

No: **925** /BC-NL&MT

Hanoi, day **30** month **07** year 2026

REPORT ON CORPORATE GOVERNANCE
(The first 6 months of 2026)

To:

- The State Securities Commission;
- The Hanoi Stock Exchange.

- Name of company: VICEM Energy and Environment Joint Stock Company
- Address of headoffice: 21B Cat Linh Street, O Cho Dua Ward, Hanoi City, Vietnam.
- Telephone: 02438457328; Fax: 02438457186;
- Email: vtvvicem@gmail.com
- Charter capital: 311,998,250,000 VND (Three hundred and eleven billion nine hundred and ninety-eight million two hundred and fifty thousand VND).
- Stock symbol: VTV
- Governance model: General Meeting of Shareholders, Board of Directors (BOD), Board of Supervisory (BOS) and General Director.
- The implementation of the internal audit: Not yet implemented

I. Activities of the General Meeting of Shareholders

VICEM Energy and Environment Joint Stock Company held the 2026 Annual General Meeting of Shareholders on June 3, 2026. At the General Meeting, after a democratic, objective and constructive discussion, the General Meeting of Shareholders voted to approve the following contents:

No.	Resolutions/ Decisions No.	Date	Content
1	Resolution No. 692/NQ-ĐHĐĐ	03/6/2026	1. Approving the BOD' operation report in 2025 and operation plan for 2026, Report on the activities of independent members of the BOD and the results of the independent members' assessment of the activities of the BOD in 2025. 2. Approve the Report on operation of the BOS in 2025 and operation plan in 2026. 3. Approve the Business result report in 2025 and Business plan in 2026. 4. Approve the audited Financial Statements in 2025. 5. Approve the profit distribution plan in 2025.

			6. Approve the remuneration of the BOD, the BOS in 2025 and the remuneration plan in 2026. 7. Approve the selection of the auditing firm for the 2026 financial statements. 8. Approve the change of the company's enterprise registration contents, including changes and supplements to the Company's business lines. 9. Approve the amendments and supplements to the Company's Charter. 10. Approve contracts and transactions between the Company and its affiliated persons. 11. Approve the dismissal and election of members of the BOD and BOS for the term 2026-2031. 12. The General Meeting unanimously elects members of the BOD and BOS for the term 2026-2031.
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II. Hội đồng quản trị

1. Thông tin về thành viên Hội đồng quản trị:

No.	Board of Directors' members	Position (Independent members of the Board of Directors, Non-executive members of the Board of Directors)	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Ms. Nguyen Thi Kim Chi	Chairman, non-executive member of the BOD	27/4/2023	
2	Mr. Tran Khac Manh	Member of the BOD, General director	29/6/2020	
3	Mr. Trinh Cong Giang	Member of the BOD, Deputy General Director	03/6/2026	
4	Mr. Nguyen Trong Dong	Non-executive member of the Board of Directors	03/6/2026	
5	Mr. Nguyen Chi Thuc	Independent member of the Board of Directors	03/6/2026	
3	Mr. Nguyen Danh Huyen	Non-executive member of the Board of Directors		03/6/2026
4	Mr. Tran Dinh Dung	Non-executive member of the Board of Directors		03/6/2026
5	Mr. Pham Van Phuong	Independent member of the Board of Directors		03/6/2026

2. Các cuộc họp HĐQT

No.	Board of Directors' members	Number of meetings attended by Board of Directors	Attendance rate (%)	Reasons for absence
1	Ms. Nguyen Thi Kim Chi	3/3	100	
2	Mr. Tran Khac Manh	3/3	100	
3	Mr. Trinh Cong Giang	1/3	33	Appointed from 03/06/2026
4	Mr. Nguyen Trong Dong	1/3	33	Appointed from 03/06/2026
5	Mr. Nguyen Chi Thuc	1/3	33	Appointed from 03/06/2026
6	Mr. Nguyen Danh Huyen	2/3	67	Dismissal from 03/6/2026

7	Mr. Tran Dinh Dung	2/3	67	Dismissal from 03/6/2026
8	Mr. Pham Van Phuong	2/3	67	Dismissal from 03/6/2026

3. Supervising the Board of Management (BOM) by the Board of Directors (BOD):

The supervising the the Board of Management with the Board of Directors shall be carried out in accordance with the Company Charter and the Regulation on Operation of the BOD. The BOD exercises the right to supervise the BOM through the BOM reporting on the results of the implementation of the Production and Business Plan, reporting on the results of the implementation of Resolutions/Decisions of the BOD and the General Meeting of Shareholders at periodic meetings of the BOD; The BOM provides unusual information at the request of the BOD.

