

REPORT ON CORPORATE GOVERNANCE

The first 6 months of 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 and Deputy Directors.
- Regarding the implementation 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 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	617/NQ-DHDCD	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):

Number TT	Member of the Board of Directors	Duty	Start date/no longer a BOD TV	
			Date of Appointment	Date of dismissal
01	Ms. Le Thi Thu Huyen	President	28/4/2022	
02	Mr. Trinh Ngoc Thang	Member	28/4/2022	

Number TT	Member of the Board of Directors	Duty	Start date/no longer a BOD TV	
			Date of Appointment	Date of dismissal
03	Mr. Dang Phuc Tan	Member	28/4/2022	
04	Mr. Do Ngoc Thach	Member	28/4/2022	
05	Mr. Nguyen Hai Minh	Member	28/4/2022	

2. Board of Directors meetings:

STT	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	2/2	100%	
02	Mr. Trinh Ngoc Thang	2/2	100%	
03	Mr. Dang Phuc Tan	2/2	100%	
04	Mr. Do Ngoc Thach	2/2	100%	
05	Mr. Nguyen Hai Minh	1/2	75%	Busy on business trips

3. Supervisory 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 Board of Directors 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 Directors; Approved the report on some important tasks of the Company;

In the first 6 months of 2025, the Board of Directors and the Board of Directors 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 2023 and 2024. As a result of the first 6 months 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 (first 6 months of 2025):

TT No.	Number of Resolutions/Decisions	Day	Content
01	01/ NQ-Board of Directors	01/01/2025	NQ etc. approves the report of the Company's Director
02	212/NQ-HDQT	17/02/2025	The Decree approves the draft promulgation of the Decision on Functions and Tasks and changes the names of units under the Company

TT No.	Number of Resolutions/Decisions	Day	Content
03	213/QD-HDQT	17/02/2025	Decision promulgating regulations on functions and tasks of units under the Company
04	214/ QD-Board of Directors	17/02/2025	Decision etc. to change the name of the KHTT to the KHTH
05	215/QD-HDQT	17/02/2025	Decision to change the name of P.BH to P.KD
06	234/NQ-HDQT	25/02/2025	NQ etc. temporarily suspended the work of 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 etc. signed a contract to lease a warehouse and yard in Vinh Tuy
09	287/NQ-HDQT	28/2/2025	Budget of the first quarter session
10	348/QD-HDQT	04/3/2025	Decision to establish the Organizing Committee to prepare for the Annual General Meeting of Shareholders in 2025
11	366/NQ-HDQT	10/3/2025	NQ etc. signed a warehouse and yard lease contract

III. Supervisory Board (first 6 months of 2025):

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

N u m b e r 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 KS Department	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:

Num ber 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	2/2	100%	
2	Ms. To Thi Minh Phuong	2/2	100%	
3	Ms. Le Thi Thu Ha	2/2	100%	

3. Supervisory activities of the Supervisory Board for 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.
- Inspect the accounting work, review and appraise the Company's 2024 financial settlement report audited by an 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 in the first quarter of 2025.
- Inspect the implementation of the Company's statutes and regulations.

4. Coordination of activities between the Supervisory Board and the activities of the Board of Directors, 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 Directors related to the management and administration of the Company's operations, information and documents, and the Company's financial statements.
- 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 operations and the contents of the Supervisory Board's inspections.

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): None

IV. Executive Board:

STT	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

V. Chief accountant: not yet available

VI. Training in Corporate Administration: none

VII. List of related persons of a public company (the first 6 months of 2025) and transactions of related persons of the Company with the Company itself:

1. List of related persons of the Company:

STT	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	20/6/2007			
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	011501166 06/10/2003	24 Lane 19 Kim Dong,	April 2012			

			Board of Directors	HANOI POLICE	Hoang Mai, Hanoi				
6	Nguyen Hai Minh		Chairman of the Board of Directors	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 Thi Hai Yen		Secretary	001179080399 23/12/2021 Hanoi Police	No. 82/35 Cat Linh-Dong Da-Hanoi	01/1/2021			

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 Relationship with the Company	Number of NSH Certificate, date of issue, place of issuance	Head Office Address/Contact	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 of HC

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 (first 6 months of 2025):

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.

