

No.: 130/BC-TMXM

Hanoi, dated January 2026

**CORPORATE GOVERNANCE REPORT**  
**Year 2025**

To:

- The State Securities Commission;
- Hanoi Stock Exchange.

- Company name: Vicem Cement Trading Joint Stock Company.
- Head office address: 348 Giai Phong Street - Phuong Liet Ward - Hanoi City.
- Phone: 024 3 8643346; 024 3 8643340 ; Fax: 024 3 8642586
- Email: ximang.jsc@vnn.vn ; ximang.tmx@gmail.com
- Charter capital: 60,000,000,000 VND.
- Stock code: TMX
- Corporate governance model:
  - + General Meeting of Shareholders, Board of Directors, Control Board, Directors, Deputy Directors.
- Regarding the performance of the internal audit function: Implemented.

**I. Activities of the General Meeting of Shareholders:**

On April 22, 2025, the Annual General Meeting of Shareholders of Vicem Cement Trading Joint Stock Company took place at the Hall on the 3rd floor of Vicem Cement Trading Joint Stock Company - Lane 1, Phan Dinh Giot, Phuong Liet, Thanh Xuan, Hanoi.

No	Number of Resolutions/Decisions	Date	Contents
01	617/NQ-HĐĐĐĐ	22/4/2025	Resolution of the Annual General Meeting of Shareholders in 2025.

**II. Board of Directors:**

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

No	Member of the Board of Directors	Position	Start date/ no longer the Board of Directors TV	
			Appointment Date	Date of dismissal
01	Ms. Le Thi Thu Huyen	Chairman	28/4/2022	
02	Mr. Trinh Ngoc Thang	Members	28/4/2022	
03	Mr. Dang Phuc Tan	Members	28/4/2022	
04	Mr. Do Ngoc Thach	Members	28/4/2022	



No	Member of the Board of Directors	Position	Start date/ no longer the Board of Directors TV	
			Appointment Date	Date of dismissal
05	Mr. Nguyen Hai Minh	Members	28/4/2022	

## 2. Board of Directors Meetings:

No	Member of the Board of Directors	Number of meetings attended by the Board of Directors	Meeting Attendance Rate	Reasons for not attending the meeting
01	Ms. Le Thi Thu Huyen	4/4	100%	
02	Mr. Trinh Ngoc Thang	4/4	100%	
03	Mr. Dang Phuc Tan	4/4	100%	
04	Mr. Do Ngoc Thach	4/4	100%	
05	Mr. Nguyen Hai Minh	3/4	75%	Busy on business trips

## 3. Supervision activities of the Board of Directors over the Board of Directors:

The Board of Directors of the Company regularly supervises the activities of the Board of Directors and the Executive Board of the Company through the reports of monthly and quarterly briefings of the Director; Adopt the Director's reports during Board meetings; Approving the report on a number of key tasks of the Company;

In 2025, the Board of Directors and the Executive Board of the Company have well complied with and implemented the Resolutions of the Board of Directors, the Resolutions of the Annual General Meeting of Shareholders in 2024 and 2025. As a result of 2025, the Company has paid the budget in accordance with regulations, the Company has tried to take all measures to ensure the achievement of the plan...

## 4. Activities of subcommittees of the Board of Directors: No.

## 5. Resolutions/Decisions of the Board of Directors (2025):

Number	Number of Resolutions/Decisions	Date	Contents
01	01/ NQ-BOD	01/01/2025	NQ v/v report of the Director of the Company
02	212/NQ-HDQT	17/02/2025	NQ approved the draft Decision on functions and tasks and changed the names of units under the Public Health
03	213/QD-HDQT	17/02/2025	The Decision promulgates regulations on the functions and tasks of the Company's affiliated units
04	214/ QD-HDQT	17/02/2025	Decision to change the name of the P.KHTT to P.KHTH
05	215/QD-HDQT	17/02/2025	Decision to change the name of the P.BH to P.KD



