

No.: 123/BC-TMXM

Hanoi, dated 21 January 01, 2025

**COMPANY MANAGEMENT REPORT**  
**In 2024**

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 - District Thanh Xuan - 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, Board of Supervisors, Directors and Deputy Directors.
- Regarding the implementation of the internal audit function: Implemented.

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

On April 24, 2024, the Annual General Meeting of Shareholders of Vicem Cement Trading Joint Stock Company was taken place at the 3rd floor Hall of Vicem Cement Trading Joint Stock Company - Lane 1, Phan Dinh Giot, Phuong Liet, Thanh Xuan, Hanoi.

Number TT	Number of Resolutions/Decisions	Day	Content
01	543/NQ-DHDCD	24/4/2024	Resolution of the 2024 Annual General Meeting of Shareholders

**II. Board of Management:**

**1. Information about members of the Board of Management:**

Number TT	Board Members	Duty	Start date/no longer a Board members	
			Date of Appointment	Date of dismissal
01	Ms. Le Thi Thu Huyen	Chairman of the Board	28/4/2022	
02	Mr. Trinh Ngoc Thang	Member	28/4/2022	
03	Mr. Dang Phuc Tan	Member	28/4/2022	



Number TT	Board Members	Duty	Start date/no longer a Board members	
			Date of Appointment	Date of dismissal
04	Mr. Do Ngoc Thach	Member	28/4/2022	
05	Mr. Nguyen Hai Minh	Member	28/4/2022	

## 2. Board of Management meetings:

Number TT	Board Member	Number of meetings attended by the Board of Management	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. Supervisory activities of the Board of Management over the Board of Directors:

The Board of Management of the Company regularly supervises the activities of the Board of Directors and the Executive Board of the Company through monthly and quarterly briefing reports of the Director; Approve the reports of the Director in the meetings of the Board of Management; Approved the report on some important tasks of the Company;

In 2024, the Board of Directors and the Executive Board of the Company have well complied with and implemented the Resolutions of the Board of Management, the Resolutions of the Annual General Meeting of Shareholders in 2022 and 2023. As a result of 2024, the Company has deposited national budget according to regulations, the Company has tried to implement all solutions 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 (2024):

TT No.	Number of Resolutions/Decisions	Day	Content
01	01/ NQ-Board of Directors	02/01/2024	NQ etc. approved a number of reports of the Company's Director
02	105/ NQ-HDQT	29/01/2024	NQ etc. approves the proposal to sign the cement contract
03	278/NQ-HDQT	01/03/2024	Resolution on the date of the General Meeting of Shareholders
04	650/NQ-TMXM	04/5/2024	Budget, etc., approved the first quarter income statement



TT No.	Number of Resolutions/Decisions	Day	Content
05	745/NQ-HDQT	28/5/2024	Resolution of agreeing on policies and personnel plans
06	749/NQ-HDQT	29/5/2024	Resolution of to agreeing on selecting the audit agent
07	786/NQ-HDQT	31/5/2024	Resolution of agreeing to appoint Accounting Manager
08	1094/NQ-HDQT	29/7/2024	Resolution of approving the 2nd quarter income statement
09	1542/NQ-HDQT	30/10/2024	Resolution of approving the 3rd quarter income statement
10	1820/NQ-HDQT	13/12/2024	Resolution of assigning tasks to Mr. Nguyen Hai Minh
11	2032/NQ-HDQT	31/12/2024	Resolution of agreeing on reports 2000, 1846, 2014
12	2035/QD-HDQT	31/12/2024	Decision on promulgating the Internal Audit Regulation
13	2036/QD-HDQT	31/12/2024	Decision on assigning the person in charge of internal audit

### III. Supervisory Board (in 2024):

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

Number TT	Members of the Supervisory Board	Duty	The start date is TV BKS	The day is no longer a TV BKS	Submission of expertise
1	Ms. Ninh Thi Xuan	Head of the Supervisory Board	28/4/2022		Bachelor
2	Ms. To Thi Minh Phuong	Members of the Supervisory Board	28/4/2022		Bachelor
3	Ms. Le Thi Thu Ha	Members of the Supervisory Board	20/4/2015		Bachelor

#### 2. Supervisory Board Meeting:

Number TT	Members of the Supervisory Board	Number of Supervisory Board Meetings Attended	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. Supervisory activities of the Supervisory Board for the Board of Management, the Board of Directors and shareholders:

- Submit to the General Meeting of Shareholders for approval the selection of the auditing unit for the 2024 financial statements.