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

5. Resolutions/Decisions of the Board of Directors: Details are in Appendix 01.

III. Board of Supervisors

1. Information about members of Board of Supervisors (BOS)

No.	Members of BOS	Position	The date becoming/ceasing to be the member of the BOS		Qualification
			Date of appointment	Date of dismissal	
1	Ms. Ninh Thi Xuan	Head of BOS	03/6/2026		Bachelor of Banking Finance
2	Mr. Duong Manh Xuat	Member	03/6/2026		Civil Economics Engineer
3	Ms. Nguyen Thu Hien	Member	03/6/2026		Bachelor of Banking Finance
4	Ms. Nguyen Thi Thu Ha	Head of BOS		03/6/2026	Bachelor of Accounting
5	Mr. Mai Thanh Hai	Member		03/6/2026	Master of Business Administration
6	Ms. Nguyen Thi Kim Oanh	Member		03/6/2026	Bachelor of Business Administration

2. Meetings of BOS

No	Members of BOS	Number of meetings attended	Attendance rate (%)	Voting rate (%)	Reasons for absence
1	Ms. Ninh Thi Xuan	01	33	100	Appointed from 03/06/2026
2	Mr. Duong Manh Xuat	01	33	100	Appointed from 03/06/2026
3	Ms. Nguyen Thu Hien	01	33	100	Appointed from 03/06/2026
4	Ms. Nguyen Thi Thu Ha	02	66	100	Dismissal from 03/6/2026
5	Mr. Mai Thanh Hai	02	66	100	Dismissal from 03/6/2026
6	Ms. Nguyen Thi Kim Oanh	02	66	100	Dismissal from 03/6/2026

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

of Directors and shareholders.

- Strengthen the inspection and supervision of the management and administration of the Company through supervision of the implementation of Resolutions of the General Meeting of Shareholders and the Board of Directors.
- Participate in and contribute opinions in the Board of Directors meetings, monthly briefings of the Company.
- Evaluate and appraise the accounting and financial statements of the enterprise.
- In the first 6 months of 2026, the BOS did not detect any abnormalities in the operations of the BOD and BOM or the management.
- In the first 6 months of 2026, the BOS had no recommendations or requests to carry out any inspections of the BOD or the BOM.

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

- The coordination and exchange of information between the Supervisory Board and the Board of Directors and the Board of Directors are maintained regularly through direct exchanges and written and e-mails.
- Periodic meetings of the Board of Directors, the Company's production and business review conferences are attended by the Supervisory Board.
- The Supervisory Board is provided with all documents and information related to the Company's governance, business activities, and financial situation of the Company.

5. Other activities of the Supervisory Board:

Give opinions to Departments and Departments in the Company to amend internal regulations and regulations in accordance with the Law and current regulations.

IV. Board of Management

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment/ dismissal of members of the BOM
1	Mr. Tran Khac Manh - Member of the BOD, General director	05/11/1970	Master of Business Administration	09/01/2020
2	Mr. Trinh Cong Giang - Member of the BOD, Deputy General director	12/10/1969	Bachelor of Accounting	30/3/2017

V. Chief Accountant

Name	Date of birth	Qualification	Date of appointment/ dismissal
Ms. Trinh Thi Hong	14/8/1978	Bachelor of Accounting	06/6/2022

VI. Training on corporate governance:

Corporate governance training courses that members of the Board of Directors, members of the Supervisory Board, General Director, other managers and the Company Secretary have participated in in accordance with the regulations on corporate governance: None

VII. List of related persons of the public company and transactions of related persons of the company with the company itself