Number	Number of Resolutions/Decisions	Date	Contents
06	234/NQ-HDQT	25/02/2025	NQ and temporary suspension of work for Mr. Hoang Anh Duc
07	247/QD-HDQT	26/02/2025	Decision on temporary suspension of work for Mr. Hoang Anh Duc
08	286/NQ-HDQT	28/2/2025	NQ and v/v signed a contract to lease warehouse and yard in Vinh Tuy
09	287/NQ-HDQT	28/2/2025	NQ of the first quarter meeting
10	348/QD-HDQT	04/3/2025	Decision to establish the Organizing Committee to prepare for the 2025 Annual General Meeting of Shareholders
11	366/NQ-HDQT	10/3/2025	NQ and v/v sign a contract to lease warehouse and yard
12	807/NQ-HDQT	28/5/2025	Selection of auditors for financial statements 2025
13	1290/NQ-HDQT	7/8/2025	Quarter 3/2025 Session
14	1356/NQ-HDQT	28/8/2025	Dividend payment period 2024
15	1487/NQ-HDQT	18/9/2025	Promulgating regulations on cadre management
16	1488/NQ-HDQT	18/9/2025	Supplementation and adjustment of financial management regulations
17	1491/QD-HDQT	22/9/2025	Promulgating regulations on cadre management
18	1643/NQ-HDQT	13/10/2025	Quarter 4/2025
18	2124/NQ-HDQT	26/12/2025	Reports of the Company's Director

### III. Supervisory Board (2025):

#### 1. Information about members of the Supervisory Board (Supervisory Board):

Number	Member of the Supervisory Board	Position	The start date is BKS TV	The day is no longer TV BKS	Submit to the Ministry of Expertise
1	Ms. Ninh Thi Xuan	Head of Engineering Department	28/4/2022		Bachelor's degree
2	Ms. To Thi Minh Phuong	Member of the Supervisory Board	28/4/2022		Bachelor's degree
3	Ms. Le Thi Thu Ha	Member of the Supervisory Board	20/4/2015		Bachelor's degree

#### 2. Meeting of the Supervisory Board:



Number	Member of the Supervisory Board	Number of meetings attended by the Board of Directors	Meeting Attendance Rate	Reasons for not attending the meeting
1	Ms. Ninh Thi Xuan	4/4	100%	
2	Ms. To Thi Minh Phuong	4/4	100%	
3	Ms. Le Thi Thu Ha	4/4	100%	

### **3. Supervision activities of the Supervisory Board of the Board of Directors, the Board of Directors and shareholders:**

- Submit to the General Meeting of Shareholders for approval the selection of the auditing unit for the 2025 financial statements.

- Examining the accounting work, reviewing and appraising the Company's 2024 financial settlement report audited by an independent auditing firm, supervising the implementation of recommendations made by the independent auditing firm.

- Supervise the compliance with the provisions of law in the management and administration of business activities of the Board of Directors and the Board of Directors of the Company; the implementation of the Resolution of the Annual General Meeting of Shareholders for the Board of Directors and the Board of Directors.

- Examining the accounting work, reviewing and appraising the financial statements of the first quarter of 2025, the reviewed financial statements of the first 6 months of 2025 and the financial statements of the third quarter of 2025.

- Check the implementation of the Company's regulations and regulations.

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

- The Supervisory Board has been invited to fully attend and give opinions at the periodic meeting of the Board of Directors of the Company.

- The Supervisory Board is fully provided with the Minutes of Meetings, Resolutions and Decisions of the Board of Directors related to the management and administration of the Company's activities, information and documents, financial statements of the Company.

- Participate in opinions and make recommendations to the Board of Directors and the Board of Directors of the Company on issues related to the Company's operation and the contents of inspections by the Supervisory Board.

The Board of Directors and the Board of Directors of the Company have strictly implemented the provisions of the law and the Company's Regulations.

