

Thanh Ba, January 15, 2025

REPORT ON CORPORATE GOVERNANCE

Year 2024

To: - The State Securities Commission
- Hanoi Stock Exchange

- Public Company Name: Phu Tho Cement Joint Stock Company
- Head Office Address: Zone 12 – TT. Thanh Ba – Thanh Ba District – Phu Tho Province
- Telephone: 02103.885.310 Fax: 02103.884.023
- Charter Capital: 125,000,000,000.0 VND
- Stock Code: PTE
- Company's Management Model:
+ General Meeting of Shareholders, Board of Directors, Supervisory Board, and General Director

I. Activities of the General Meeting of Shareholders:

Information on meetings and Resolutions/Decisions of the General Meeting of Shareholders.

No.	Resolution/Decision Number	Date	Content
1	01/2024/NQ-ĐHĐCĐ	June 26, 2024	Annual General Meeting of Shareholders approved - Board of Directors' Activity Report 2023 - Production and Business Activities Report for the year 2023, Production and Business Plan for the year 2024 - Financial Report 2023, Production and Business Plan 2024 - Supervisory Board Activity Report 2023 - Proposal "On the selection of an audit unit for 2024" - Report "On the costs and remuneration of the Board of

		Directors and Supervisory Board in 2024"
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II. Board of Directors in 2024.

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

No.	Board Member	Position	Start Date/End Date as a Board Member/Independent Board Member
1	Trieu Quang Thuan	Chairman of the Board	05/07/2017
			(re-appointed on: 20/06/2022)
2	Tran Tuan Dat	Executive Board Member	05/07/2017 (re-appointed on: 20/06/2022)
3	Pham Quang Anh	Non-Executive Board Member Non-Executive	05/07/2017 (re-appointed on: 20/06/2022)
4	Nguyen Khac Lam	Non-Executive Board Member Non-Executive	05/07/2017 (re-appointed on: 20/06/2022)
5	Ta Trung Hieu	Independent Board Member	20/06/2022

1.1. BOD Meetings

No.	Board Member	Number of meetings attended Attendance Rate	Attendance Rate (%)	Reason for not attending all meetings
1	Trieu Quang Thuan	11/11	100	
2	Tran Tuan Dat	11/11	100	
3	Pham Quang Anh	11/11	100	
4	Nguyen Khac Lam	03/11	27	On business trip
5	Ta Trung Hieu	10/11	100	

2. BOD's supervisory activities over the General Director Board

In 2024, the Board of Directors regularly carried out supervisory activities with the General Director Board. Through specific tasks, the BOD supervised the General Director Board in deploying and implementing the BOD's resolutions. Maintaining the monthly reporting regime of production and business results by the General Director Board to the BOD. At regular meetings, the BOD reviewed the implementation of resolutions, the monthly, quarterly, and cumulative production and business situation, discussed, and decided to pass resolutions for the General

Director Board to use as a basis for implementation.

3. Resolutions/Decisions of the Board of Directors.

No.	Resolution/ Decision Number	Date	Content Approval Rate	Approval Rate 01/BB-HDQT
1	01/BB-HDQT	05/01/2024	<p>- General Director's Report on Business Performance in December 2023</p> <p>Board of Directors approves the Business Plan for January 2024</p> <p>- The Board of Directors obtained the votes of the members on the approval of contracts and transactions with a total value of less than 35% of the total assets recorded in the Company's latest financial statements with related parties and organizations and individuals related to insiders in 2024.</p>	100% of Board members present at the meeting
2	02/NQ-HDQT	08/01/2024	Approving the transaction contract between the Company and related parties and organizations and individuals related to insiders in 2024	
3	12/TrNQ-HDQT	05/02/2024	<p>- General Director's reports on business performance results for January 2024.</p> <p>- The Board of Directors listened to the Management Board's presentation of the business plan for February 2024.</p>	
4	56/NQ-HDQT	01/04/2024	Merging the Central Operations Department into Vinh Phu Cement Plant	

5	62/BB-HĐQT	08/04/2024	<ul style="list-style-type: none"> - General Director's reports on business performance results for March 2024. - The Board of Directors listened to the Management Board's presentation of the business plan for April 2024. - The Board of Directors consulted members on extending the timeframe for the 2024 Annual General Meeting and final registration date list of shareholders attending the 2024 Annual General Meeting 	100% of Board Members were present at the meeting.
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6	60/NQ-HĐQT	09/04/2024	Extension of the 2024 Annual General Meeting timeframe	
7	82/Tr.NQ-HĐQT	06/05/2024	<ul style="list-style-type: none"> - The General Director's reported on the production and business results for April 2024. - The Board of Directors listened to the Management Board's presentation of the production and business plan for May 2024. - The Board of Directors reviewed the program and content of the reports to be presented at the 2024 Annual General Meeting. 	100% of the Board Members were present at the meeting.