1. List of related persons of the company

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
1	Vietnam National Cement Corporation	068C600333		0100106320 1/7/2011 Hanoi Department of Planning and Investment	No. 228, Le Duan Street, Van Mieu - Quoc Tu Giam Ward, Hanoi.	24/4/2006			Parent Company
2	Vicem Hoang Thach Cement Company			0800004797	Bich Nhoi 2 Area, Nhi Chieu Ward, Hai Phong City.				affiliated persons
3	Vicem Hai Phong Cement Company Limited			0200155219	Bach Dang Ward, Hai Phong City.				affiliated persons
4	Vicem Tam Diep Cement One Member Company Limited			2700260173	No. 27, Chi Lang Street, Tam Diep Ward, Ninh Binh Province.				affiliated persons
5	Vicem Hoang Mai Cement Joint Stock Company			2900329295	Tan Tien Block, Hoang Mai Ward, Nghe An Province.				affiliated persons
6	Vicem Butson Cement Joint Stock Company			0700117613	Hong Son Village, Ly Thuong Kiet Ward, Ninh Binh Province.				affiliated persons
7	Vicem Bim Son Cement Joint Stock Company			2800232620	Quarter 7, Bim Son Ward, Thanh Hoa Province.				affiliated persons
8	Vicem Ha Long Cement Joint Stock Company			5700466028	Thong Nhat Commune, Hoanh Bo Ward, Quang Ninh Province				affiliated persons
9	Ms. Nguyen Thi Kim Chi		Chairman of BOD			27/4/2023		Appointment	affiliated persons
10	Mr. Tran Khac Manh		Member of BOD, General director			09/01/2020 29/6/2020		Appointment	affiliated persons
11	Mr. Trinh Cong Giang		Member of BOD, Deputy General director CEO			03/6/2026 30/3/2017		Appointment	affiliated persons
12	Mr. Nguyen Trong Dong		Member of BOD			03/6/2026		Appointment	affiliated persons

13	Mr. Nguyen Chi Thuc		Independent member of BOD			03/6/2026		Appoin tment	affiliated persons
14	Mr. Nguyen Danh Huyen		Member of BOD			03/6/2026		Dismis sal	affiliated persons
15	Mr. Tran Dinh Dung		Member of BOD			03/6/2026		Dismis sal	affiliated persons
16	Mr. Pham Van Phuong		Independent member of BOD			30/6/2021		Dismis sal	affiliated persons
17	Ms. Trinh Thi Hong		Chief Accountant ,authorised person to disclose information			6/6/2022 15/01/2021		Appoin tment	affiliated persons
18	Ms. Ninh Thi Xuan		Head of BOS			03/6/2026		Appoin tment	affiliated persons
19	Mr. Duong Manh Ex		Member of BOS			03/6/2026		Appoin tment	affiliated persons
20	Ms. Nguyen Thu Hien		Member of BOS			03/6/2026		Appoin tment	affiliated persons
21	Ms. Nguyen Thi Thu Ha		Head of BOS			03/6/2026		Dismis sal	affiliated persons
22	Mr. Mai Thanh Hai		Member of BOS			03/6/2026		Dismis sal	affiliated persons
23	Ms. Nguyen Thi Kim Oanh		Member of BOS			03/6/2026		Dismis sal	affiliated persons
24	Mr. Pham Ngoc Duc		Người phụ			01/11/2018			affiliated persons

			Person in charge corporate governance, Company Secretary						
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2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons.

No.	Name of organization/individual	Relationship with the Company	NSH No.*, date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ BOD (if any, specifying date of issue)	Content, quantity, total value of transaction	Note
1	Vietnam National Cement Corporation	Parent Company	0100106320 01/7/2011 Hanoi Department of Planning and Investment	No. 228, Le Duan Street, Van Mieu - Quoc Tu Giam Ward, Hanoi.	Năm 2026	2104/VICEM-HDKT dated 31/12/2013 580/NQ-HDQT dated 29/4/2022 of BOD	Value consulting fee: 1.879.368.352 đồng Loans, interest: 858.044.384 đồng	
2	Vicem Hoang Thach Cement Company	Affiliated persons	0800004797	Bich Nhoi 2 Area, Nhi Chieu Ward, Hai Phong City.	Năm 2026	- Resolution No. 692/NQ-DHDCT of the 2026 Annual General Meeting of Shareholder. - Resolution No. 1717/NQ-HDQT dated 31/12/2025 of the BOD	Coal sale, contract value: 44,712,000,000 VND	
							Coal sale, contract value: 42,262,560,000 VND	
3	Vicem Hai Phong Cement Company Limited	Affiliated persons	0200155219	Bach Dang Ward, Hai Phong City	Năm 2026		Coal sale, contract value: 96,640,400,000 VND	
							Coal sale, contract value: 61,641,000,000 VND	
							Buy clinker, contract value: 9,100,000,000 VND	
4	Hoang Mai Cement Joint Stock Company	Affiliated persons	2900329295	Tan Tien Block, Hoang Mai Ward, Nghe An Province.	Năm 2026		Coal sale, contract value: VND 71,572,032,000	
							Coal sale, contract value: 6,486,400,000 VND	
5	Vicem But Son Cement Joint Stock Company	Affiliated persons	0700117613	Hong Son Village, Ly Thuong Kiet Ward, Ninh Binh Province.	Năm 2026		Coal sale, contract value: 83,592,000,000 VND	
							Supply of substitute raw materials for clinker production, contract value: 11,556,000,000 VND	
							Supply of ordinary waste contract: 7,776,000,000 VND	
							Buy clinker, contract value: 37,750,000,000 VND	
6	Vicem Bim Son Cement Joint Stock Company	Affiliated persons	2800232620	Quarter 7, Bim Son Ward, Thanh Hoa Province.	Năm 2026		Coal sale, contract value: 118,422,000,000 VND	
							Buy Clinker, contract value: 39,000,000,000 VND	
7	Vicem Ha Long Cement Joint Stock Company	Affiliated persons	5700466028	Thong Nhat Commune, Hoanh Bo Ward, Quang Ninh Province			Coal sale, contract value: 112,104,000,000 VND	
							Buy clinker, contract value: VND 81,000,000,000	

