

VIETNAM NATIONAL CEMENT
CORPORATION
**VICEM HOANG MAI CEMENT JOINT
STOCK COMPANY**

No: 616 /XMHM-HĐQT

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Nghe An,January 28, 2026

APPENDIX NO 05

**CORPORATE GOVERNANCE REPORT OF THE LISTED COMPANY
FOR THE YEAR 2025**

To:

- The State Securities Commission of Vietnam;
- Hanoi Stock Exchange.
- Listed Company Name: Vicem Hoang Mai Cement Joint Stock Company
- Head Office Address: Tan Tien Block, Hoang Mai Ward, Nghe An Province
- Phone number: 02383866170; Email: sales@ximanghoangmai.com.vn
- Charter Capital: VND 747.691.310.000
- Stock Code: HOM
- Corporate Governance Model: General Meeting of Shareholders, Board of Directors, Supervisory Board, and Executive Board.
- 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 resolutions).

No	Resolution/ Decision No.	Date	Content
1	02/2025/NQ- ĐHĐCĐ	25/4/2025	<ul style="list-style-type: none">- Approval of the Report on the activities of the Board of Directors for 2024 and the Operational Plan for 2025;- Approval of the Report of the Independent Member of the Board of Directors for 2024;- Approval of the Report on Production and Business Performance and Investment in Construction for 2024, and the Plan for Production and Business Performance and Investment in Construction for 2025;

No	Resolution/ Decision No.	Date	Content
			<ul style="list-style-type: none"> - Approval of the Company's audited Financial Statements for 2024; - Approval of the Proposal on the profit distribution plan after tax for 2024. - Approval of the Report on the activities of the Supervisory Board for 2024 and the Operational Orientation for 2025; -Approval of the Proposal on the selection of the auditor for the Financial Statements for the year 2025; - Approval of the Proposal on the payment of remuneration to the Board of Directors, the Supervisory Board and the Company Secretary for 2024, and the Payment Plan for 2025; -Approval of the Proposal on amendments to the Charter on the organization and operation of Vicem Hoang Mai Cement Joint Stock Company.

II. Board of Directors (Report for the year 2025)

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

No	BOD's Member	Position	Dates of appointment/removal from independent member of BOD		Remarks
			Date of appointment	Date of removal	
1	Mr. Le Trung Kien	Chairman (non-executive)	08/02/2018	21/4/2023	
			21/4/2023		
2	Mr. Nguyen Dinh Dung	BOD Member, General Director	21/4/2023		
3	Mr. Le Dinh Thang	BOD Member, Deputy General Director	21/4/2023		
4	Mr. Nguyen Ngoc Tinh	BOD Member, Deputy General Director	21/4/2023		

5	Mr. Dau Duc Son	BOD independent member	26/4/2024		
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2. Meetings of the Board of Directors (including meetings conducted by written resolutions):

No	BOD's Member	Number of Board meetings attended	Attendance rate	Reason(s) for non-attendance
1	Mr. Le Trung Kien	33/33	100%	
2	Mr. Nguyen Dinh Dung	33/33	100%	
3	Mr. Le Dinh Thang	33/33	100%	
4	Mr. Nguyen Ngoc Tinh	33/33	100%	
5	Mr. Dau Duc Son	33/33	100%	

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

Pursuant to the powers and duties prescribed by law and the Company's Charter, in 2025, the Board of Directors held 10 in-person meetings and 23 non-in-person meetings in the form of written resolutions in order to timely review and approve Resolutions/Decisions on matters within the authority of the Board of Directors; supervised the Board of General Directors in the implementation of the Resolutions/Decisions of the Board of Directors and the General Meeting of Shareholders; and organized full and timely information disclosure in accordance with regulations. The members of the Board of Directors fulfilled their responsibilities as company managers with a high sense of responsibility for the Company's operations and development, and effectively coordinated with the Supervisory Board to ensure transparency in the Company's activities.

Oversight activities of the Board of Directors over the Company's Executive Management were carried out in accordance with the provisions of the Company's Internal Regulations on Corporate Governance and the Regulations on the Operation of the Board of Directors. Such oversight was conducted through various forms, including meetings chaired by the Board of Directors, participation in periodic meetings organized by the General Director, and review of reports submitted by the Board of General Directors.

Based on the oversight activities, it was noted that:

- In 2025, the Board of General Directors organized and managed the Company's production and business operations in accordance with its functions and powers as prescribed by law, the Company's Charter and the Company's internal management regulations, and fully implemented the Resolutions and Decisions of the Board of Directors. The Board of General Directors fully provided information and created favorable conditions for the Supervisory Board to access and examine the Company's financial situation and other activities.

- The Executive Management maintained regular monthly and quarterly coordination meetings to review, evaluate and draw lessons learned, thereby flexibly adjusting management solutions in production and business operations in an effective manner.

4. Activities of subcommittees under the Board of Directors: The Board of Directors of the Company has not established any subcommittees.

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

No	Resolutions/ Decisions No	Date	Content	Approval rate
1	06/NQ-XMHHM- HĐQT	20/01/2025	Approval of the policy to enter into an entrusted cement export contract with Vicem Tam Diep Cement One Member Limited Liability Company and Ha Long Cement Joint Stock Company.	100%
2	08/NQ-XMHHM- HĐQT	23/01/2025	Approval of the policy to enter into a clinker sale and purchase contract with Vicem Ha Tien Cement Joint Stock Company.	100%
3	13/NQ-XMHHM- HĐQT	17/02/2025	Approval of the policy to enter into a contract for the purchase and sale of grade 4b.1 coal for production and business activities in the first six months of 2025 with E&E.	100%
4	16/NQ-XMHHM- HĐQT	21/02/2025	<ul style="list-style-type: none"> + Approval of the Report on Production and Business Performance and Investment in Construction for January 2025, and the Plan for Production and Business Performance and Investment in Construction for the first quarter of 2025. + Approval of the salary fund for actual implementation in 2024. + Approval in principle of the fire prevention and fighting cost estimates and approval of the adjustment to the contractor selection plan for the Project on waste heat recovery for power generation at Hoang Mai Cement Plant. + Approval of capital mobilization to serve production and business activities and the implementation of other financial transactions. 	100%

No	Resolutions/ Decisions No	Date	Content	Approval rate
5	17/QĐ-XMHHM- HĐQT	24/02/2025	Authorization granted to the General Director of the Company to execute financial transaction contracts serving production and business activities and investment in construction in 2025.	100%
6	18/QĐ-XMHHM- HĐQT	24/02/2025	Approval of the adjustment to the contractor selection plan for the Project on waste heat recovery for power generation at Hoang Mai Cement Plant.	100%
7	19/QĐ-XMHHM- HĐQT	24/02/2025	Approval of the salary fund for actual implementation in 2024 of Vicem Hoang Mai Cement Joint Stock Company.	100%
8	24/NQ-XMHHM- HĐQT	27/03/2025	<p>+ Approval of the Report on Production and Business Performance and Investment in Construction for the first quarter of 2025, and the Plan for Production and Business Performance and Investment in Construction for the second quarter of 2025.</p> <p>+ Approval of terminating the operations of Vicem Hoang Mai Cement Joint Stock Company – Industrial Services Enterprise Branch for the establishment of a Repair Workshop as a unit under the Company, effective from 01 April 2025.</p> <p>+ Approval in principle of the reappointment of Mr. Hoang Khac Cuong as Chief of the Company Office and Mr. Hoang Dinh Phu as Head of the Company Laboratory.</p>	100%
9	25/QĐ-XMHHM- HĐQT	27/03/2025	Termination of operations of Vicem Hoang Mai Cement Joint Stock Company – Industrial Services Enterprise Branch.	100%
10	26/QĐ-XMHHM- HĐQT	01/04/2025	Issuance of the organizational structure of Vicem Hoang Mai Cement Joint Stock Company.	100%