8	86/BB-HĐQT	03/06/2024	<ul style="list-style-type: none"> - The General Director reported on the production and business results for May 2024. - The Board of Directors listened to the Management Board's presentation of the production and business plan for June 2024. - The Board of Directors reviewed the reports and the agenda for the 2024 Annual General Meeting. - The Board of Directors listened to the General Director and the Head of Finance and Accounting's report on debt reconciliation with individuals and groups. 	
9	114/QĐ- HĐQT	27/06/2024	Regarding the payment of remuneration to the Board of Directors, the Board Secretary, and the Supervisory Board in 2024.	

10	115/QĐ-HĐQT	27/06/2024	Regarding the approval of the 2024 Production and Business Plan.	
11	128/Tr.NQ-HĐQT	08/07/2024	<ul style="list-style-type: none"> - The General Director reported on the production and business results for June 2024 - The Board of Directors listened to the General Director's presentation of the production and business plan for July 2024. 	100% of the Board Members were present at the meeting.

12	153/Tr.NQ-HĐQT	06/08/2024	<ul style="list-style-type: none"> - The General Director reported on the production and business results for July 2024 - The Board of Directors listened to the General Director presentation of the production and business plan for August year 2024. 	100% of the Board Members were present at the meeting.
13	166/THYK-HĐQT	15/08/2024	Regarding the adjustment of salary scales.	100% of the Board Members were consulted for their approval.
14	180/Tr.NQ-HĐQT	09/09/2024	<ul style="list-style-type: none"> - The General Director reported on the production and business results for August year 2024 - The Board of Directors listened to the General Director presentation of the production and business plan for September year 2024. 	100% of the Board Members were present at the meeting.
15	202/Tr.NQ-HĐQT	07/10/2024	<ul style="list-style-type: none"> - The General Director reported on the production and business results for September year 2024 - The Board of Directors listened to the General Director presentation of the production and business plan for October year 2024. 	100% of the Board Members were present at the meeting.
16	204/THYK-HĐQT	10/10/2024	Regarding the disposal of scrap iron and damaged materials no longer in use.	100% of the Board Members Approval was sought. opinion

17	230/Tr.NQ- HĐQT	11/04/2024	<ul style="list-style-type: none"> - The General Director reported on the production and business results for October year 2024. - The Board of Directors listened to the General Director presentation of the production and business plan for November year 2024. 	100% of BOD members were present at the meeting.
18	242/Tr.NQ- HĐQT	12/03/2024	<ul style="list-style-type: none"> - The General Director reported on the production and business results for November year 2024. - The Board of Directors listened to the General Director presentation of the production and business plan for December year 2024. 	100% of BOD members were present at the meeting.
19	254/THYK- HĐQT	12/17/2024	Regarding the organizational structure plan	100% of the BOD members had their opinions sought for approval. agreement

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III. Supervisory Board

1. Information on the members of the Supervisory Board (SB).

No.	Supervisory Board Member	Position	Start Date/End Date as Supervisory Board Member		Professional Qualification
			Start Date	End Date	
1	Ta Duc Thiem	Head KS	06/29/2017		
2	Do Thi Thanh Yen	Member	06/29/2017		
3	Trieu Quang Nhan	Member	06/17/2022		

2. SB Meetings

No.	Supervisory Board Member	Number of meetings attended	Attendance Meeting Attendance	Voting Percentage	Reason for absence from the meeting
1	Ta Duc Thiem	2	100	100	
2	Do Thi Thanh Yen	2	100	100	
3	Trieu Quang Nhan	2	100	100	

3. Supervisory activities of the SB over the BOD, Executive Board, and shareholders: In 2024, the BOD and General Director Board closely followed the objectives, orientations, and fully implemented the tasks assigned by the General Meeting of Shareholders, specifically:

The Supervisory Board carries out supervision through:

- Directly monitoring the activities of the BOD through meetings, exchanges, and the manner in which the BOD issues resolutions.
- Supervising the activities of the General Director Board through compliance with the BOD's resolutions and the mechanism of power division between the BOD and the General Director.
- Direct contact with the Executive Board to grasp the company's production and business situation;
- Supervision through reporting channels and contact with the independent auditor;
- The BOD and General Director Board have concretized the objectives and implemented measures to deploy the production and business plan, strengthen human resource management, and reorganize the production management apparatus.

Coordination of activities between the SB and the BOD, Executive Board, and other management personnel:

The Supervisory Board always coordinates well with BOD members, General Director Board members, and relevant management personnel within the framework of performing its supervisory function;

In 2024, the Head of the Supervisory Board attended meetings of the Board of Directors and the Executive Board, and provided opinions on the guidelines and decisions of the Board of Directors and the Executive Board to ensure that the issued guidelines and decisions comply with legal regulations and ensure the interests of the Company. The Supervisory Board also received documents during the direction and administration process of the Board of Directors and the Executive Board. The Supervisory Board also had contact and exchanges with shareholders regarding the company's financial and operational situation, gathered feedback, and clarified issues that shareholders needed clarification on regarding the Company.