Note: NSH Certificate Number*: ID Number/Passport (for individuals) or Business Registration Certificate Number, Operation License or equivalent legal documents (for organizations)

3. Transactions between internal persons of the company, related persons of internal persons and subsidiaries or companies under the control of the company: No

4. Transactions between the company and other entities

4.1. Transactions between companies in which a member of the Board of Directors, a member of the Supervisory Board or the CEO has been a founding member or a member of the Board of Directors or the CEO in the past three (03) years (counting at the time of making the report): None

4.2. Transactions between companies where related persons of members of the Board of Directors, members of the Supervisory Board, General Director are members of the Board of Directors, General Director: No

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: No

VIII. Trading of shares of insiders and related persons of insiders

1. List of internal persons and related persons of internal persons: Details in Appendix 2.

2. Transactions of insiders and related persons on shares of listed companies: No

IX. Other matters to note: No

Recipients:

- As above;
- Authorised person to disclose information (information disclosure);
- Archived: BOD.

[Signature]

CHAIRMAN OF THE BOD



Nguyễn Thị Kim Chi

APPENDIX 1: RESOLUTIONS/DECISIONS OF THE BOARD OF DIRECTORS IN THE FIRST 6 MONTHS OF 2026

No.	Resolution/Decision No.	Date	Content	Approval rate
1	72/NQ-HĐQT	15/01/2026	Regarding personnel matters	100%
2	128/NQ-HĐQT	29/01/2026	Regarding Holding the Annual General Meeting of Shareholders in 2026	100%
3	165/NQ-HĐQT	02/02/2026	The BOD meeting for the first quarter of 2026	100%
4	241/QĐ-HĐQT	27/02/2026	Regarding the approval of the salary fund implemented in 2025 of Vicem Energy and Environment Joint Stock Company	100%
5	333/NQ-HĐQT	18/03/2026	Regarding the extension of the time to hold the Annual General Meeting of Shareholders in 2026	100%
6	368/NQ-HĐQT	26/03/2026	Regarding personnel matters	100%
7	461/NQ-HĐQT	10/4/2026	The BOD meeting for the second quarter of 2025	100%
8	469/NQ-HĐQT	14/4/2026	Regarding the cancellation of the list of shareholders attending the 2026 Annual General Meeting of Shareholders	100%
9	485/NQ-HĐQT	15/4/2026	Regarding the commendation and reward in 2025	100%
10	486/NQ-HĐQT	15/4/2026	Regarding the extension of the loan by Vietnam National Cement Corporation	100%
11	498/NQ-HĐQT	17/4/2026	Regarding personnel matters	100%
12	515/QĐ-NL&MT	21/4/2026	Regarding the recognition of grassroots emulation titles in 2025	100%
13	623/NQ-HĐQT	21/5/2026	Regarding the amendment and supplementation of the Regulation on payment of the Company's salary and the system of payroll on which the Company's social insurance premiums are paid	100%
14	624/QĐ-NL&MT	21/5/2026	Regarding the promulgation of the Regulation on labor management, salaries and remuneration of Vicem Energy and Environment Joint Stock Company	100%
15	636/NQ-HĐQT	22/5/2026	Regarding the approval of documents for the AGM in 2026	100%