No	Resolutions/ Decisions No	Date	Content	Approval rate
11	28/NQ-XMHHM- HĐQT	01/04/2025	Approval of the reappointment of Mr. Hoang Khac Cuong as Chief of the Office and Mr. Hoang Dinh Phu as Head of the Company Laboratory.	100%
12	32/QĐ-XMHHM- HĐQT	24/04/2025	Approval of the provisional technical and economic norms for 2025.	100%
13	33/QĐ-XMHHM- HĐQT	24/04/2025	Approval in principle of the investment project on conversion of Electrostatic Precipitator 123EP1 to a bag filter system.	100%
14	37/NQ-XMHHM- HĐQT	07/05/2025	Approval in principle to enter into a contract for the preparation of the feasibility study report for the project on conversion of Electrostatic Precipitator 123EP1 to a bag filter system with Cement Investment Development Consulting Company.	100%
15	39/NQ-XMHHM- HĐQT	08/05/2025	Approval in principle to authorize the General Director of the Company to select the auditor for the financial statements for the year 2025.	100%
16	43/NQ-XMHHM- HĐQT	22/05/2025	Approval in principle to enter into a contract for the processing of Vicem But Son Cement at Hoang Mai Cement Plant.	100%
17	47/NQ-XMHHM- HĐQT	20/06/2025	Approval in principle to enter into a contract for the provision and transfer of non-hazardous waste with Vicem Energy and Environment Joint Stock Company.	100%
18	49/QĐ-XMHHM- HĐQT	20/06/2025	Approval of the results of the selection of the service provider for the review of the semi-annual financial statements and the preparation of the financial statements for the year 2025.	100%
19	51/NQ-XMHHM- HĐQT	26/06/2025	Approval in principle to enter into a contract for hiring an organization to conduct occupational safety and health training with Cement Technical Vocational	100%

No	Resolutions/ Decisions No	Date	Content	Approval rate
			Secondary School.	
20	53/QĐ-XMHHM-HĐQT	26/06/2025	Decision on approval of the Project on conversion of Electrostatic Precipitator 123EP1 to a bag filter system.	100%
21	55/NQ-XMHHM-HĐQT	26/06/2025	Approval in principle to enter into a contract for assessment, certification and surveillance of ISO management systems with the Conformity Certification Center.	100%
22	57/NQ-XMHHM-HĐQT	02/07/2025	Approval in principle to enter into a contract for the additional purchase and sale of Lao Cai artificial gypsum for production in 2025 with E&E.	100%
23	59/QĐ-XMHHM-HĐQT	07/07/2025	Decision on approval of the contractor selection plan for the Project on conversion of Electrostatic Precipitator 123EP1 to a bag filter system.	100%
24	61/NQ-XMHHM-HĐQT	11/07/2025	Approval in principle to enter into a consultancy contract for preparation of bidding documents and evaluation of bids for Package No. 1 of the Project on conversion of Electrostatic Precipitator 123EP1 to a bag filter system with CCID.	100%
25	63/NQ-XMHHM-HĐQT	11/07/2025	Approval of changes to the contents of the corporate seal of Vicem Hoang Mai Cement Joint Stock Company	100%
26	67/NQ-XMHHM-HĐQT	18/07/2025	Resolution of the Board of Directors' meeting dated 18 July 2025.	100%
27	68/NQ-XMHHM-HĐQT	18/07/2025	Approval of changes to the contents of the corporate seals of two branches of Vicem Hoang Mai Cement Joint Stock Company.	100%
28	69/NQ-XMHHM-HĐQT	18/07/2025	Approval in principle to enter into cement processing contracts for 2025 with Vicem Hai Van Cement Joint Stock Company and Vicem Ha Long Cement One Member Limited Liability Company.	100%

No	Resolutions/ Decisions No	Date	Content	Approval rate
29	74/NQ-XMHHM- HĐQT	20/08/2025	Approval in principle to enter into a contract for the purchase and sale of alkaline refractory bricks with Vicem Hoang Thach Cement One Member Limited Liability Company.	100%
30	75/NQ-XMHHM- HĐQT	20/08/2025	Approval in principle to enter into a service contract for organization of elementary vocational training for boiler operation and occupational safety training (Group 3 – boiler operation) with Cement Technical Vocational Secondary School.	100%
31	80/NQ-XMHHM- HĐQT	19/09/2025	Resolution of the Board of Directors' meeting dated 19 September 2025: + Approval of the Report on Production and Business Performance and Investment in Construction for the third quarter of 2025 and implementation of objectives and tasks for the fourth quarter of 2025. + Approval in principle of the restructuring of the Mining Workshop of Vicem Hoang Mai Cement Joint Stock Company.	100%
32	81/QĐ-XMHHM- HĐQT	19/09/2025	Decision on approval of the production and business plan and the investment in construction plan for the year 2025.	100%
33	82/QĐ-XMHHM- HĐQT	24/09/2025	Assignment of the person in charge of internal audit of Vicem Hoang Mai Cement Joint Stock Company.	100%
34	86/QĐ-XMHHM- HĐQT	29/09/2025	Decision on approval of the list of personnel removed from the planning list and the list after review of the planning for leadership and management personnel of the Company under VICEM's management for the periods 2021–2026 and 2026–2031.	100%
35	88/NQ-XMHHM- HĐQT	30/09/2025	Approval of the appointment of Mr. Tran Van Duc – Deputy Head of Department, Acting Head of the Finance and Accounting Department – as Chief Accountant of	100%

No	Resolutions/ Decisions No	Date	Content	Approval rate
			Vicem Hoang Mai Cement Joint Stock Company.	
36	89/QĐ-XMHHM-HĐQT	30/09/2025	Decision on appointment of the Chief Accountant of Vicem Hoang Mai Cement Joint Stock Company.	100%
37	95/QĐ-XMHHM-HĐQT	28/11/2025	Decision on approval of the Internal Audit Activity Plan for 2026.	100%
38	97/NQ-XMHHM-HĐQT	03/12/2025	Resolution approving in principle the execution of addenda extending the contract performance period with Phu Quy Concrete Joint Stock Company and Viet Phat Infrastructure Investment & Construction Joint Stock Company.	100%
39	100/NQ-XMHHM-HĐQT	08/12/2025	<p>Resolution of the Board of Directors' meeting dated 08 December 2025:</p> <p>+ Approval of the Report on Production and Business Performance and Investment in Construction for the fourth quarter and the full year 2025, and implementation of objectives and tasks for the first quarter of 2026.</p> <p>+ Approval in principle to enter into cement processing contracts for 2025–2026 with Vicem But Son Cement Joint Stock Company and to execute a product consumption contract for 2026 with Son Thanh Trading Company Limited.</p> <p>+ Approval of the Proposal on promulgation of the Information Disclosure Regulations of Vicem Hoang Mai Cement Joint Stock Company.</p> <p>+ Approval of the Proposal on authorizing the General Director of the Company to execute financial transaction contracts serving production and business activities and investment in construction for the year 2026.</p> <p>+ Approval of the Proposal on adjustment</p>	100%

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No	Resolutions/ Decisions No	Date	Content	Approval rate
			of the enterprise minimum wage applied at the Company. + Approval of the dismissal of Mr. Mai Van Dung from the position of person in charge of corporate governance cum Company Secretary, and the appointment of Mr. Nguyen Van Tuan as person in charge of corporate governance cum Company Secretary.	
40	101/QĐ-XMHHM-HĐQT	08/12/2025	Decision on dismissal of Mr. Mai Van Dung from the position of person in charge of corporate governance cum Company Secretary.	100%
41	102/QĐ-XMHHM-HĐQT	08/12/2025	Decision on appointment of Mr. Nguyen Van Tuan to the position of person in charge of corporate governance cum Company Secretary.	100%
42	103/NQ-XMHHM-HĐQT	08/12/2025	Resolution approving in principle the execution of cement processing contracts for the period 2025–2026 with Vicem But Son Cement Joint Stock Company and the execution of a product consumption contract for 2026 with Son Thanh Trading Company Limited.	100%
43	104/QĐ-XMHHM-HĐQT	08/12/2025	Decision on adjustment of the enterprise minimum wage applied at Vicem Hoang Mai Cement Joint Stock Company.	100%
44	105/QĐ-XMHHM-HĐQT	08/12/2025	Decision on authorizing the General Director of the Company to execute financial transaction contracts serving production and business activities and investment in construction for the year 2026.	100%
45	106/QĐ-XMHHM-HĐQT	08/12/2025	Decision on promulgation of the Information Disclosure Regulations of Vicem Hoang Mai Cement Joint Stock Company.	100%