- Inspect the accounting work, review and appraise the 2023 financial settlement report of the Company audited by the Independent Audit Firm, supervise the implementation of recommendations made by the Independent Audit 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.

- Inspect accounting, review and appraisal of financial statements for the first quarter of 2024, reviewed financial statements for the first 6 months of 2024, financial statements for the third quarter of 2024.

- Inspect the implementation of the Company's statutes and regulations; debt situation as of 31/12/2023, 31/3/2024, 30/6/2024 and 30/9/2024; check the record of debt reconciliation, debt confirmation.

- Report on the evaluation of the implementation of the Resolution of the General Meeting of Shareholders and the Resolution of the Board of Management in the 1st, 2nd quarter and and the first six months of 2024, the 3rd quarters and the first 9 months of 2024.

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

- The Head of the Supervisory Board has been fully invited to 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 Management related to the management and administration of the Company's operations, information and documents, and the Company's financial statements.

- Giving opinions and recommendations to the Board of Management and the Board of Directors of the Company on issues related to the Company's operations and the contents of the Supervisory Board's inspections.

The Board of Management and the Board of Directors of the Company have strictly implemented the legal regulation and the Company's Regulations.

**5. Other activities of the Supervisory Board (if any): None**

**IV. Executive Board:**

Number TT	Executive Board Members	Date of birth	Qualifications	Date of Appointment
1	Trinh Ngoc Thang	04/7/1975	Bachelor	30/12/2022
2	Dang Phuc Tan	01/9/1972	Bachelor	12/01/2022
3	Hoang Anh Duc	08/01/1981	Bachelor	01/01/2024

V. Chief accountant: not yet available

VI. Training in Corporate Administration: none

VII. List of related persons of public companies (in 2024) and transactions of related persons of the Company with the Company itself:

1. List of related persons of the Company:

Number	Name of organization/individual	Stock Trading Account	Position at the Company	Number of NSH Certificate, date of issue, place of issuance	Head Office Address/Contact	The start time is the person involved	The time is no longer a relevant person	Reason	Related Relationship with the Company
1	Vietnam Cement Corporation (vicem)			0100106320 29/11/2013 Hanoi Department of Planning and Investment	228 Le Duan - Dong Da - Hanoi	20/06/2007			
2	Le Thi Thu Huyen		Chairman of the Board of Directors	026172002664 26/6/2019 Hanoi	228 Le Duan - Dong Da - Hanoi	28/4/2022			
3	Trinh Ngoc Thang		Chairman of the Board of Directors Director of the Company	030075004737 23/04/2018 Hanoi	No. 16, Lane 186, Khuong Trung Street, Thanh Xuan, Hanoi	28/4/2022			
4	Dang Phuc Tan		Chairman of the Board of Directors	030072010003 2/5/2021 Hanoi	Group 9 3/45/683 Nguyen Khoai. Thanh Tri Ward, Hoang Mai District, Hanoi City	20/4/2018			
5	Do Ngoc Thach		Chairman of the Board of	011501166 06/10/2003 Hanoi Police	24 Lane 19 Kim Dong, Hoang Mai, Hanoi	April 2012			