16	639/QĐ-NL&MT	22/5/2026	Regarding the transfer of basic salary for Company Managers	100%
17	640/QĐ-NL&MT	22/5/2026	Regarding the transfer of basic salary for Company Managers	100%
18	641/QĐ-NL&MT	22/5/2026	Regarding the transfer of basic salary for Company Managers	100%
19	685/NQ-HĐQT	03/6/2026	Regarding personnel matters	100%
20	686/QĐ-NL&MT	03/6/2026	Regarding the re-appointment of the General Director of VICEM Energy and Environment Joint Stock Company	100%
21	693/NQ-HĐQT	03/6/2026	Regarding the election of the Chairman of the BOD of VICEM Energy and Environment Joint Stock Company	100%
22	749/NQ-HĐQT	15/6/2026	Regarding the selection of the auditing firm for the 2026 financial statements	100%
23	767/QĐ-HĐQT	18/6/2026	Regarding the approval of the labor utilization plan and the planned salary fund in 2026 of Vicem Energy and Environment Joint Stock Company	100%

APPENDIX 2: THE LIST OF INTERNAL PERSONS AND THEIR AFFILIATED PERSONS

No.	Name	Securities trading account (if any)	Position at the company (if any)	Relationship to Insiders	Giấy NSH (*) (CCCD/Passport/ Giấy ĐKKD)			Head Office Address/Contact	Number of shares owned at the end of the period	Stock ownership ratio at the end of the period	Notes (about the absence of NSH paper numbers and other notes)
					NSH Certificate Number (*)	Date of issue	Place of issue				
1	2	3	4	5	6	7	8	9	10	11	12
1	Ms. Nguyen Thi Kim Chi		Chairman of the BOD		001172003647	29/05/2021					
1.1	Mr. Nguyen Dinh Chinh			Father	031045000319	04/03/2016					
1.2	Ms. Tran Thi Hoi			Mother-in-law	030131002432	26/05/2023					
1.3	Mr. Tran Tuan Anh			Husband	020069000059	01/05/2021					
1.4	Mr. Nguyen Dinh Vinh			Brother	031075002041	21/04/2021					
1.5	Ms. Nguyen Thi Ngoc Diep			Sister	031176002016	10/04/2021					
1.6	Mr. Le Dinh Hoanh			Brother-in-law	001069019041	25/04/2021					
1.7	Ms. Tran Thi Kim Oanh			Sister-in-law	036181007090	21/04/2021					
1.8	Ms. Tran Thi Thuy Nga			Daughter	001199013054	01/08/2024					
1.9	Ms. Tran Thu Thuy			Daughter	001301014450	01/05/2021					
1.10	VICEM Hoang Thach Cement Company Limited			Ms. Nguyen Thi Kim Chi - Head of the BOS	0800004797	01/7/2011					
1.11	Vicem Hai Phong Packaging Joint Stock Company			Ms. Nguyen Thi Kim Chi - Chairman of the BOD	0200600741	19/4/2011					
1.12	Vicem Bim Son Packaging Joint Stock Company			Ms. Nguyen Thi Kim Chi - Chairman of the BOD	2800508928	25/11/2011					

2	Mr. Tran Khac Manh		Member of BOD, General director		030070000110	24/06/2021					
2.1	Ms. Vu Phuong Nga			Wife	034173001368	03/06/2019					
2.2	Ms. Phung Thi Tan			Mother	030134004612	11/08/2021					
2.3	Ms. Tran Vu Bao Linh			Daughter	038195028997	10/07/2021					
2.4	Mr. Tran Lam Khoa			Son	001205016533	25/04/2021					
2.5	Mr. Tran Khac Hoanh			Brother	030067003972	11/08/2021					
2.6	Ms. Tran Thi Loan			Sister	030157018795	14/12/2023					
2.7	Ms. Tran Thi Luyen			Sister	301640044647	02/07/2019					
2.8	Mr. Tran Viet Hong			Younger brother	030071015823	08/11/2021					
2.9	Mr. Tran Khac Dung			Younger brother	N1964771	12/06/2018					
2.10	Mr. Mai Xuan Quynh			Brother-in-law	038061004142	09/07/2019					
2.11	Ms. Nguyen Thi Ly			Sister-in-law	030170005164	22/12/2021					
2.12	Ms. Nguyen Thi Minh			Sister-in-law	030174005869	11/04/2019					
3	Mr. Nguyen Trong Dong		Member of BOD		040072005088	16/04/2021					
3.1	Ms. Nguyen Thi Nhien			Wife	040173010406	08/11/2021					
3.2	Mr. Nguyen Anh Dung			Son	40095009810	05/10/2021					
3.3	Ms. Nguyen Thi Mai Linh			Son	040303015462	02/7/2021					
3.4	Ms. Thai Thi Hanh			Daughter-in-law	040197010182	25/7/2024					
3.5	Ms. Hoang Thi Loan			Mother	40146005502	19/3/2024					
3.6	Ms. Nguyen Thi Huong			Sister	40167029190	08/10/2021					