No	Resolutions/ Decisions No	Date	Content	Approval rate
46	110/QĐ-XMHHM-HĐQT	17/12/2025	Approval of the results of the performance evaluation and classification for the year 2024 of the Company's managers of Vicem Hoang Mai Cement Joint Stock Company.	100%
47	113/QĐ-XMHHM-HĐQT	18/12/2025	Decision on approval of the technical and economic norms for 2025 and subsequent years.	100%
48	117/NQ-XMHHM-HĐQT	23/12/2025	Approval in principle to enter into a training contract with Cement Technical Vocational Secondary School and a contract for the purchase and sale of grade 4b.1 coal with Vicem Energy and Environment Joint Stock Company.	100%
49	119/NQ-XMHHM-HĐQT	29/12/2025	Approval in principle to enter into a contract for processing Vicem Hoang Mai Cement at Vicem Hai Van Cement Plant in 2026.	100%
50	121/NQ-XMHHM-HĐQT	31/12/2025	Approval of the resignation of Mr. Le Dinh Thang from the position of Deputy General Director of Vicem Hoang Mai Cement Joint Stock Company.	100%
51	122/QĐ-XMHHM-HĐQT	31/12/2025	Mr. Le Dinh Thang ceases to hold the position of Deputy General Director of Vicem Hoang Mai Cement Joint Stock Company.	100%
52	124/NQ-XMHHM-HĐQT	31/12/2025	Resolution approving in principle the execution of addenda extending the performance period of Contract No. 5826/XMHHM-VP.TQ68.2024 dated 31 December 2024 and Service Contract No. 0124/HM-VC.DB.2025 dated 24 January 2025.	100%

III. Supervisory Board (Report for the year 2025)

1. Information of the Supervisory Board's Members

No	Supervisory Board's Member	Position	Date of Appointment as	Professional Qualification
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			Supervisory Board Member	
1	Ms. Nguyen Thi Anh Tu	Head of Supervisory Board	21/4/2023	Bachelor of Accounting
2	Mr. Cao Trong Nghien	Member	21/4/2023	Bachelor of Accounting
3	Mr. Nguyen Quang Ton	Member	21/4/2023	Civil engineer, Bachelor of Accounting

2. Supervisory Board's Meetings:

No	Supervisory Board's Member	Number of attendance	Attendance rate	Voting rate	Reason(s) for non-attendance
1	Ms. Nguyen Thi Anh Tu	03	100%	3/3	
2	Mr. Cao Trong Nghien	03	100%	3/3	
3	Mr. Nguyen Quang Ton	03	100%	3/3	

3. Supervisory activities of the Supervisory Board over the Board of Directors, the General Director and shareholders.

In 2025, the Company's Supervisory Board held three (03) in-person meetings to assess compliance with the provisions of law and the Company's Charter, the implementation of Resolutions issued by the General Meeting of Shareholders and the Board of Directors, as well as the operating performance of the Executive Management during 2025.

In 2025, the members of the Supervisory Board fulfilled the Supervisory Board's plan as approved by the General Meeting of Shareholders. The Supervisory Board provided many practical and constructive opinions in the Company's corporate governance activities.

The supervisory and inspection activities of the Supervisory Board focused on: Monitoring and inspecting the Company's financial status, capital preservation, and the efficiency of production and business operations in 2025; supervising compliance with the Company's Charter, resolutions of the General Meeting of Shareholders, and the decisions and directives of the Corporation with respect to Vicem Hoang Mai Cement Joint Stock Company.

4. Coordination between the Supervisory Board and the Board of Directors, the Executive Management and other managerial officers: The Supervisory Board closely coordinated with the Board of Directors and the Executive Management in performing its assigned functions and duties, and in conducting inspection and supervision activities in accordance with regulations. The Board of Directors and the Executive Management created favorable conditions for the Supervisory Board to perform its duties, including

providing information and documents and facilitating the Supervisory Board's participation in meetings of the Board of Directors and of the Company.

5. Other activities of the Supervisory Board: Participation in the Company's 2025 Annual General Meeting of Shareholders.

IV. Executive Board:

No	Executive Board Member	Date of Birth	Professional Qualification	Date of Appointment/Removal of Member
1	Mr. Nguyen Ding Dung	23/11/1976	Bachelor of Economic Law	15/7/2022
2	Mr. Dang Ngoc Long	22/09/1965	Master of Mining Economics, Bachelor of Accounting	16/09/2016
3	Ms. Dau Thi Nga	15/02/1980	Master of Economics, Bachelor of Accounting	04/10/2024
4	Mr. Nguyen Ngoc Tinh	20/09/1985	Engineer in Silicate Technology	14/12/2021
5	Mr. Le Dinh Thang	06/09/1986	Bachelor of Accounting	31/12/2025

V. Chief of Accounting:

Full name	Date of Birth	Professional Qualification	Date of Appointment/Removal of Member
Mr. Tran Van Duc	27/07/1991	Bachelor of Finance and Banking	30/9/2025

VI. Training on Corporate Governance

Training courses on corporate governance attended by members of the Board of Directors, members of the Supervisory Board, the Chief Executive Officer, other managerial officers and the Company Secretary in accordance with corporate governance regulations: The Corporate Governance Training Course for Public Joint Stock Companies, held from 08 May 2025 to 09 May 2025 in Hanoi, organized by the State Securities Commission of Vietnam.

VII. List of related persons of the public company (semi-annual/annual report) and transactions between related persons and the Company.

1. List of related persons of the Company: Details are provided in **Appendix 01** attached hereto.

2. Transactions between the Company and its related persons; or between the Company and major shareholders, internal persons, and related persons of internal persons: Details are provided in **Appendix 02** attached hereto.

3. Transactions between internal persons of the Company and their related persons with subsidiaries or companies under the Company's control: None.

4. Transactions between the Company and other entities.

4.1. Transactions between the Company and companies in which members of the Board of Directors, the Supervisory Board, or the Chief Executive Officer have been or are founders, members of the Board of Directors, or Chief Executive Officers within the last three (03) years (as of the reporting date): Details are provided in **Appendix 02** attached hereto.

4.2. Transactions between the Company and companies in which related persons of members of the Board of Directors, the Supervisory Board, or the Chief Executive Officer are members of the Board of Directors or Chief Executive Officers: Details are provided in **Appendix 02** attached hereto.

4.3. Other transactions of the Company (if any) that may give rise to material or non-material benefits to members of the Board of Directors, the Supervisory Board, or the Chief Executive Officer: None.

VIII. Transactions in shares of the Company by internal persons and related persons of internal persons (Annual Report 2025)

1. List of internal persons and related persons of insiders: Details are provided in the **attached list**.

2. Transactions by internal persons and related persons in shares of the listed company: None.

IX. Other matters requiring attention: None.

Recipients: 

- As stated above;
- Board of Directors, Executive Board;
- Supervisory Board; Internal Audit;
- Filed at: Office, Company Secretary.