4. Other activities of the Supervisory Board (if any)

IV. Executive Board: Board of Directors

Full Name	Date of Birth	Professional Qualifications	Appointment/Dismissal Date	
			Reappointment Date	Dismissal Date
Tran Tuan Dat	08/08/1973	Bachelor of Economics	06/27/2022	
Nguyen Phi Tuyen	09/01/1968	Chemical Engineer Silicate	08/25/2022	
Tran Thi Phuong Linh	05/26/1969	Bachelor of Economics	08/25/2022	

V. Chief Accountant

Full Name	Date of birth	Professional qualifications Professional skills	Appointment/Dismissal Date	
			Reappointment date	Dismissal date
Vu Anh Phuong	02/09/1972	Bachelor of Economics	25/08/2022	

VI. Corporate Governance Training:

Corporate governance training courses attended by BOD members, Supervisory Board members, Directors (General Directors), other managers, and Company Secretaries as prescribed by corporate governance regulations: Participation in training courses organized by Vietnam Securities Depository (VSD)

and Hanoi Stock Exchange (HNX).

VII. List of related parties of the public company (and transactions of related parties of the company with the Company)

1. List of related parties of the Company: (attached list)

2. Transactions between the company and its related parties; or between the company and major shareholders, insiders, related parties of insiders:

No.	Organization/ Individual Name	Relationship to the Company	Certificate NSH	Registered address/ Contact address	Time of transaction with the Company	Board Resolution No. approved	Content, quantity , total transaction value	Note
1	Company Joint Stock IDC	Mr. Nguyen Khac Lam - Member of the Board of Directors, Director of the company	2600258928	Song Thao Thao – Ben Got Ward- Viet Tri City – Phu Tho Tho	Year 2024	02/NQ/HĐQT, date 09/01/2024	Coal dust	
2	Company Limited Trading and Construction Phuong Tung	Daughter- in-law of the Chairman of the Board of Directors as Company Director	2601044968	Zone 12, Thanh Ba Town Ba District – Phu Tho Province	Year 2024	02/NQ/HĐQT, date 09/01/2024	Cement trading;	

3. Transactions between company insiders, related parties of insiders with subsidiaries controlled by the company: No transactions.

4. Transactions between the company and other entities:

4.1. Transactions between the company and companies in which BOD members, Supervisory Board members, Directors (General Directors), and other managers have been and are founders or BOD members, Directors (General Directors) within the last three (03) years (calculated at the time of reporting):

No.	Organization/ Individual Name	Relationship to the Company	Certificate NSH	Registered address/Contact address	Time of transaction with the Company	Board Resolution No. approved	Content, quantity, Total transaction value	Note
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1	IDC Joint Stock Company	Mr. Nguyen Khac Lam - Member of the Board of Directors , Director of the company	2600258928	Song Thao Street – Ben Got Ward- Viet Tri City – Phu Tho Province	Year 2024	02/NQ/HĐQT, date 09/01/2024	Coal dust purchase	
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4.2. Transactions between the company and companies in which related parties of BOD members, Supervisory Board members, Directors (General Directors), and other managers are BOD members, Directors (General Directors):

No.	Organization/ Individual Name	Relationship to the Company	Certificate NSH	Registered address/Contact address	Time of transaction with the Company	Board Resolution No. approved	Content, quantity , total transaction value	Note
1	Company Limited Trading and Construction Phuong Tung	Daughter- in-law of the Chairman of the Board of Directors as Director Director of Construction Company	2601044968	Zone 12, Thanh Ba Town - Thanh Ba District - Phu Tho Province Tho	Year 2024	02/NQ/HĐQT, Date: 09/01/2024	Trading cement;	

4.3. Other transactions of the company (if any) that may bring material or immaterial benefits to BOD members, Supervisory Board members, Directors (General Directors), and other managers: No transactions.

VIII. Share transactions of insiders and related parties of insiders

1. List of insiders and related parties of insiders (List

attached.)

2. Transactions of insiders and related parties with the company's shares: No transactions.

IX. Other noteworthy issues: None

Recipient:

- As respectfully submitted;
- Save VP.

On behalf of the Board of Directors

Chairman



Trieu Quang Thuan

LIST OF RELATED PARTIES OF THE COMPANY

(Attached to the Corporate Governance Report 2024, No: 16/BC-XMPT, dated January 15, 2025)

No.	Full name	Transaction account	Position at the Company (If any)	ID card/Passport number; date of issue, place of issue	Contact address	Start date as a related person related	End date as a related person related	Reason	<i>Relationship with the Company</i>
1	Trieu Quang Thuan		Chairman of the Board of Directors			14/02/2007			
1.1	Trieu Van Long					14/02/2007			Biological father of the Chairman of the Board of Directors of the Board of Directors
1.3	Tran Thi Phuong Linh		Deputy General Director			14/02/2007			Wife of the Chairman of the Board of

									Directors
1.3	Trieu Quang Thang					14/02/2007			Biological child of the Chairman of the Board of Directors
1.4	Tran Thi Bich Ngoc		Head of Market						Daughter-in-law of the Chairman of the Board of Directors
1.5	Trieu Phuong Thanh					14/02/2007			Biological child of the Chairman of the Board of Directors
1.6	Trieu Thi Hong					14/02/2007			Older sister of the Chairman of the Board of Directors
									Elder sister of