3.7	Mr. Tran Van Dai		Brother-in-law	40063017583	28/11/2024					
3.8	Mr. Nguyen Trong Hong		Brother							
3.9	Ms. Thai Thi Phong		Sister-in-law	40169015392	11/11/2021					
3.10	Ms. Nguyen Thi Quy		Younger sister	40175032623	15/12/2021					
3.11	Mr. Nguyen Dinh Hoa		Brother-in-law	40072033112	28/01/2023					
3.12	Ms. Nguyen Thi Thuy		Younger sister	40176032448	05/10/2021					
3.13	Mr. Nguyen Trong Thanh		Younger brother	40082001879	25/3/2021					
3.14	Ms. Tran Thi Thuong		Sister-in-law	40183016359	23/06/2023					
3.15	Ms. Tran Thi Nhuan		Mother-in-law	1926 births						
4	Mr. Nguyen Chi Thuc	Independent member of BOD		038080003315	01/9/2021					
4.1	Ms. Nguyen Thi Sap		Mother	037153000548	28/06/2021					
4.2	Mr. Nguyen Phu Quy		Younger brother	038083009804	24/07/2021					
4.3	Ms. Nguyen Thi Nhan		Sister	038187039904	18/06/2021					
4.4	Ms. Le Thi Nhung		Wife	01185015330	22/01/2025					
4.5	Ms. Nguyen Thanh Truc		Daughter	038311007585	08/06/2024					
4.6	Mr. Nguyen Hai Phong		Son	038213031932	08/07/2024					
4.7	Ms. Le Thi Dung		Sister-in-law	038182009167	24/07/2021					
4.8	Mr. Ta Van Kien		Brother-in-law	038084041097	10/04/2024					
4.9	Mr. Le Huy Huyen		Father-in-law	1048011687	24/06/2021					
5	Mr. Trinh Cong Giang	Member of BOD, Deputy General Director		038069022502	28/06/2021					

5.1	Ms. Le Thi Hang			Wife	038173008469	24/06/2021					
5.2	Ms. Trinh Le Hoai Thuong			Daughter	C9602524	01/10/2021					
5.3	Mr. Trinh Cong Khoi Nguyen			Son	038206001147	14/04/2021					
5.4	Mr. Trinh Cong Loan			Brother	038051005968	22/12/2021					
5.5	Mr. Trinh Cong Phuong			Brother	038057025852	05/12/2021					
5.6	Mr. Trinh Cong Hung			Brother	038059007772	04/04/2021					
5.7	Mr. Trinh Cong Hai			Brother	038064031741	12/03/2024					
5.8	Ms. Trinh Thi Ha			Sister	038166007055	02/11/2021					
5.9	Ms. Trinh Thi Khoat			Sister-in-law	038150000183	22/12/2021					
5.10	Ms. Le Thi Tuyet			Sister-in-law	038163012040	22/04/2021					
5.11	Ms. Le Thi Kieu			Sister-in-law	038164023225	22/09/2021					
6	Mr. Nguyen Danh Huyen		Member of BOD		001073022076	10/09/2019					
6.1	Ms. Huy Thi Hoa			Wife	001180014897	12/12/2016					
6.2	Mr. Nguyen Danh Nghi			Son	001205015889	17/06/2022					
6.3	Mr. Nguyen Danh Tri			Son	P02270870	04/07/2023					
6.4	Ms. Danh Thi Hong			Sister	001163045011	07/01/2022					
6.5	Mr. Nguyen Danh Hung			Brother	001065009416	25/4/2021					
6.6	Ms. Danh Thi Hoan			Sister	001169038528	21/03/2022					