**FOR AND ON BEHALF OF
BOARD OF DIRECTOR
CHAIRMAN**

Le Trung Kien

List of internal persons and related persons of internal persons (Attached to the Corporate Governance Report of the year 2025)

Enterprise's name:

Vicem Hoang Mai cement Joint Stock Company

Stock Code:

HOM

No	Stock Code	Full name (*)	Securities trading account (if any)	Position in Company (If any)	Relationship with the insider	Identification Documents (*) (ID Card/Passport/Business Registration Certificate)			Headquarters address/Contact address	Number of shares owned at the end of the period.	Percentage of share ownership at the end of the period	Notes (regarding the absence of ID/Business Registration numbers and other notes)
						Identification Documents number (*)	Date of issue	Place of issue				
1	2	3	4	5	6	7	8	9	10	11	12	13
1		Mr. Le Trung Kien		Chairman of Board of Director	0				Nghia Do Ward, Hanoi City	-	-	-
1.1		Le Ngoc Thanh			Father of Mr. Le Trung Kien - Chairman of BOD				Vinh Loc Ward, Nghe An province	-	-	-
1.2		Luong Thi Tuyet			Mother of Mr. Le Trung Kien - Chairman of BOD				Vinh Loc Ward, Nghe An province	-	-	-
1.3		Le Trung Dung			Younger brother of Mr. Le Trung Kien - Chairman of BOD				Vinh Loc Ward, Nghe An province	-	-	-
1.4		Le Trung Phong			Younger brother of Mr. Le Trung Kien - Chairman of BOD				Vinh Loc Ward, Nghe An province	-	-	-
1.5		Nguyen Thi Bich Thuy			Younger sister-in-law of Mr. Le Trung Kien - Chairman of BOD				Vinh Loc Ward, Nghe An province	-	-	-
1.6		Phan Thi Tan			Younger sister-in-law of Mr. Le Trung Kien - Chairman of BOD				Yen Thanh commune, Nghe An province	-	-	-
1.7		Tran Thi Thi			Wife of Mr. Le Trung Kien - Chairman of BOD				Ba Dinh Ward, Hanoi city	-	-	-
1.8		Le Tran Dai Nghia			Biological child of Mr. Le Trung Kien - Chairman of BOD				Ba Dinh Ward, Hanoi city	-	-	-
1.9		Le Tran Dai Bao			Biological child of Mr. Le Trung Kien - Chairman of BOD				Ba Dinh Ward, Hanoi city	-	-	-
2		Mr. Nguyen Dinh Dung		Member of Board of Directors, General Director					Quynh Luu commune, Nghe An province	-	-	-
2.1		Nguyen Thi Tuyet			Mother-in-law of Mr. Nguyen Dinh Dung Member of Board of Directors, General Director				Dien Chau commune, Nghe An province	-	-	-

No	Stock Code	Full name (*)	Securities trading account (if any)	Position in Company (If any)	Relationship with the insider	Identification Documents (*) (ID Card/Passport/Business Registration Certificate)			Headquarters address/Contact address	Number of shares owned at the end of the period.	Percentage of share ownership at the end of the period	Notes (regarding the absence of ID/Business Registration numbers and other notes)
						Identification Documents number (*)	Date of issue	Place of issue				
2.2		Ngo Thi Phuc			Wife of Mr. Nguyen Dinh Dung Member of Board of Directors, General Director				Quynh Luu commune, Nghe An province	-	-	-
2.3		Nguyen Anh Tam			Biological child of Mr. Nguyen Dinh Dung Member of Board of Directors, General Director				Quynh Luu commune, Nghe An province	-	-	-
2.4		Nguyen Khanh Thu			Biological child of Mr. Nguyen Dinh Dung Member of Board of Directors, General Director				Quynh Luu commune, Nghe An province	-	-	-
2.5		Nguyen Dinh Sinh			Biological child of Mr. Nguyen Dinh Dung Member of Board of Directors, General Director				Quynh Luu commune, Nghe An province	-	-	-
2.6		Nguyen Dinh Phuong			Older brother of Mr. Nguyen Dinh Dung Member of Board of Directors, General Director				Van Tu commune, Nghe An province	-	-	-
2.7		Nguyen Thi Huu			Older sister of Mr. Nguyen Dinh Dung Member of Board of Directors, General Director				Van Tu commune, Nghe An province	-	-	-
2.8		Nguyen Dinh Tuong			Older brother of Mr. Nguyen Dinh Dung Member of Board of Directors, General Director				Xuan Phuong Ward, Nghe An province	-	-	-
2.9		Nguyen Thi Lai			Older sister of Mr. Nguyen Dinh Dung Member of Board of Directors, General Director				Van Tu commune, Nghe An province	-	-	-
2.10		Nguyen Dinh Hoa			Older brother of Mr. Nguyen Dinh Dung Member of Board of Directors, General Director				Van Tu commune, Nghe An province	-	-	-
2.11		Nguyen Dinh Luc			Older brother of Mr. Nguyen Dinh Dung Member of Board of Directors, General Director				Quynh Luu commune, Nghe An province	-	-	-
2.12		Nguyen Dinh Bay			Older brother of Mr. Nguyen Dinh Dung Member of Board of Directors, General Director				Truong Vinh ward, Nghe An province	-	-	-
2.13		Nguyen Van Quyen			Brother-in-law Mr. Nguyen Dinh Dung Member of Board of Directors, General Director				Van Tu commune, Nghe An province	-	-	-
2.14		Nguyen Vinh Tram			Brother-in-law Mr. Nguyen Dinh Dung Member of Board of Directors, General Director				Van Tu commune, Nghe An province	-	-	-
2.15		Cao Thi Mai			Sister-in-law of Mr. Nguyen Dinh Dung Member of Board of Directors, General Director				Quynh Luu commune, Nghe An province	-	-	-

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2.16		Nguyen Thi Thu Hien			Sister-in-law of Mr. Nguyen Dinh Dung Member of Board of Directors, General Director				Thanh Vinh ward, Nghe An province	-	-	-
2.17		To Thị Lan			Sister-in-law of Mr. Nguyen Dinh Dung Member of Board of Directors, General Director				Van Tu commune, Nghe An province	-	-	-
2.18		Nguyen Thi Thu Hien			Sister-in-law of Mr. Nguyen Dinh Dung Member of Board of Directors, General Director				Xuan Phuong Ward, Nghe An province	-	-	-
2.19		Nguyen Thi Chung			Sister-in-law of Mr. Nguyen Dinh Dung Member of Board of Directors, General Director				Hoang Mai ward, Nghe An province	-	-	-
3		Mr. Nguyen Ngoc Tinh		Member of Board of Directors, Deputy General Director					Hoang Mai ward, Nghe An province	-	-	-
3.1		Nguyen Ngoc Ngoan			Father of Mr. Nguyen Ngoc Tinh - Member of Board of Directors, Deputy General Director				Nam Sam Son ward, Thanh Hoa province	-	-	-
3.2		Pham Van Can			Father-in-law of Mr. Nguyen Ngoc Tinh - Member of Board of Directors, Deputy General Director				Nam Sam Son ward, Thanh Hoa province	-	-	-
3.3		Phan Thi Thuc			Mother-in-law of Mr. Nguyen Ngoc Tinh - Member of Board of Directors, Deputy General Director				Nam Sam Son ward, Thanh Hoa province	-	-	-
3.4		Pham Thi Huong			Wife of Mr. Nguyen Ngoc Tinh - Member of Board of Directors, Deputy General Director				Hoang Mai ward, Nghe An province	-	-	-
3.5		Nguyen Pham Bao Chau			Biological child of Mr. Nguyen Ngoc Tinh - Member of Board of Directors, Deputy General Director				Hoang Mai ward, Nghe An province	-	-	-
3.6		Nguyen Ngoc Luong			Older brother of Mr. Nguyen Ngoc Tinh - Member of Board of Directors, Deputy General Director				Nam Sam Son ward, Thanh Hoa province	-	-	-
3.7		Hoang Thi Man			Older sister-in-law of Mr. Nguyen Ngoc Tinh - Member of Board of Directors, Deputy General Director				Nam Sam Son ward, Thanh Hoa province	-	-	-
3.8		Nguyen Ngoc Tam			Older brother of Mr. Nguyen Ngoc Tinh - Member of Board of Directors, Deputy General Director				Kien Luong commune, An Giang province	-	-	-