1.7	Trieu Thi Van					14/02/2007			the Chairman of the Board of Directors
1.8	Trieu Thi Thoa					14/02/2007			Younger brother of the Chairman of the Board of Directors
1.9	Trieu Quoc Hung					14/02/2007			Younger brother of the Chairman of the Board of Directors
1.10	Trieu Thi Hoa					14/02/2007			Younger sister of the Chairman of the Board of Directors
1.11	Bui Duy Tua					14/02/2007			Brother-in-law of the Chairman of the Board of Directors
1.12	Nguyen Huy Ly					14/02/2007			Brother-in-law of the Chairman

									of the Board of Directors
1.13	Nguyen Van Suu					14/02/2007			Brother-in-law of the Chairman of the Board of Directors
1.14	Nguyen Thi Dien					14/02/2007			Sister-in-law of the Chairman of the Board of Directors
1.15	Pham Thi Thom					14/02/2007			Sister-in-law of the Chairman of the Board of Directors
1.16	Tran Xuan Tra					14/02/2007			Chairman's Father-in-law BOD
1.17	Vu Thi Thuy					14/02/2007			Chairman's Mother-in-law BOD
1.18	Tran Tuan Dat		Member of the BOD - CEO			14/02/2007			Chairman's Sister-in-law BOD
									Chairman's

1.19	Tran Anh Son					14/02/2007			Sister-in-law BOD
1.20	Tran Thi Thuy Lien					14/02/2007			Chairman's Sister-in-law BOD
2	Pham Quang Anh		Member of the BOD			01/10/2008			
2.1	Nguyen Thi Yen					01/10/2008			Board Member's Wife BOD
2.2	Pham Thi Thu Hang					01/10/2008			Biological Child Member of the BOD
2.3	Pham Thi Ngoc Mai					01/10/2008			Biological Child Member of the BOD
2.4	Pham Quang Minh								Biological Child Member of the BOD
2.5	Truong Hai Dang					01/10/2008			Board Member's Son-in-law

									BOD
2.6	Phan Van Trung					01/10/2008			Son-in-law of a Member of the Board of Directors Member of the Board of Directors
2.7	Nguyen Thi Cai					01/10/2008			Mother of a Member of the Board of Directors Member of the Board of Directors
2.8	Pham Thi Thanh Nguyet					01/10/2008			Sister of a Member of the Board of Directors
2.9	Pham Quang Duc		Head of Production Safety Department			01/10/2008			Sibling of a Member of the Board of Directors

2.10	Pham Thi Yen					01/10/2008			Sibling of a Member of the Board of Directors
2.11	Pham Quang Thanh					01/10/2008			Sibling of a Member of the Board of Directors
2.12	Pham Thi Vuong					01/10/2008			Sibling of a Member of the Board of Directors
2.13	Mai Ngoc Quang					01/10/2008			Brother-in-law of a Member of the Board of Directors Member of the Board of Directors
2.14	Do Duc Hung					01/10/2008			Brother-in-

									law of a Member of the Board of Directors Member of the Board of Directors
2.15	Luu Thanh Do					01/10/2008			Brother-in-law of a Member of the Board of Directors Member of the Board of Directors
2.16	Ha Thi Kim Hai					01/10/2008			Spouse's Sister BOD
2.17	Tran Thi Ha					01/10/2008			Spouse's Sister BOD
3	Tran Tuan Dat		BOD Member, General Director			16/07/2012			

3.1	Tran Xuan Tra					16/07/2012			Father of BOD Member - General Director
3.2	Vu Thi Thuy					16/07/2012			Mother of BOD Member - General Director
3.3	Tran Thi Phuong Linh		Deputy General Director			16/07/2012			Older Sister BOD Member - General Director
3.4	Tran Anh Son					16/07/2012			Younger Brother BOD Member - General Director
3.5	Tran Thi Thuy Lien					16/07/2012			Younger Brother BOD Member - General Director
3.6	Trieu Quang Thuan		Chairman of the Board			16/07/2012			Brother-in-law of BOD Member -

									General Director
3.7	Nguyen Thi Hong					Issued: March 29, 2021; Issuing Authority: Department of Social Order Administrative Management Police.			Sister-in-law of the Chairman of the Board of Directors - General Director
3.8	Nguyen Hong Anh					16/07/2012			Brother-in-law of the Chairman of the Board of Directors - General Director
3.9	Hoang Thi Hoa Ly					16/07/2012			Wife of the Chairman of the Board of Directors - General Director
3.10	Tran Linh Trang					16/07/2012			Biological child Member of

									the Board of Directors - General Director
3.11	Tran Tran Thanh					16/07/2012			Biological child Member of the Board of Directors - General Director
3.12	Tran Ngoc Diep					16/07/2012			Biological child Member of the Board of Directors - General Director
4	Nguyen Khac Lam		Member Board of Directors			29/06/2017			
4.1	Le Thi Minh Ha					29/06/2017			Wife of Board Member
4.2	Nguyen Quynh Hoa					29/06/2017			Biologica