			Direct ors						
6	Nguyen Hai Minh		Chair man of the Board of Direct ors	024074000357 29/05/2018 General Department of CS	Vinh Tuy 1 area - Mao Khe Ward - Dong Trieu Town - Quang Ninh;	28/4/2022			
7	Ninh Thi Xuan		BKS	036189007231 29/04/2021 Department of Social Management on Social Affairs	OCT1 - DN1 building of Bac Linh Dam residential area expanded	28/4/2022			
8	To Thi Minh Phuong		BKS	031178001331 24/6/2021 Department of Social Management	4/B5 Dai Kim Urban Area, Dai Kim Ward, Hoang Mai District, Hanoi City	28/4/2022			
9	Le Thi Thu Ha		BKS	042174015346 16/8/2021 Hanoi	P1003 B - Ha Thanh - 102 Thai Thinh - Trung Liet - Dong Da - Hanoi	20/4/2015			
10	Hoang Anh Duc		Deput y Direct or	022081001958 18/04/2017 Quang Ninh	Group 3, Zone 6, Day Well, Ha Long City, Quang Ninh	01/01/2024	1		
11	Hoang Thi Hai Yen		Secret ary	001179080399 23/12/2021 Hanoi Police	No. 82/35 Cat Linh- Dong Da- Hanoi	01/01/2021			

**2. Transactions between the Company and related persons of the Company or between the Company and major shareholders, insiders, and related persons of insiders:**

STT	Name of organization /individual	Related Relations hip with the Company	Number of NSH Certificate, date of issue, place of issuance	Head Office Address/Co ntact	Time of transaction with the Company	Number of the Resolution of the General Meeting of Shareholders/ Board of Directors approved	Content, quantity, total value of transactions	Notes
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1	Vietnam Cement Corporation	Parent Company	0100106320 29/11/2013 Hanoi Department of Planning and Investment	228 Le Duan-Dong Da - Hanoi	20/06/2007	Resolution dated 20/6/2007	59.64% of charter capital	
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**3. Transactions between the Company's insiders, related persons of the insiders and subsidiaries and companies controlled by the company: None.**

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

**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, CEO in the past three (03) years (calculated at the time of making the report): without

**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 and Executive Directors:

TT No.	Unit Name	Name of member of the Board of Directors
1	Hanoi - Cho Lon Co., Ltd.	Mr. Do Ngoc Thach is currently the General Director

**4.3.** Other transactions of the Company (if any) that may bring material or immaterial benefits to members of the Board of Directors, members of the Supervisory Board, Directors and other managers: None.

**VIII. Stock transactions of insiders and related persons of insiders (in 2024):**

**1.** List of internal and related persons of internal persons: A detailed copy of form No. 02 is enclosed.

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

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

**Attn:**

- Ditto;
- Members of the Board of Directors;
- Board of Directors;
- TB. Control;
- The Company's website;
- Save: VT, T.signed the company.

**CHAIRMAN OF THE BOARD OF DIRECTORS**



**Le Thi Thu Huyen**



# **DETAILS OF FORM NO.02: LIST OF INTERNAL PEOPLE AND RELATED PERSONS**

(Attached is Official Dispatch No. 123 - 21/11/2025 )