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3.9		Tran Thi Diem Huong			Older sister-in-law of Mr. Nguyen Ngoc Tinh - Member of Board of Directors, Deputy General Director				Kien Luong commune, An Giang province	-	-	-
3.10		Nguyen Thi Tinh			Older sister of Mr. Nguyen Ngoc Tinh - Member of Board of Directors, Deputy General Director				Nam Sam Son ward, Thanh Hoa province	-	-	-
3.11		Nguyen Van Quyet			Older brother-in-law of Mr. Nguyen Ngoc Tinh - Member of Board of Directors, Deputy General Director				Nam Sam Son ward, Thanh Hoa province	-	-	-
4		Mr. Le Dinh Thang		Member of Board of Directors					Quynh Luu commune, Nghe An province	-	-	-
4.1		Ho Thi Trang			Wife of Mr. Le Dinh Thang - Member of Board of Directors				Quynh Luu commune, Nghe An province	-	-	-
4.2		Le Dinh Hien			Father of Mr. Le Dinh Thang - Member of Board of Directors				Quynh Luu commune, Nghe An province	-	-	-
4.3		Ho Thi Thuy			Mother of Mr. Le Dinh Thang - Member of Board of Directors				Quynh Luu commune, Nghe An province	-	-	-
4.4		Ho Ba Tinh			Father-in-law of Mr. Le Dinh Thang - Member of Board of Directors				Quynh Luu commune, Nghe An province	-	-	-
4.5		Tran Thi Nhen			Mother-in-law of Mr. Le Dinh Thang - Member of Board of Directors				Quynh Luu commune, Nghe An province	-	-	-
4.6		Le Quynh Nhu			Biological child of Mr. Le Dinh Thang - Member of Board of Directors				Quynh Luu commune, Nghe An province	-	-	-
4.7		Le Huyen Chau			Biological child of Mr. Le Dinh Thang - Member of Board of Directors				Quynh Luu commune, Nghe An province	-	-	-
4.8		Le Thi Thuy			Younger sister of Mr. Le Dinh Thang - Member of Board of Directors				Quynh Luu commune, Nghe An province	-	-	-
4.9		Nguyen Thi Hanh			Sister-in-law of Mr. Le Dinh Thang - Member of Board of Directors				Quynh Luu commune, Nghe An province	-	-	-

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4.10		Tran Nhu Nguyen			Brother-in-law of Mr. Le Dinh Thang - Member of Board of Directors				Quynh Luu commune, Nghe An province	-	-	-
4.11		Vicem Gypsum and Cement Joint Stock Company			Related organization of Mr. Le Dinh Thang - Member of Board of Directors				Hue City	-	-	-
5		Mr. Dau Duc Son		Independent member of Board of Directors					Quynh Van commune, Nghe An province	-	-	-
5.1		Dau Duc Khoat			Father of Mr. Dau Duc Son - member of Board of Directors				Quynh Van commune, Nghe An province	-	-	-
5.2		Le Thi Thanh			Wife of Mr. Dau Duc Son - member of Board of Directors				Tu Liem ward, Hanoi City	-	-	-
5.3		Dau Duc Khanh			Biological child of Mr. Dau Duc Son - member of Board of Directors				Tu Liem ward, Hanoi City	-	-	-
5.4		Dau Duc Trinh			Biological child of Mr. Dau Duc Son - member of Board of Directors				Tu Liem ward, Hanoi City	-	-	-
5.5		Dau Thi Linh			Biological child of Mr. Dau Duc Son - member of Board of Directors				Cau Giay ward, Hanoi city	-	-	-
5.6		Dau Thi Lai			Older sister of Mr. Dau Duc Son - member of Board of Directors				Quynh Van commune, Nghe An province	-	-	-
5.7		Dau Duc Truong			Older brother of Mr. Dau Duc Son - member of Board of Directors				Quynh Van commune, Nghe An province	-	-	-
5.8		Dau Thi Khai			Older sister of Mr. Dau Duc Son - member of Board of Directors				Quynh Van commune, Nghe An province	-	-	-
5.9		Dau Thi Sac			Younger sister of Mr. Dau Duc Son - member of Board of Directors				Quynh Van commune, Nghe An province	-	-	-
5.10		Dau Thi Huyen			Younger sister of Mr. Dau Duc Son - member of Board of Directors				Quynh Van commune, Nghe An province	-	-	-
5.11		Dau Thi Luong			Younger sister of Mr. Dau Duc Son - member of Board of Directors				Tan Mai ward, Nghe An province	-	-	-
5.12		Son Thanh Trading Company Limited			Related Organization of Mr. Dau Duc Son - Member of the Board of Directors				Quynh Van commune, Nghe An province	-	-	-

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						Identification Documents number (*)	Date of issue	Place of issue				
6		Mr. Dang Ngoc Long		Deputy General Director					Thanh Vinh ward, Nghe An province	-	-	-
6.1		Nguyen Thi Bay			Mother of Mr.Dang Ngoc Long - Deputy General Director				Quynh Luu commune, Nghe An province	-	-	-
6.2		Dang Ngoc Son			Younger brother of Mr.Dang Ngoc Long - Deputy General Director				Quynh Luu commune, Nghe An province	-	-	-
6.3		Hoang Huyen			Father-in-law of Mr.Dang Ngoc Long - Deputy General Director				Tan Chau commune, Nghe An province	-	-	-
6.4		Hoang Thi Xuan			Mother-in-law of Mr.Dang Ngoc Long - Deputy General Director				Tan Chau commune, Nghe An province	-	-	-
6.5		Dang Thi Thuy			Younger sister of Mr.Dang Ngoc Long - Deputy General Director				Quynh Luu commune, Nghe An province	-	-	-
6.6		Dang Minh Tam			Younger sister of Mr.Dang Ngoc Long - Deputy General Director				Quynh Luu commune, Nghe An province	-	-	-
6.7		Dang Van Su			Younger brother of Mr.Dang Ngoc Long - Deputy General Director				Quynh Luu commune, Nghe An province	-	-	-
6.8		Dang Van Lieu			Younger brother of Mr.Dang Ngoc Long - Deputy General Director				Quynh Luu commune, Nghe An province	-	-	-
6.9		Dang Thanh Van			Younger brother of Mr.Dang Ngoc Long - Deputy General Director				Quynh Luu commune, Nghe An province	-	-	-
6.10		Hoang Thi Huong			Wife of Mr.Dang Ngoc Long - Deputy General Director				Thanh Vinh ward, Nghe An province	-	-	-
6.11		Dang Thi Tra Giang			Daughter of Mr.Dang Ngoc Long - Deputy General Director				Quynh Luu commune, Nghe An province	-	-	-
6.12		Dang Thi Nhat Thanh			Daughter of Mr.Dang Ngoc Long - Deputy General Director				Quynh Luu commune, Nghe An province	-	-	-
6.13		Tạ Hien			Son-in-law of Mr.Dang Ngoc Long - Deputy General Director				Hoang Mai ward, Hanoi City	-	-	-
6.14		Vo Quoc Anh			Son-in-law of Mr.Dang Ngoc Long - Deputy General Director				Dai Mo ward, Hanoi City	-	-	-