									1 child Board Member
4.3	Nguyen Khac Viet					29/06/2017			Biological 1 child Board Member
4.4	Kieu Thi Due					29/06/2017			Mother of the Board Member BOD
4.5	Nguyen Thi Bich Hue					29/06/2017			Younger sibling Board Member
4.6	Cap Van Hoa					29/06/2017			Brother-in- law of the Board Member BOD
4.7	Nguyen Thi Thuy Ha					29/06/2017			Younger sibling Board Member
4.8	Do Ngoc Lam					29/06/2017			Brother-in- law of the Board Member BOD

4.9	Nguyen Khac Vinh					29/06/2017			Younger sibling Board Member
4.10	Tran Thai Ha					29/06/2017			Sister-in-law of the Board Member BOD
4.11	Nguyen Thi Minh Xuan					29/06/2017			Mother-in-law of the Board Member BOD
4.12	IDC Joint Stock Company					29/06/2017			Company related to the Board Member
5	Ta Trung Hieu		Member BOD			17/06/2022			
5.1	Nguyen Thi Hao					17/06/2022			Spouse of the Member of the Board of Directors Member of the

									Board of Directors
5.2	Ta Nhan Kiet					17/06/2022			Son of the Member of the Board of Directors
5.3	Ta Thu Huong					17/06/2022			Daughter of the Member of the Board of Directors
5.4	Ta Thuy Duong					17/06/2022			Daughter of the Member of the Board of Directors
5.5	Ta Dinh Khang					17/06/2022			Father of the Member of the Board of Directors Member of the Board of Directors
5.6	Nguyen Thi Thu					17/06/2022			Mother of the Member of the Board

									of Directors Member of the Board of Directors
5.7	Ta Thi Thu Thuy					17/06/2022			Younger Sister of the Member of the Board of Directors Member of the Board of Directors
5.8	Nguyen Tuan Thanh					17/06/2022			Brother-in- Law of the Member of the Board of Directors Member of the Board of Directors
5.9	Nguyen Huy Ly					17/06/2022			Father-in- Law of the Member of the Board of Directors Member

									of the Board of Directors
5.10	Trieu Thi Van					17/06/2022			Mother-in-Law of the Member of the Board of Directors Member of the Board of Directors
5.11	Nguyen Thi Hai Yen					17/06/2022			Older Sister of the Member of the Board of Director's Spouse Member of the Board of Directors
5.12	Nguyen Dinh Dung					17/06/2022			Younger Brother of the Member of the Board of Director's Spouse

									Member of the Board of Directors
5.13	Nguyen Thi Dao					17/06/2022			Younger Sister of the Member of the Board of Director's Spouse Member of the Board of Directors
6	Ta Duc Thiem		Head of the Supervisory Board			29/06/2017			
6.1	Nguyen Thi Vuong					29/06/2017			Wife of the Head of the Supervisory Board
6.2	Ta Duc Dung					29/06/2017			Biological child of the Head of the Supervisory Board KS

6.3	Cao Thi Thu Trang					29/06/2017			Daughter-in-law of the Head of the Supervisory Board KS
6.4	Ta Duc Nam					29/06/2017			Biological child of the Head of the Supervisory Board KS
6.5	Tran Bich Hanh					29/06/2017			Daughter-in-law of the Head of the Supervisory Board KS
6.6	Ta Thi Dan					29/06/2017			Older sister of the Head of the Supervisory Board KS
6.7	Dao Thi Xuan					29/06/2017			Sister-in-law of the Head of the Supervisory Board KS

6.8	Ta Duc Tho					29/06/2017			Younger sibling of the Head of the Supervisory Board KS
6.9	Nguyen Thi Thoa					29/06/2017			Sister-in-law of the Head of the Supervisory Board KS
6.10	Nguyen Quang Dao					29/06/2017			Brother-in-law of the Head of the Board KS
6.11	Duong Thi Tam					29/06/2017			Sister-in-law of the Head of the Board
6.12	Nguyen Quoc Yen					29/06/2017			Brother-in-law of the Head of the Board KS
6.13	Vu Thi Xuan					29/06/2017			Sister-in-law of the Head of the Board KS

6.14	Nguyen Duc Thinh					29/06/2017			Brother-in-law of the Head of the Board KS
6.15	Dang Thi Thu					29/06/2017			Sister-in-law of the Head of the Board KS
7	Do Thi Thanh Yen		Member of the Supervisory Board			29/06/2017			
7.1	Nguyen Thi Tinh					29/06/2017			Biological mother of Supervisory Board Member
7.2	Nguyen Do Mai Anh					29/06/2017			Biological child of Supervisory Board Member
7.3	Nguyen Thi Phuong Mai					29/06/2017			Stepchild of Supervisory Board Member
7.4	Do Thanh Hai					29/06/2017			Brother of Supervisory Board Member

7.5	Do Thi Duyen					29/06/2017			Sister of Supervisory Board Member
7.6	Do Thi Uyen					29/06/2017			Sister of Supervisory Board Member
7.7	Do Trong Bang					29/06/2017			Younger sibling of Supervisory Board Member
7.8	Bui Thi Hue					29/06/2017			Sister-in-law of Supervisory Board Member
7.9	Huynh Thi Loc					29/06/2017			Sister-in-law of Supervisory Board Member
7.10	Tong Ba Tam					29/06/2017			Brother-in-law of Supervisory Board Member
7.11	Nguyen Hong Sy					29/06/2017			Brother-in-law of Supervisory Board Member
8	Trieu Quang Nhan		Member Supervisory Board Inspection			17/06/2022			
8.1	Nguyen Thi Dien					17/06/2022			Mother of