6.7	Ms. Ngo Thi Tan			Mother-in-law	001151014516	14/02/2023					
6.8	VICEM Hoang Thach Cement Company Limited			Mr. Nguyen Danh Huyen - Members of the BOM	0800004797	01/7/2011					
7	Mr. Tran Dinh Dung		Member of BOD		036082000096	20/01/2014					
7.1	Mr. Tran Dinh Duc			Father	03605701216	25/05/2016					
7.2	Ms. Nguyen Thi Huong			Mother	036158001274	25/05/2016					
7.3	Mr. Tran Tuan Anh			Brother							
7.4	Nguyen Thi Bach Ngoc			Sister-in-law	031184006079	04/08/2022					
7.5	Ms. Dinh Thi Huong Lam			Wife	037196000238	24/07/2021					
7.6	Ms. Tran Pham Ngoc Mai			Daughter	036308007232	27/01/2023					
7.7	Ms. Tran Pham Uyen Nhi			Daughter	001313058383						
8	Mr. Pham Van Phuong		Independent member of BOD		036065001132	07/10/2024					
8.1	Ms. Vu Thi Huong			Wife	036171001361	01/08/2022					
8.2	Mr. Pham Xuan Bach			Son	036091002359	11/07/2016					
8.3	Ms. Trinh Thi Hong			Daughter-in-law	038191001938	12/09/2016					
8.4	Mr. Pham Vu Ban			Son	036096000038	17/09/2014					
8.5	Ms. Pham Thi Nguyet			Sister	036164020544	17/06/2021					
8.6	Mr. Pham Duc Cuong			Brother	036070006691	31/07/2019					
8.7	Ms. Lai Thi Ngoc			Sister-in-law	036177015858	10/07/2021					
8.8	Ms. Tran Thi Huong			Mother-in-law	036138007152	02/07/2021					
8.9	Mr. Vu Dinh Chinh			Brother-in-law	036059014668	03/06/2021					

8.10	Ms. Vu Thi Huyen			Sister-in-law	036166002014	24/02/2017					
8.11	Mr. Vu Van Chinh			Brother-in-law	036067002611	30/08/2017					
8.12	Ms. Vu Thị Hát			Sister-in-law	036168017114	18/05/2018					
9	Ms. Trinh Thi Hong		Chief Accountant/ Person Authorized to Disclose Information		038178015957	19/05/2023					
9.1	Mr. Trinh Cong Loan			Father	038051005968	22/12/2021					
9.2	Ms. Trinh Thi Khoat			Mother	038150000183	22/12/2021					
9.3	Mr. Nguyen Quang Trung			Husband	024076010033	03/05/2022					
9.4	Mr. Nguyen Trinh Duc Minh			Son	001207057233	02/08/2022					
9.5	Ms. Trinh Thi Huong			Sister	038176011809	04/08/2022					
9.6	Mr. Nguyen Van Hieu			Brother-in-law	001077035918	17/05/2021					
9.7	Ms. Trinh Thi Hien			Sister	038183000761	23/11/2021					
9.8	Mr. Vu Hai Bang			Brother-in-law	031079005085	10/07/2021					
9.9	Ms. Trinh Thi Kim Anh			Sister	038188027508	07/05/2024					
9.10	Mr. Mai Tri Thuc			Brother-in-law	038085011125	22/12/2021					
19	Ms. Ninh Thi Xuan		Head of BOS		036189007231	08/12/2025					
10.1	Mr. Duong Van Trong			Husband	36089009617	08/07/2022					
10.2	Mr. Duong Duc Uy			Son							
10.3	Ms. Duong Ninh Ngoc Diep			Daughter							

10.4	Mr. Ninh Van Hao		Father	036056003283	28/06/2021					
10.5	Ms. Nguyen Thi Hien		Mother	36161003300	22/12/2021					
10.6	Mr. Ninh Van Huy		Brother	36082008759	22/12/2021					
10.7	Mr. Ninh Van Hieu		Brother S	36084004850	13/07/2024					
10.8	Ms. Nguyen Thi Xuan		Sister-in-law	36189021688	07/02/2021					
10.9	Ms. Pham Thi Thao		Sister-in-law	36190016779	07/02/2021					
10.10	Ms. Ninh Thi Van		Mother-in-law	36160015198	07/05/2021					
11	Mr. Duong Manh Xuat	Member of BOS		027086003475	22/04/2021					
11.1	Ms. Ngo Thi Van		Mother	027165002623	19/8/2025					
11.2	Ms. Nguyen Thi Thanh Nhung		Wife	27189004570	22/04/2021					
11.3	Mr. Duong Trung Hieu		Son	27214229035	24/08/2024					
11.4	Ms. Duong Phuong Anh		Daughter							
11.5	Ms. Duong Thi Hang		Old Sister	27184004733	07/10/2024					
11.6	Mr. Duong Gia Sang		Young brother	027092012783	21/07/2022					
11.7	Mr. Nguyen Huu Nam		Father-in-law	027068002674	22/04/2021					
11.8	Ms. Ngo Thi Nhan		Mother-in-law	27170002628	22/04/2021					
12	Ms. Nguyen Thu Hien	Member of BOS		022192003397	08/12/2021					
12.1	Mr. Do Tien Duc		Husband	001092036929	17/05/2021					
12.2	Mr. Do Duc Minh		Son	001217029214	10/10/2024					
12.3	Ms. Do Ngoc Hien Anh		Daughter	001323054561	23/07/2024					
12.4	Mr. Nguyen Quang Tinh		Father	022055000593	18/11/2021					