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6.15		Nguyen Thi Hoa			Younger sister-in-law of Mr.Dang Ngoc Long - Deputy General Director				Quynh Luu commune, Nghe An province	-	-	-
6.16		Nguyen Thi Duyen			Younger sister-in-law of Mr.Dang Ngoc Long - Deputy General Director				Quynh Luu commune, Nghe An province	-	-	-
6.17		Hoang Thi Song			Younger sister-in-law of Mr.Dang Ngoc Long - Deputy General Director				Quynh Luu commune, Nghe An province	-	-	-
6.18		Le Thi Thanh Xuan			Younger sister-in-law of Mr.Dang Ngoc Long - Deputy General Director				Truong Vinh ward, Nghe An province	-	-	-
6.19		Do Thi Thuy Dung			Younger sister-in-law of Mr.Dang Ngoc Long - Deputy General Director				Thanh Liet ward, Hanoi City	-	-	-
6.20		Vu Anh Tu			Younger brother-in-law of Mr.Dang Ngoc Long - Deputy General Director				Quynh Luu commune, Nghe An province	-	-	-
7		Ms. Dau Thi Nga		Deputy General Director					Hoang Mai ward, Nghe An province	-	-	-
7.1		Dau Duc Long			Father of Ms. Dau Thi Nga - Deputy General Director				Hoang Mai ward, Nghe An province	-	-	-
7.2		Lang Thi Ngoc			Mother-in-law of Ms. Dau Thi Nga - Deputy General Director				Yen Thanh commune, Nghe An province	-	-	-
7.3		Phan Xuan Hiep			Husband of Ms. Dau Thi Nga - Deputy General Director				Hoang Mai ward, Nghe An province	-	-	-
7.4		Phan Ngoc Mai			Biological child of Ms. Dau Thi Nga - Deputy General Director				Hoang Mai ward, Nghe An province	-	-	Minor child
7.5		Phan Khanh Linh			Biological child of Ms. Dau Thi Nga - Deputy General Director				Hoang Mai ward, Nghe An province	-	-	Minor child
7.6		Phan Xuan Nam			Biological child of Ms. Dau Thi Nga - Deputy General Director				Hoang Mai ward, Nghe An province	-	-	Minor child
7.7		Dau Thi Ngoc Bich			Younger sister of Ms. Dau Thi Nga - Deputy General Director				Thoi An Dong ward, Can Tho City	-	-	-
7.8		Dau Thi Thuy			Younger sister of Ms. Dau Thi Nga - Deputy General Director				Dinh Cong ward, Hanoi City	-	-	-
7.9		Dau Thi Thuy Hang			Younger sister of Ms. Dau Thi Nga - Deputy General Director				Dien Chau commune, Nghe An province	-	-	-
7.10		Tran Van Luc			Younger brother-in-law of Ms. Dau Thi Nga - Deputy General Director				Thoi An Dong ward, Can Tho City	-	-	-

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7.11		Dao Duc Linh			Younger brother-in-law of Ms. Dau Thi Nga - Deputy General Director				Dinh Cong ward, Hanoi City	-	-	-
7.12		Truong Vinh Phuc			Younger brother-in-law of Ms. Dau Thi Nga - Deputy General Director				Dien Chau commune, Nghe An province	-	-	-
8		Mr. Nguyen Van Tuan		Person in charge of Corporate Governance cum Company Secretary					Hoang Mai ward, Nghe An province	-	-	-
8.1		Nguyen Van Nam			Father of Mr.Nguyen Van Tuan - Person in charge of Corporate Governance cum Company Secretary				Quynh An ward, Nghe An province	-	-	-
8.2		Ho Thi Ha			Mother of Mr.Nguyen Van Tuan - Person in charge of Corporate Governance cum Company Secretary				Quynh An ward, Nghe An province	-	-	-
8.3		Phan Dinh Nang			Father-in-law of Mr.Nguyen Van Tuan - Person in charge of Corporate Governance cum Company Secretary				Quynh An ward, Nghe An province	-	-	-
8.4		Nguyen Thi Din			Mother-in-law of Mr.Nguyen Van Tuan - Person in charge of Corporate Governance cum Company Secretary				Quynh An ward, Nghe An province	-	-	-
8.5		Phan Thi Thao			Wife of Mr.Nguyen Van Tuan - Person in charge of Corporate Governance cum Company Secretary				Hoang Mai ward, Nghe An province	-	-	-
8.6		Nguyen Tien Minh			Biological child of Mr.Nguyen Van Tuan - Person in charge of Corporate Governance cum Company Secretary				Hoang Mai ward, Nghe An province	-	-	Minor child
8.7		Nguyen Minh Khoi			Biological child of Mr.Nguyen Van Tuan - Person in charge of Corporate Governance cum Company Secretary				Hoang Mai ward, Nghe An province	-	-	Minor child

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8.8		Nguyen Thao Linh			Biological child of Mr.Nguyen Van Tuan - Person in charge of Corporate Governance cum Company Secretary				Hoang Mai ward, Nghe An province	-	-	Minor child
8.9		Nguyen Thi Thanh			Younger sister of Mr.Nguyen Van Tuan - Person in charge of Corporate Governance cum Company Secretary				Phu Thuong ward, Hanoi City	-	-	-
8.10		Nguyen Thi Thuy			Younger sister of Mr.Nguyen Van Tuan - Person in charge of Corporate Governance cum Company Secretary				Quynh Luu commune, Nghe An province	-	-	-
8.11		Nguyen Van Khoe			Younger brother-in-law of Mr.Nguyen Van Tuan - Person in charge of Corporate Governance cum Company Secretary				Phu Thuong ward, Hanoi City	-	-	-
8.12		Nguyen Dinh Duong			Younger brother-in-law of Mr.Nguyen Van Tuan - Person in charge of Corporate Governance cum Company Secretary				Quynh Luu commune, Nghe An province	-	-	-
9		Mr. Nguyen Thi Anh Tu		Chief of the Supervisory Board					Hoang Mai ward, Nghe An province	-	-	-
9.1		Vo Thi Hue			Mother of Ms. Nguyen Thi Anh Tu- Chief of the Supervisory Board				Vinh Hung ward, Nghe An province	-	-	-
9.2		Nguyen Van Nghi			Husband of Ms. Nguyen Thi Anh Tu- Chief of the Supervisory Board				Hoang Mai ward, Nghe An province	-	-	-
9.3		Nguyen Chi Thanh			Biological child of Ms. Nguyen Thi Anh Tu- Chief of the Supervisory Board				Hoang Mai ward, Nghe An province	-	-	-
9.4		Nguyen Tram An			Biological child of Ms. Nguyen Thi Anh Tu- Chief of the Supervisory Board				Hoang Mai ward, Nghe An province	-	-	-
9.5		Nguyen Thi Bich Loan			Younger sister of Ms. Nguyen Thi Anh Tu- Chief of the Supervisory Board				phường Nghĩa Lộ, Quảng Ngãi	-	-	-
9.6		Doan Anh Duc			Younger brother-in-law of Ms. Nguyen Thi Anh Tu- Chief of the Supervisory Board				Nghia Lo ward, Quang Ngai province	-	-	-
9.7		Nguyen Vu Xuan Thang			Younger brother of Ms. Nguyen Thi Anh Tu- Chief of the Supervisory Board				Vinh Hung ward, Nghe An province	-	-	-

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9.8		Nguyen Thi Dung			Younger sister-in-law of Ms. Nguyen Thi Anh Tu- Chief of the Supervisory Board				Vinh Hung ward, Nghe An province	-	-	-
10		Mr. Cao Trong Nghien		Supervisory Board's member					Thanh Vinh ward, Nghe An province	-	-	-
10.1		Cao Thi Dung			Mother of Mr. Cao Trong Nghien - Supervisory Board's member				Thanh Vinh ward, Nghe An province	-	-	-
10.2		Tran Thi Thin			Mother-in-law of Mr. Cao Trong Nghien - Supervisory Board's member				Luong Son commune, Nghe An Province	-	-	-
10.3		Truong Thi Nguyet			Wife of Mr. Cao Trong Nghien - Supervisory Board's member				Thanh Vinh ward, Nghe An province	-	-	-
10.4		Cao Tien Nam			Biological child of Mr. Cao Trong Nghien - Supervisory Board's member				Thanh Vinh ward, Nghe An province	-	-	Minor child
10.5		Cao Hoang Bach			Biological child of Mr. Cao Trong Nghien - Supervisory Board's member				Thanh Vinh ward, Nghe An province	-	-	Minor child
10.6		Cao Thi Hang			Older sister of Mr. Cao Trong Nghien - Supervisory Board's member				Thanh Vinh ward, Nghe An province	-	-	-
10.7		Cao Thi Diep			Older sister of Mr. Cao Trong Nghien - Supervisory Board's member				Thanh Vinh ward, Nghe An province	-	-	-
10.8		Cao Thi Nguyen			Older sister of Mr. Cao Trong Nghien - Supervisory Board's member				Vinh Phu ward, Nghe An province	-	-	-
10.9		Phan Xuan Hong			Older brother-in-law of Mr. Cao Trong Nghien - Supervisory Board's member				Thanh Vinh ward, Nghe An province	-	-	-
10.10		Nguyen Hong Lam			Older brother-in-law of Mr. Cao Trong Nghien - Supervisory Board's member				Thanh Vinh ward, Nghe An province	-	-	-
10.11		Cao Huu Tien			Older brother-in-law of Mr. Cao Trong Nghien - Supervisory Board's member				Vinh Phu ward, Nghe An province	-	-	-
11		Mr. Nguyen Quang Ton		Supervisory Board's member					Bach Mai ward, Hanoi City	-	-	-
11.1		Vu Hoang Thanh Hai			Wife of Mr. Nguyen Quang Ton - Supervisory Board's member				Bach Mai ward, Hanoi City	-	-	-
11.2		Nguyen Quang Kiem			Father of Mr. Nguyen Quang Ton - Supervisory Board's member				An Phu commune, Hai Phong City	-	-	-