									Supervisory Board Member
8.2	Ngo Thien Tao					17/06/2022			Father-in-law of a Member of the Board of Supervisors
8.3	Nguyen Thi Kim Thanh					17/06/2022			Mother-in-law of a Member of the Board of Supervisors
8.4	Ngo Thi Thu Huong					17/06/2022			Wife of a Member of the Board of Supervisors
8.5	Trieu Quang Anh					17/06/2022			Child of a Member of the Board of Supervisors
8.6	Trieu Quang Nhat					17/06/2022			Child of a Member of the Board of Supervisors
8.7	Trieu Thi Sinh					17/06/2022			Sibling of a Member of the Board of Supervisors
8.8	Dao Chi Cong					17/06/2022			Brother-in-law of a Member of the Board of Supervisors

9	Nguyen Lam		Administrator/Secretary/Authorized Information Disclosure Officer			06/11/2017			
9.1	Nguyen Van Long					06/11/2017			Father
9.2	Nguyen Thi Thin					06/11/2017			Mother
9.3	Nguyen Thi Thu Hien					06/11/2017			Older sister
9.4	Nguyen Thi Huong Giang					06/11/2017			Older sister
9.5	Nguyen Bao Trung					06/11/2017			Brother-in-law
9.6	Nguyen Thi Ngoc Lan					06/11/2017			Wife
9.7	Nguyen Van Ha					06/11/2017			Biological Child
9.8	Nguyen Van Binh					06/11/2017			Biological Child
9.9	Nguyen Thi Hien					06/11/2017			Mother-in-law
9.10						06/11/2017			Sister-in-

	Nguyen Thi Thanh Thuy								law
9.11	Nguyen Thi Cham					06/11/2017			Sister-in-law
9.12	Nguyen Thi Thuy Linh					06/11/2017			Sister-in-law
10	Vu Anh Phuong		Chief Accountant						
10.1	Dao Thi Hoa								Mother
10.2	Nguyen Thi Ngoc Linh								Wife
10.3	Vu Manh Hung								Son
10.4	Nguyen Manh Truong								Father-in-law
10.5	Le Thi Anh Hoa								Mother-in-law
10.6	Vu Anh Tuan								Brother
10.7	Ngo Thi Hien								Sister-in-law

10.8	Vu Thi Thu Hien								Sister
10.9	Tran Quoc Khanh								Brother-in-law
11	Tran Thi Phuong Linh		Deputy General Director						
11.1	Trieu Quang Thuan		Chairman of the Board of Directors						Husband
11.2	Trieu Quang Thang								Biological child
11.3	Tran Thi Bich Ngoc		Head of Market						Daughter- in-law
11.4	Trieu Phuong Thanh								Biological child
11.5	Tran Xuan Tra								Biological

									father
11.6	Vu Thi Thuy								Biological mother
11.7	Trieu Van Long								Father-in-law
11.8	Tran Tuan Dat		Member of the Board of Directors - General Director						Biological younger brother
11.9	Tran Anh Son								Biological younger brother
11.10	Tran Thi Thuy Lien								Biological younger sister
11.11	Nguyen Thi Hong								Sister-in-law
11.12	Nguyen Hong Anh								Brother-in-

									law
11.13	Hoang Thi Hoa Ly								Sister-in-law
12	Nguyen Phi Tuyen		Deputy General Director						
12.1	Do Thi Cham								Wife
12.2	Nguyen Ngoc Minh Chau								Biological child
12.3	Nguyen Anh Kiet								Biological child
12.4	Nguyen Quoc Hung								Biological brother
12.5	Bui Thi Hoang Anh								Sister-in-law
12.6	Nguyen Thi Le Mai								Biological sister

12.7	Nguyen Dich Khoa								Brother-in-law
12.8	Nguyen Thi Hang								Biological sister
12.9	Nguyen Thi Phi Nga								Sister-in-law
12.10	Dang Thi Kim Ngan								Sister-in-law

LIST OF INSIDERS AND RELATED PARTIES OF INSIDERS

(Attached to the Corporate Governance Report 2024, No: 16/BC-XMPT, dated January 15, 2025)

No.	Full Name	Relationship	Transaction Account	Position in the Company (If any)	ID Card/Passport Number; Date of issue, Place of issue	Contact Address	Number of shares held at the end of the period	Ownership Ratio of shares at the end of the period (%)
1	Trieu Quang Thuan			Chairman BOD			1.451.650	11,97
1.1	Trieu Van Long	Father					0	
1.3	Tran Thi Phuong Linh	Wife		Deputy General Director			180.560	1,48
1.3	Trieu Quang Thang	Biological Child					176.500	1,45