### **5. Other activities of the Supervisory Board (if any): No**

#### **IV. Executive Board:**

No	Member of the Board of Directors	Date of birth	Qualifications	Appointment Date
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1	Trinh Ngoc Thang	04/7/1975	Bachelor's degree	30/12/2022
2	Dang Phuc Tan	01/9/1972	Bachelor's degree	12/01/2022

**V. Chief accountant: not yet available**

**VI. Training on corporate governance: none**

**VII. List of related persons of public companies (2025) and the Company's related person's transactions with the Company itself:**

**1. List of related persons of the Company:**

No	Name of organization/individual	Securities Trading Accounts	Position at the Company	NSH Certificate number, date of issue, place of issue	Head Office Address/Contact Address	When to start as a stakeholder	The time when he is no longer the relevant person	Reason	Relationship with the Company
1	Vietnam Cement Corporation (vicem)			0100106320 29/11/2013 Hanoi Department of Planning and Investment	228 Le Duan, Van Mieu Ward, Quoc Tu Giam - Hanoi	20/6/2007			
2	Le Thi Thu Huyen		Chairman of the Board of Directors	026172002664 26/6/2019 Hanoi	228 Le Duan Street, Van Mieu Ward, Quoc Tu Giam - Hanoi	28/4/2022			
3	Trinh Ngoc Thang		UV Board of Directors Director of the Company	030075004737 23/04/2018 Hanoi	No. 16, Lane 186 Khuong Dinh - Hanoi	28/4/2022			
4	Dang Phuc Tan		UV Board of	030072010003 2/5/2021 HANOI	Group 9, Linh Nam Ward, Hanoi	20/4/2018			



			Direct ors						
5	Do Ngoc Thach		UV Board of Direct ors	011501166 06/10/2003 Hanoi Agency	24 Lane 19 Kim Dong, Hanoi	Month 4/2012			
6	Nguyen Hai Minh		UV Board of Direct ors	024074000357 29/05/2018 General Department of Civil Defense	Vinh Tuy 1 Area - Mao Khe Ward - Quang Ninh	28/4/2022			
7	Ninh Thi Xuan		BKS	036189007231 29/04/2021 Department of Social Affairs Management	OCT1 - DN1 building, Bac Linh Dam housing area expanded	28/4/2022			
8	To Thi Minh Phuong		BKS	031178001331 24/6/2021 Department of Social Affairs	4/B5 Dai Kim EIA, Dai Kim Ward, Hanoi City	28/4/2022			
9	Le Thi Thu Ha		BKS	042174015346 16/8/2021 Hanoi	P1003 B - Ha Thanh - 102 Thai Thinh - Hanoi	20/4/2015			
10	Hoang Thi Hai Yen		Secret ary	001179080399 23/12/2021 Hanoi Police	No. 82/35 Cat Linh-O Cho Dua - Hanoi	01/01/202 1			

**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:**

No	Name of organizati on/individ ual	Related Relation ship with the Compan y	NSH Certificate number, date of issue, place of issue	Head Office Address/ Contact Address	Time to transact with the Company	No. NQ/QD of the General Meeting of Shareholder s/Board of Directors approved	Contents, quantity, total value of transacti ons	Note s
1	Vietnam Cement Corporation	Parent Company	0100106320 29/11/2013 Department of Planning and Investment of Hanoi City	228 Le Duan - Literature Temple Quoc Tu Giam Ward - Hanoi	20/06/2007	Resolution dated 20/6/2007	59.64% of charter capital	

**3. Transactions between internal persons of the Company, related persons of internal persons and subsidiaries or companies under the control of the company: None.**

**4. Transactions between the Company and other entities:**

**4.1.** Transactions between the Company and the Company in which members of the Board of Directors, members of the Supervisory Board, Directors and other managers have been founding members or members of the Board of Directors or Executive Directors in the past three (03) years (counting at the time of making the report): None

**4.2.** Transactions between the Company and the Company in which related persons of members of the Board of Directors, members of the Supervisory Board, Directors and other managers are members of the Board of Directors, Executive Directors:

Number	Unit Name	Name of Member of the Board of Directors
1	Hanoi - Cho Lon Co., Ltd.	Mr. Do Ngoc Thach

**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, Directors and other managers: None.

**VIII. Trading of shares of insiders and related persons of insiders (2025):**

1. List of internal persons and related persons of internal persons: Enclosed with a detailed copy of form No. 02.

2. Transactions of insiders and related persons on the Company's shares: None.

**IX. Other matters to note: No.**

**Attn:**

- As above;
- The Board of Directors;
- Board of Directors;
- TB. Control;
- The Company's website;
- Save: VT, T. sign the company.