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11.3		Nguyen Thi Lu			Mother of Mr. Nguyen Quang Ton - Supervisory Board's member				An Phu commune, Hai Phong City	-	-	-
11.4		Vu Ba Trong			Father-in-law of Mr. Nguyen Quang Ton - Supervisory Board's member				Bach Mai ward, Hanoi City	-	-	-
11.5		Hoang Thi Xuong			Mother-in-law of Mr. Nguyen Quang Ton - Supervisory Board's member				Bach Mai ward, Hanoi City	-	-	-
11.6		Nguyen Ha Linh			Biological child of Mr. Nguyen Quang Ton - Supervisory Board's member				0	-	-	Minor child
11.7		Nguyen Quang Bach			Biological child of Mr. Nguyen Quang Ton - Supervisory Board's member				0	-	-	Minor child
11.8		Nguyen Quang Truyen			Older brother of Mr. Nguyen Quang Ton - Supervisory Board's member				An Phu commune, Hai Phong City	-	-	-
11.9		Nguyen Quang Hanh			Older brother of Mr. Nguyen Quang Ton - Supervisory Board's member				Kien An ward, Hai Phong City	-	-	-
11.10		Luu Thi Yen			Older sister-in-law of Mr. Nguyen Quang Ton - Supervisory Board's member				An Phu commune, Hai Phong City	-	-	-
11.11		Tran Thi Hang			Older sister-in-law of Mr. Nguyen Quang Ton - Supervisory Board's member				Kien An ward, Hai Phong City	-	-	-
12		Mr. Tran Van Duc	0001658928	Authorized Person to Disclose Information, Chief Accountant					Hoang Mai ward, Nghe An province	10.743	0,014%	-
12.1		Dang Thi Huong			Wife of Mr. Tran Van Duc, Authorized Person to Disclose Information, Chief Accountant				Hoang Mai ward, Nghe An province	-	-	-
12.2		Tran Van Dai			Father of Mr. Tran Van Duc, Authorized Person to Disclose Information, Chief Accountant				Dai Dong commune, Nghe An province	-	-	-
12.3		Nguyen Thi Huong			Mother of Mr. Tran Van Duc, Authorized Person to Disclose Information, Chief Accountant				Dai Dong commune, Nghe An province	-	-	-

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12.4		Dang Trong Vinh			Father-in-law of Mr. Tran Van Duc, Authorized Person to Disclose Information, Chief Accountant				Quang Dong commune, Nghe An province	-	-	-
12.5		Thai Thi Quyen			Mother-in-law of Mr. Tran Van Duc, Authorized Person to Disclose Information, Chief Accountant				Quang Dong commune, Nghe An province	-	-	-
12.6		Tran Duc Quan			Biological child of Mr. Tran Van Duc, Authorized Person to Disclose Information, Chief Accountant				Hoang Mai ward, Nghe An province	-	-	Minor child
12.7		Tran Dang Phuc			Biological child of Mr. Tran Van Duc, Authorized Person to Disclose Information, Chief Accountant				Hoang Mai ward, Nghe An province	-	-	Minor child
12.8		Tran Thi Hoa			Older sister of Mr. Tran Van Duc, Authorized Person to Disclose Information, Chief Accountant				Cau Ong Lanh ward, Ho Chi Minh City	-	-	-
12.9		Tran Van Tai			Younger brother of Mr. Tran Van Duc, Authorized Person to Disclose Information, Chief Accountant				Quang Dong commune, Nghe An province	-	-	-
12.10		Tran Thi Quynh			Younger sister of Mr. Tran Van Duc, Authorized Person to Disclose Information, Chief Accountant				Quang Dong commune, Nghe An province	-	-	-
12.11		Nguyen Van Toan	0101052521		Older brother-in-law of Mr. Tran Van Duc - Authorized Person to Disclose Information, Chief Accountant				Quang Dong commune, Nghe An province	-	-	-
12.12		Thai Nguyen Son			Younger brother-in-law of Mr. Tran Van Duc - Authorized Person to Disclose Information, Chief Accountant				Hoang Mai ward, Nghe An province	-	-	-
13		Mr. Quach Sy Thao	C681051M1	Person in charge of Internal Audit					Quynh Mai ward, Nghe An province	-	-	-
13.1		Nguyen Thi Kim Dung			Wife of Mr. Quach Sy Thao - Person in charge of Internal Audit				Quynh Mai ward, Nghe An province	-	-	-

No	Stock Code	Full name (*)	Securities trading account (if any)	Position in Company (If any)	Relationship with the insider	Identification Documents (*) (ID Card/Passport/Business Registration Certificate)			Headquarters address/Contact address	Number of shares owned at the end of the period.	Percentage of share ownership at the end of the period	Notes (regarding the absence of ID/Business Registration numbers and other notes)
						Identification Documents number (*)	Date of issue	Place of issue				
13.2		Quach Sy Thuan			Father of of Mr. Quach Sy Thao - Person in charge of Internal Audit				Quynh Mai ward, Nghe An province	-	-	-
13.3		Nguyen Thi Tien	026C8733325		Mother of Mr. Quach Sy Thao - Person in charge of Internal Audit				Quynh Mai ward, Nghe An province	-	-	-
13.4		Nguyen Ngoc Phuong			Father-in-law of Mr. Quach Sy Thao - Person in charge of Internal Audit				Trung Loc commune, Nghe An province	-	-	-
13.5		Nguyen Thi Thu Ha			Mother-in-law of Mr. Quach Sy Thao - Person in charge of Internal Audit				An Hai ward, Da Nang city	-	-	-
13.6		Quach Bao Ton			Biological Child of Mr. Quach Sy Thao - Person in charge of Internal Audit				Quynh Mai ward, Nghe An province	-	-	Minor child
13.7		Quach Thi Kieu			Older sister of Mr. Quach Sy Thao - Person in charge of Internal Audit				Truong Vinh ward, Nghe An province	-	-	-
13.8		Quach Thi Oanh			Older sister of Mr. Quach Sy Thao - Person in charge of Internal Audit				Quynh Mai ward, Nghe An province	-	-	-
13.9		Pham Van Quyen			Older brother-in-law of Mr. Quach Sy Thao - Person in charge of Internal Audit				Truong Vinh ward, Nghe An province	-	-	-
13.10		Nguyen Hong Son			Older brother-in-law of Mr. Quach Sy Thao - Person in charge of Internal Audit				Quynh Mai ward, Nghe An province	-	-	-

APPENDIX 02

TRANSACTIONS BETWEEN THE COMPANY AND ITS RELATED PARTIES; OR BETWEEN THE COMPANY AND MAJOR SHAREHOLDERS, INTERNAL PERSON, RELATED PERSON OF INTERNAL PERSON

(Issued together with Report No 616 /XMHM-HĐQT dated January 28, 2026)