1.4	Tran Thi Bich Ngoc	Daughter-in-law					0	
1.5	Trieu Phuong Thanh	Biological child Biological					0	
1.6	Trieu Thi Hong	Biological sister					0	
1.7	Trieu Thi Van	Biological sister					0	
1.8	Trieu Thi Thoa	Biological younger sister Biological					0	
1.9	Trieu Quoc Hung	Biological younger brother Biological					1.500	0,012
1.10	Trieu Thi Hoa	Biological younger sister					0	

		Biological						
1.11	Bui Duy Tua	Brother-in-law Brother-in-law					0	
1.12	Nguyen Huy Ly	Brother-in-law Brother-in-law					0	
1.13	Nguyen Van Suu	Brother-in-law					750	0,006
1.14	Nguyen Thi Dien	Sister-in-law					0	
1.15	Pham Thi Thom	Sister-in-law					0	
1.16	Tran Xuan Tra	Father-in-law					0	

1.17	Vu Thi Thuy	Mother-in-law					0	
1.18	Tran Tuan Dat	Sibling Spouse		Member of the Board of Directors - General Director			885.550	7,3
1.19	Tran Anh Son	Sibling Wife					0	
1.20	Tran Thi Thuy Lien	Sibling Wife					0	
2	Pham Quang Anh			Member of the Board of Directors			125.682	1,03
2.1	Nguyen Thi Yen	Wife					0	
2.2	Pham Thi Thu Hang	Biological Child					0	

2.3	Pham Thi Ngoc Mai	Biological Child					0	
2.4	Pham Quang Minh	Biological Child					0	
2.5	Truong Hai Dang	Son-in-law					0	
2.6	Phan Van Trung	Son-in-law					0	
2.7	Nguyen Thi Cai	Mother					0	
2.8	Pham Thi Thanh Nguyet	Older Sister					7.543	0,06
2.9	Pham Quang Duc	Younger Brother					1.800	0,014
2.10	Pham Thi Yen	Younger Sister					0	

2.11	Pham Quang Thanh	Younger Brother					1.600	0,012
2.12	Pham Thi Vuong	Younger Sister					0	
2.13	Mai Ngoc Quang	Brother-in-law					0	
2.14	Do Duc Hung	Brother-in-law					1.450	0,012
2.15	Luu Thanh Do	Brother-in-law					0	
2.16	Ha Thi Kim Hai	Sister-in-law					0	
2.17	Tran Thi Ha	Sister-in-law					0	
3	Tran Tuan Dat			Member of the Board of Directors,			885.550	7,3

				General Director				
3.1	Tran Xuan Tra	Father					0	
3.2	Vu Thi Thuy	Mother					0	
3.3	Tran Thi Phuong Linh	Sister		Deputy General Director			180.560	1,48
3.4	Tran Anh Son	Brother					0	
3.5	Tran Thi Thuy Lien	Sister					0	
3.6	Trieu Quang Thuan	Brother-in-law		Chairman of the Board of Directors			1.451.650	11,97%
3.7	Nguyen Thi Hong	Sister-in-law					0	

3.8	Nguyen Hong Anh	Brother-in-law					0	
3.9	Hoang Thi Hoa Ly	Wife					0	
3.10	Tran Linh Trang	Daughter					0	
3.11	Tran Tran Thanh	Son					0	
3.12	Tran Ngoc Diep	Daughter					0	
4	Nguyễn Khắc Lâm			Member Board of Directors			145.000	1,19
4.1	Lê Thị Minh Hà	Wife					0	
4.2	Nguyễn Quỳnh Hoa	Biological					0	

		child						
4.3	Nguyễn Khắc Việt	Biological child					0	
4.4	Kiều Thị Duệ	Biological mother					0	
4.5	Nguyễn Thị Bích Huệ	Biological sibling					0	
4.6	Cáp Văn Hoà	Brother-in-law					0	
4.7	Nguyễn Thị Thuý Hà	Biological sibling					0	
4.8	Đỗ Ngọc Lâm	Brother-in-law					0	

4.9	Nguyễn Khắc Vinh	Biological sibling					0	
4.10	Trần Thái Hà	Sister-in-law					0	
4.11	Nguyễn Thị Minh Xuân	Mother-in-law					0	
4.12	IDC Joint Stock Company	Related Company					0	
5	Ta Trung Hieu			Member Board of Directors			05	
5.1	Nguyen Thi Hao	Wife					0	
5.2	Ta Nhan Kiet	Son					0	

5.3	Ta Thu Huong	Daughter					0	
5.4	Ta Thuy Duong	Daughter					0	
5.5	Ta Dinh Khang	Father					0	
5.6	Nguyen Thi Thu	Mother					0	
5.7	Ta Thi Thu Thuy	Sister					0	
5.8	Nguyen Tuan Thanh	Brother-in-law					0	
5.9	Nguyen Huy Ly	Father-in-law					0	
5.10	Trieu Thi Van	Mother-in-					0	

		law						
5.11	Nguyen Thi Hai Yen	Sister-in-law					0	
5.12	Nguyen Dinh Dung	Brother-in-law					0	
5.13	Nguyen Thi Dao	Sister-in-law					0	
6	Ta Duc Thiem			Head of Control Board			36.309	0,29
6.1	Nguyen Thi Vuong	Wife					0	
6.2	Ta Duc Dung	Biological Child					0	
6.3	Cao Thi Thu Trang	Daughter-in-law					0	