12.5	Ms. Mac Thi Nhung			Mother	022159001019	18/11/2021					
12.6	Mr. Nguyen Quang Trung			Brother	022085009813	18/04/2025					
12.7	Ms. Nguyen Thi Kim Anh			Sister-in-law	19186009234	22/11/2021					
12.8	Mr. Do Van Hieu			Father-in-law	10640011118	16/04/2021					
12.9	Ms. Quan Thi Ngoan			Mother-in-law	1167000757	16/04/2021					
13	Ms. Nguyen Thi Thu Ha		Head of BOS		036170017059	10/07/2021					
13.1	Mr. Nguyen Van Thuan			Father	035041000117	25/04/2021					
13.2	Ms. Tran Thi Nhung			Mother	036145000476	25/04/2021					
13.3	Mr. Nguyen Van Tan			Husband	036065000045	10/07/2021					
13.4	Ms. Nguyen Ha My			Daughter	001198030295	11/01/2021					
13.5	Ms. Nguyen Diem Quynh			Daughter	001302007224	10/10/2021					
13.6	Mr. Nguyen Minh Duc			Son	001209042222	11/03/2023					
13.7	Ms. Nguyen Thi Thu Hien			Sister	036171001221	11/01/2021					
13.8	Mr. Nguyen Son Hiep			Brother	036074001844	22/11/2021					
13.9	Ms. Ngo Thi Minh Hai			Sister-in-law	001178020544	28/06/2019					
14	Mr. Mai Thanh Hai		Member of BOS		030089013214	06/08/2023					
14.1	Ms. Bui Le Phuong Anh			Wife	015191000272	06/08/2023					
14.2	Mr. Mai Xuan Quynh			Father	038061004142	09/07/2019					
14.3	Ms. Tran Thi Luyen			Mother	030164004647	09/07/2019					
14.4	Ms. Mai Ngoc Bao Khanh			Daughter	001316019200	19/08/2024					

14.5	Mr. Mai Nhat Dang			Son	P03991538	03/06/2025					Còn nhỏ
14.6	Mr. Bui Danh Tu			Father-in-law	015061002143	28/08/2022					
14.7	Ms. Le Thi Viet Hoa			Mother-in-law	015166004362	17/12/2021					
15	Ms. Nguyen Thi Kim Oanh		Member of BOS		030186014293	18/05/2023					
15.1	Mr. Pham Ha Huy			Husband	001082039278	07/04/2021					
15.2	Ms. Pham Ha My Khanh			Daughter	001313064991	08/08/2024					
15.3	Mr. Nguyen Van Hung			Father	022058001062	28/06/2021					
15.4	Ms. Nguyen Thi Hang			Mother	022158001934	28/06/2021					
15.5	Mr. Nguyen Tuan Anh			Brother	022082011148	10/07/2021					
15.6	Ms. Nguyen Thi Hong Hanh			Sister-in-law	030187012111	10/07/2021					
15.7	Ms. Ha Thi Huong			Mother-in-law	036161001867	17/01/2017					
16	Mr. Pham Ngoc Duc		Person in charge of Corporate Administration/ Company Secretary		037091014677	28/06/2021					
16.1	Mr. Pham Van Dan			Father	037060003868	10/04/2021					
16.2	Ms. Bui Thi Son			Mother	037165002104	09/05/2021					
16.3	Ms. Pham Quynh Trang			Wife	030192001154	21/04/2021					
16.4	Phạm Ngọc Nhi			Daughter	001325031882	20/10/2025					
16.5	Ms. Pham Ngoc Anh			Sister	037189002920	17/09/2018					
16.6	Mr. Luong Bao Lam			Brother-in-law	037081015956	09/05/2021					
16.7	Mr. Pham Van Hien			Father-in-law	030052002181	05/11/2018					
16.8	Ms. Le Thi Lan			Mother-in-law	030150000438	16/04/2021					