No	Name of Company/Person	Relationship with the Company	ID number, issued date, issuing authority	Registered Office Address / Contact Address	Transaction Date with the Company	Resolution/Decision Number from the General Meeting of Shareholders/Board of Directors... Approval	Content, Quantity, Total Transaction Value (Excluding VAT)	Remarks
1	Vicem Ha Tien Cement Joint Stock Company	Related person of VICEM	0301446422	No 604 Vo Van Kiet, Cau Kho, District 1, Ho Chi Minh City	Year 2025	+ 130/NQ-XMHHM-HĐQT date 31/12/2024	2.047.684.675	Hired to process cement
						+ 08/NQ-XMHHM-HĐQT date 23/01/2025	36.735.817.230	Sale and purchase clinker
2	Vietnam National Cement Corporation	Parent company	0100106320	No. 228 Le Duan Street, Trung Phung Ward, Dong Da District, Hanoi City	Year 2025	+ 106/NQ-XMHHM-HĐQT date 03/11/2023	232.425.928	sale and purchase cement
							7.339.827.056	Non-consulting
3	Vicem But Son Cement Joint Stock Company	Related person of VICEM	0700117613	Thanh Son village, Kim Bang district, Ha Nam province	Year 2025	+ 43/NQ-XMHHM-HĐQT date 22/05/2025	55.412.036.515	Cement toll manufacturing
4	VICEM Energy and Environment Joint Stock Company	Related person of VICEM	100106352	21B Cat Linh, Cat Linh ward, Dong Da district, Ha Noi city	Year 2025	+ 124/NQ-XMHHM-HĐQT date 10/12/2024 + 128/NQ-XMHHM-HĐQT date 24/12/2024 + 13/NQ-XMHHM-HĐQT date 13/02/2025 + 57/NQ-XMHHM-HĐQT date 02/7/2025 + 117/NQ-XMHHM-HĐQT date 23/12/2025	42.679.349.050	+ Procurement of Group 1 waste + Procurement of synthetic gypsum + Procurement of coal grade 4b.1
						+ 47/NQ-XMHHM-HĐQT date 20/06/2025	5.840.998.600	Treatment of non-hazardous waste
5	Cement Technical Vocational College	Related person of VICEM	0105459714001	No 3, Hanoi street, So Dau ward, Hong Bang District, Hai Phong province	Year 2025	+ 51/NQ-XMHHM-HĐQT date 26/06/2025 + 75/NQ-XMHHM-HĐQT date 20/8/2025 + 117/NQ-XMHHM-HĐQT date 23/12/2025	228.900.000	Training service
6	VICEM Tam Diep Cement Single Member Limited Company	Related person of VICEM	2700260173	No 27, Chi Lang street, Quang Son village, Tam Diep city	Year 2025	+ 06/NQ-XMHHM-HĐQT date 20/01/2025	20.408.719.625	Value of cement exported under entrusted export arrangement
							306.507.366	Export entrustment fee
7	Ha Long Cement Joint Stock Company	Related person of VICEM	5700466028	Thong Nhat village, Ha Long city, Quang Ninh province	Year 2025	+ 06/NQ-XMHHM-HĐQT date 20/01/2025 + 69/NQ-XMHHM-HĐQT date 18/7/2025	25.244.979.820	Value of cement exported under entrusted export arrangement
							265.449.630	Export entrustment fee

No	Name of Company/Person	Relationship with the Company	ID number, issued date, issuing authority	Registered Office Address / Contact Address	Transaction Date with the Company	Resolution/Decision Number from the General Meeting of Shareholders/Board of Directors... Approval	Content, Quantity, Total Transaction Value (Excluding VAT)	Remarks
8	Cement Investment and Development Consulting Company	Related person of VICEM	0100106320-004	Alley 122 Vinh Tuy Street - Vinh Tuy Ward - Hai Ba Trung District - Hanoi	Year 2025	+ 37/NQ-XMHM-HĐQT date 07/05/2025 + 61/NQ-XMHM-HĐQT date 11/7/2025	743.273.333	+Preparation of E-bidding documents (E-BDs) and evaluation of electronic bid submissions (E-bids) for the Waste Heat Recovery Power Generation Project. + Preparation of the Feasibility Study Report and bidding documents for the Bag Filter Conversion Project.
9	Son Thanh Trade Single Member Limited Company	The company where Mr. Dau Duc Son serves as the Director	2901087930	Quynh Van village, Quynh Luu district, Nghe An province	Year 2025	+ 126/NQ-XMHM-HĐQT date 13/12/2024	15.107.631.252	Sell cement



STT	Tên tổ chức/cá nhân	Tài khoản giao dịch chứng khoán (nếu có)	Chức vụ tại công ty (nếu có)	Số Giấy NSH*	Địa chỉ trụ sở chính/ Địa chỉ liên hệ	Thời điểm bắt đầu là người có liên quan	Thời điểm không còn là người có liên quan	Lý do	Mối quan hệ liên quan với công ty
1	Vietnam National Cement Corporation								Parent company
2	VICEM Project Management Board								Related person of VICEM
3	Cement Investment and Development Consulting Company								Related person of VICEM
4	Cement Technology Institute								Related person of VICEM
5	VICEM Hai Phong Cement Single Member Limited Company								Related person of VICEM
6	VICEM Hoang Thach Cement Single Member Limited Company								Related person of VICEM
7	VICEM Tam Diep Cement Single Member Limited Company								Related person of VICEM
8	Bim Son Cement Joint Stock Company								Related person of VICEM
9	Vicem But Son Cement Joint Stock Company								Related person of VICEM
10	Vicem Ha Tien Cement Joint Stock Company								Related person of VICEM
11	Vicem Cement Gypsum Joint Stock Company								Related person of VICEM, Mr. Le Dinh Thanh Member of Board of Directors
12	VICEM Hai Van Cement Joint Stock Company								Related person of VICEM
13	Ha Long Cement Joint Stock Company								Related person of VICEM
14	Vicem Song Thao Cement Joint Stock Company								Related person of VICEM
15	Da Nang Vicem Construction Building Materials Joint Stock Company								Related person of VICEM
16	Vicem Cement Trading Joint Stock Company								Related person of VICEM
17	VICEM Energy and Environment Joint Stock Company								Related person of VICEM
18	VICEM Trade-Service - Hai Phong Transport Joint Stock Company								Related person of VICEM
19	Vicem Hoang Thach Transport Joint Stock Company								Related person of VICEM

STT	Tên tổ chức/cá nhân	Tài khoản giao dịch chứng khoán (nếu có)	Chức vụ tại công ty (nếu có)	Số Giấy NSH*	Địa chỉ trụ sở chính/ Địa chỉ liên hệ	Thời điểm bắt đầu là người có liên quan	Thời điểm không còn là người có liên quan	Lý do	Mối quan hệ liên quan với công ty
20	VICEM Logistics Joint Stock Company								Related person of VICEM
21	Son Thanh Trade Single Member Limited Company					26/04/2024			The company where Mr. Dau Duc Son serves as the Director
22	Mr. Le Trung Kien		Chairman of BOD			08/02/2018			Internal person
23	Mr. Nguyen Dinh Dung		BoD's member, General Director			14/12/2021			Internal person
24	Mr. Nguyen Ngoc Tinh		BoD's member, Deputy General Director			14/12/2021			Internal person
25	Mr. Le Dinh Thang		BoD's member			21/04/2023			Internal person
26	Mr. Dau Duc Son		BoD's member			26/04/2024			Internal person
27	Mr. Dang Ngoc Long		Deputy General Director			16/09/2016			Internal person
28	Ms. Dau Thi Nga		Deputy General Director			11/11/2013			Internal person
29	Mr. Tran Van Duc		The authorized person for disclosing information, Chief of Accounting			10/10/2024			Internal person
30	Mr. Quach Sy Thao		Person in charge of Internal Audit			24/09/2025			Internal person
31	Mr. Nguyen Van Tuan		In charge of Company Administration, Company secretary			20/06/2023			Internal person
32	Ms. Nguyen Thi Anh Tu		Chief of Board of Supervisors			21/04/2023			Internal person
33	Mr. Cao Trong Nghien		Member of Board of Supervisors			24/04/2018			Internal person
34	Mr. Nguyen Quang Ton		Member of Board of Supervisors			21/04/2023			Internal person