involved									
-	Pham Van Hung									
-	Nguyen Thi Tuyet									
-	Pham Thanh Dat									
III	BOARD OF DIRECTORS AND CHIEF ACCOUNTANT, DISCLOSURE PERSON									
1	Ms. Pham Thi Thuy Hanh <i>(Presented above)</i>		TV. Board of Directors - Director							
2	Nguyen Van		Chief							

No.	Name Of Organization/Individual	Securities Trading Account (if any)	Position at the Company (if any)	ID card/passport No. , Date of issue, Place of issue			Contacts	Number of shares owned at the end of the period	Shareholding ratio at the end of the period (%)	Notes
				Number	Date of Issue	Place of Issue				
	Quyết		Accountant							
-	Doan Thi Ngat									
-	Nguyen Doan Quynh Anh									
-	Nguyen Hoai An									
-	Nguyen Thi Hue									
-	Doan Van Ngan									
-	Nguyen Thi Minh									

APPENDIX 03: TRANSACTIONS OF INSIDERS AND RELATED PERSONS ON THE COMPANY'S SHARES

NO.	Transaction Executor	Relationship with Insiders	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increase/decrease
			Number of shares	Rate	Number of shares	Rate	
1							