**CHAIRMAN OF THE BOARD OF DIRECTORS**

  
  
**Le Thi Thu Huyen**



## DETAILS MODEL NUMBER 02: LIST THE INTERNAL AND RELEVANT

(Attach The document number ..... )

Number	Name	Position in company	Number of shares owned at the current time	The rate of stock ownership at the present time	Notes
1	Le Thi Thu Huyen	Chairman of the BOARD	1.789.307,0	29,82%	
2	Le Van Tan	Daddy			
3	Phung Thi Huong	Mom			
4	Nguyen Tien Main	Husband			
5	Nguyen Le Page	Daughter			
6	Nguyen Tien Phuc	Son			
7	Le Thi Hai Ly	Sister			
8	Le Phuong Linh	Sister			
9	Trinh Ngoc Thang	UV BOARD of directors - director	894.653,5	14,91%	
10	High Kim Oanh	Wife			
11	Trinh Minh Chau	Daughter			
12	Zheng Cao Minh	Son			
13	Trinh Ngoc Tien	Father			
14	Dong Thi Song	Mother tongue			
15	Trinh Quang Tuan	Brother			
16	Trinh Thi Thanh	Sister			
17	Vu Thanh Quang	Brother-in-law			
18	Trinh Thi Thuy	Sister			
19	English Conference	Brother-in-law			
20	High Office Village	Father-in-law			
21	Nguyen thi Ty	Wife			
22	My Son	British Wife			
23	Dang Phuc Tan	UV BOM - Deputy director	906.953,5	15,12%	
24	Nguyen Thi Is	Mom			
25	Phung Thi Mai Lan	Wife			
26	Dang Khanh Linh	Daughter			
27	Dang Dinh Thanh	Son			
28	Dang Thu Hoai	Sister			
29	Dang Thi Thu Uyen	Sister			
30	Dang Thu Trang	Sister			
31	Vu Van Tien	Brother-in-law			
32	Le An Injury	brother-in-law			
33	Hoang Ngoc Minh	brother-in-law			
34	Do Ngoc Thach	UV BOARD	601.500,0	10,03%	
35	Dinh Thuy Light	Wife	117.700,0	1,96%	
36	Nguyen Hai Minh	UV BOARD			
37	Nguyen Van Give	Father			
38	Nguyen Thi Thuy	Mother tongue			
39	Nguyen Thi Tuyet Minh	Milf			
40	Nguyen Thi Thanh Hoa	Wife			
41	Nguyen Quang Nhat	Son			
42	Nguyen Thi Lam Phuong	Daughter			
43	Ninh Thi Xuan	TB control			
44	Duong Van Trong	husband			
45	Big German Norwegian	son			



46	Ninh Van Hao	father			
47	Nguyen Thi Hien	mother tongue			
48	Ninh Van Huy	brother			
49	Ninh Van Hieu	brother			
50	Nguyen Thi Xuan	sister			
51	Pham Thi Thao	sister			
52	Ninh Thi Van	mother in law			
53	Le Thi Thu Ha	Member			
54	Le Thanh Son	Husband			
55	Le Phuong Linh	Daughter			
56	Le Phuong Anh	Daughter			
57	Tran Thi Lien Russia	Mother tongue			
58	Le Thanh Hai	Brother			
59	Thi Minh Phuong	TV BKS	5.200,0	0,09%	
60	Cars That Often	Father			
61	Thi Tuyet Mai	Sister			
62	Thi Minh Phuong	Sister			
63	Dao Tuan Khoi	Husband			
64	Dig Khanh Linh	Offspring			
65	Dig Dang Khoa	Offspring			
66	Dao Dinh Khanh	Daddy, husband			
67	Lodge The Content	Mother in law			
68	Dig The Well	Husband			
69	Hoang Thi Hai Yen	Spokesperson	100,0	0,0017%	
70	Yến Hoàng Linh	Daughter			
71	Hoang Xuan Lam	Father			
72	Nguyen Thi System	Mother tongue	500,0	0,01%	
73	Hoang Xuan Market	Brother			
74	Dinh Thi Minh Ngoc	Sister			
75	Hoang Anh Minh	Brother			
76	Tran Thi Thuy	Sister			