No.	Full name	Position in Company	Shares Owned (Current)	Ownership Ratio (Current)	Notes
1	Le Thi Thu Huyen	<b>Chairman of the board of directors</b>	1.789.307,0	29,82%	
2	Le Van Tan	Father			
3	Phung Thi Huong	Mother			
4	Nguyen Tien Chinh	Husband			
5	Nguyen Le Trang	Daughter			
6	Nguyen Tien Phuc	Son			
7	Le Thi Hai Ly	Older sister			
8	Le Phuong Linh	Older sister			
9	Trinh Ngoc Thang	<b>Board Member - General Director</b>	894.653,5	14,91%	
10	Cao Kim Oanh	Wife			
11	Trinh Minh Chau	Daughter			
12	Trinh Cao Minh	Son			
13	Trinh Ngoc Tien	Biological Father			
14	Dong Thi Song	Biological Mother			
15	Trinh Quang Tuan	Older Brother			
16	Trinh Thi Thanh	Older sister			
17	Vu Thanh Quang	Brother-in-Law			
18	Trinh Thi Thuy	Older Brother			
19	Dao Anh Nghi	Older Brother			
20	Cao Van Ap	Father-in-Law			
21	Nguyen thi Ty	Mother-in-Law			
22	Cao Anh Son	Brother-in-Law (Wife's Older Brother)			
23	Dang Phuc Tan	<b>Board Member - Deputy Director</b>	906.953,5	15,12%	
24	Dang Van Duoc	Father			
25	Nguyen Thi La	Mother			
26	Phung Thi Mai Lan	Wife			
27	Dang Khanh Linh	Daughter			
28	Dang Dinh Thanh	Son			
29	Dang Thu Hoai	Older sister			
30	Dang Thi Thu Uyen	Younger Sister			
31	Dang Thu Trang	Younger Sister			
32	Phung Gia Tham	Father-in-law			Is deceased
33	Nguyen Thi Tam	Mother-in-law			
34	Vu Van Tien	Brother-in-law (husband of sister)			
35	Le An Chan	Brother-in-law (husband of sister)			
36	Hoang Ngoc Minh	Brother-in-law (husband of sister)			
37	Do Ngoc Thach	<b>Board Member</b>	601.500,0	10,03%	
38	Dinh Thuy Anh	Wife	117.700,0	1,96%	
39	Nguyen Hai Minh	Board Member			
40	Nguyen Van Nhuong	Biological Father			
41	Nguyen Thi Thuy	Biological Mother			
42	Nguyen Thi Tuyen Minh	Younger Sister			
43	Nguyen Thi Thanh Hoa	Wife			
44	Nguyen Quang Nhat	Son			
45	Nguyen Thi Lam Phuong	Daughter			
46	Hoang Anh Duc	<b>Assistant Director</b>			
47	Hoang Van De	Biological Father			
48	Hoang Thi Dai	Biological Mother			
49	Nguyen Van Binh	Father-in-law			
50	Tran Thi Hoa	Mother-in-law			
51	Nguyen Thi Hoang Anh	Wife			
52	Hoang Khanh Linh	Daughter			



53	Hoang Bao Van	Daughter			
54	Hoang Hong Diep	Younger Sister			
55	Ninh Thi Xuan	<b>Head of the Audit Committee</b>			
56	Duong Van Trong	Husband			
57	Duong Duc Uy	Son			
58	Ninh Van Hao	Biological Father			
59	Nguyen Thi Hien	Biological Mother			
60	Ninh Van Huy	Older Brother			
61	Ninh Van Hieu	Older Brother			
62	Nguyen Thi Xuan	Sister-in-law (wife of brother)			
63	Pham Thi Thao	Sister-in-law (wife of brother)			
64	Ninh Thi Van	Mother-in-law			
65	Le Thi Thu Ha	<b>Member of the Supervisory Board /Member of the Audit Committee</b>			
66	Le Thanh Son	Husband			
67	Le Phuong Linh	Daughter			
68	Le Phuong Anh	Daughter			
69	Le Quy	Biological Father			
70	Tran Thi Lien Nga	Biological Mother			
71	Le Thanh Hai	Older Brother			
72	To Thi Minh Phuong	<b>Member of the Supervisory Board /Member of the Audit Committee</b>	5.200,0	0,09%	
73	To Manh Thuong	Biological Father			
74	Tran Thi Ngoc Anh	Biological Mother			Is deceased
75	To Thi Tuyet Mai	Older Sister			
76	To Thi Minh Phuong	Younger Sister			
77	Dao Tuan Khoi	Husband			
78	Dao Khanh Linh	Daughter			
79	Dao Dang Khoa	Son			
80	Dao Dinh Khanh	Father-in-law			
81	Khieu Thi Dung	Mother-in-law			
82	Dao Thi Hanh	Sister-in-law			
83	Hoang Thi Hai Yen	<b>Information Disclosure Officer</b>	100,0	0,0017%	
84	Nguyen Hoang Yen Linh	Daughter			
85	Hoang Xuan Lam	Biological Father			
86	Nguyen Thi Thong	Biological Mother	500,0	0,01%	
87	Hoang Xuan Truong	Older Brother			
88	Dinh Thi Minh Ngoc	Sister-in-law			
89	Hoang Anh Minh	Younger Brother			
90	Tran Thi Thuy	Sister-in-law			