VII. 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



Đã Phi Thu Huyen

DETAILS OF FORM NO. 02: LIST OF INSIDERS AND RELATED PERSONS					
(Attached to Official Letter No.)					
STT	Full name	Position at the company	Number of shares owned at the present time	Stock ownership ratio at the present time	Notes
1	Le Thi Thu Huyen	Chairman of the Board of Directors	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	Sister			
8	Le Phuong Linh	Sister			
9	Trinh Ngoc Thang	Chairman of the Board of Directors - Director	894.653,5	14,91%	
10	Cao Kim Oanh	Wife			
11	Trinh Minh Chau	Daughter			
12	Zheng Cao Minh	Son			
13	Trinh Ngoc Tien	Father			
14	Dong Thi Song	Native			
15	Trinh Quang Tuan	Brother			
16	Trinh Thi Thanh	Sister			
17	Vu Thanh Quang	Brother-in-law			
18	Trinh Thi Thuy	Sister			
19	Dao Anh Nghi	Brother-in-law			
20	Cao Van Ap	Father-in-law			
21	Nguyen Thi Ty	Mother-in-law			
22	Cao Anh Son	Brother-in-law			
23	Dang Phuc Tan	Vice President of the Board of Directors - Deputy Director	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	Sister			
30	Dang Thi Thu Uyen	Sister			
31	Dang Thu Trang	Sister			
32	Feng Jia even	Father-in-law			Lost
33	Nguyen Thi Tam	mother-in-law			
34	Vu Van Tien	Brother-in-law			
35	Le An Chan	brother-in-law			
36	Hoang Ngoc Minh	brother-in-law			
37	Do Ngoc Thach	Chairman of the Board of Directors	601.500,0	10,03%	
38	Dinh Thuy Anh	Wife	117.700,0	1,96%	
39	Nguyen Hai Minh	Chairman of the Board of Directors			
40	Nguyen Van Nhuong	Father			
41	Nguyen Thi Thuy	Native			
42	Nguyen Thi Tuyet Minh	Younger siblings			
43	Nguyen Thi Thanh Hoa	Wife			
44	Nguyen Quang Nhat	Son			
45	Nguyen Thi Lam Phuong	Daughter			
46	Ninh Thi Xuan	TB Control			
47	Duong Van Trong	husband			
48	Duong Duc Uy	son			
49	Ninh Van Hao	Father			
50	Nguyen Thi Hien	Native			
51	Ninh Van Huy	brother			
52	Ninh Van Hieu	brother			
53	Nguyen Thi Xuan	sister-in-law			
54	Pham Thi Thao	sister-in-law			
55	Ninh Thi Van	mother-in-law			

56	Le Thi Thu Ha	Member of the Supervisory Board			
57	Le Thanh Son	Husband			
58	Le Phuong Linh	Child			
59	Le Phuong Anh	Child			
60	Le Quy	Father			
61	Tran Thi Lien Nga	Native			
62	Le Thanh Hai	Brother			
63	To Thi Minh Phuong	TV BKS	5.200,0	0,09%	
64	Su Mengchang	Father			
65	Tran Thi Ngoc Anh	Native			Lost
66	To Thi Tuyet Mai	Sister			
67	To Thi Minh Phuong	Sister			
68	Dao Tuan Khoi	Husband			
69	Dao Khanh Linh	Offspring			
70	Dao Dang Khoa	Offspring			
71	Dao Dinh Khanh	Father-in-law			
72	Khuyen Thi Dung	Mother-in-law			
73	Dao Thi Hanh	Brother-in-law			
74	Hoang Thi Hai Yen	Whistleblower	100,0	0,0017%	
75	Nguyen Hoang Yen Linh	Daughter			
76	Hoang Xuan Lam	Father			
77	Nguyen Thi Thong	Native	500,0	0,01%	
78	Hoang Xuan Truong	Brother			
79	Dinh Thi Minh Ngoc	Sister-in-law			
80	Hoang Anh Minh	Brother			
81	Tran Thi Thuy	Sister-in-law			