6.4	Ta Duc Nam	Biological Child					0	
6.5	Tran Bich Hanh	Daughter-in-law					0	
6.6	Ta Thi Dan	Older Sister					0	
6.7	Dao Thi Xuan	Sister-in-law					0	
6.8	Ta Duc Tho	Younger Brother					0	
6.9	Nguyen Thi Thoa	Sister-in-law					0	
6.10	Nguyen Quang Dao	Brother-in-law					0	
6.11	Duong Thi Tam	Sister-in-law					0	

6.12	Nguyen Quoc Yen	Brother-in-law					0	
6.13	Vu Thi Xuan	Sister-in-law					0	
6.14	Nguyen Duc Thinh	Brother-in-law					1.587	0,012
6.15	Dang Thi Thu	Sister-in-law					0	
7	Nguyen Lam			Company Administrator and Secretary			0	
7.1	Nguyen Van Long	Father					0	
7.2	Nguyen Thi Thin	Mother					0	
7.3	Nguyen Thi Thu Hien	Older sister					0	

7.4	Nguyen Thi Huong Giang	Older sister					0	
7.5	Nguyen Bao Trung	Brother-in-law					0	
7.6	Nguyen Thi Ngoc Lan	Wife					0	
7.7	Nguyen Van Ha	Biological Child					0	
7.8	Nguyen Van Binh	Biological Child					0	
7.9	Nguyen Thi Hien	Mother-in-law					0	
7.10	Nguyen Thi Thanh Thuy	Sister-in-law					0	
7.11	Nguyen Thi Cham	Sister-in-law					0	

7.12	Nguyen Thi Thuy Linh	Sister-in-law					0	
8	Do Thi Thanh Yen			Member Supervisory Board			0	
8.1	Nguyen Thi Tinh	Biological Mother					0	
8.2	Nguyen Do Mai Anh	Biological Child					0	
8.3	Nguyen Thi Phuong Mai	Stepchild					0	
8.4	Do Thanh Hai	Biological Brother					0	
8.5	Do Thi Duyen	Biological Sister					0	
8.6	Do Thi Uyen	Elder Sister					0	

8.7	Do Trong Bang	Younger Brother					0	
8.8	Bui Thi Hue	Sister-in-law					0	
8.9	Huynh Thi Loc	Sister-in-law					0	
8.10	Tong Ba Tam	Brother-in-law					0	
8.11	Nguyen Hong Sy	Brother-in-law					0	
9	Trieu Quang Nhan			Member Inspection Committee			89.200	0,74
9.1	Nguyen Thi Dien	Mother					0	
9.2	Ngo Thien Tao	Father-in-law					0	
9.3	Nguyen Thi Kim Thanh	Mother-in-law					0	
9.4	Ngo Thi Thu Huong	Wife					0	

9.5	Trieu Quang Anh	Child					0	
9.6	Trieu Quang Nhat	Child					0	
9.7	Trieu Thi Sinh	Younger Sister					0	
9.8	Dao Chi Cong	Brother-in-law					0	
10	Vu Anh Phuong			Chief Accountant			2.450	0,019
10.1	Dao Thi Hoa	Mother					0	
10.2	Nguyen Thi Ngoc Linh	Wife					0	
10.3	Vu Manh Hung	Son					0	
10.4	Nguyen Manh Truong	Father-in-law					0	
10.5	Le Thi Anh Hoa	Mother-in-law					0	
10.6	Vu Anh Tuan	Brother					0	
10.7	Ngo Thi Hien	Sister-in-law					0	
10.8								

	Vu Thi Thu Hien	Sister					0	
10.9	Tran Quoc Khanh	Brother-in-law					0	
11	Tran Thi Phuong Linh			Deputy General Director			180.560	1,48
11.1	Trieu Quang Thuan	Husband		Chairman of the Board of Directors			1.451.650	11,97
11.2	Trieu Quang Thang	Biological child					176.500	1,45
11.3	Tran Thi Bich Ngoc	Daughter-in-law					0	
11.4	Trieu Phuong Thanh	Biological child					0	
11.5	Tran Xuan Tra	Biological father					0	
11.6								

	Vu Thi Thuy	Biological mother					0	
11.7	Trieu Van Long	Father-in-law					0	
11.8	Tran Tuan Dat	Biological younger brother		Member of the Board of Directors - General Director			885.550	7,3%
11.9	Tran Anh Son	Biological younger brother					0	
11.10	Tran Thi Thuy Lien	Biological younger sister					0	
11.11	Nguyen Thi Hong	Sister-in-law					0	
11.12	Nguyen Hong Anh	Brother-in-law					0	
11.13								

	Hoang Thi Hoa Ly	Sister-in-law					0	
12	Nguyen Phi Tuyen			Deputy General Director			5.050	0,041
12.1	Do Thi Cham	Wife					0	
12.2	Nguyen Ngoc Minh Chau	Biological child					0	
12.3	Nguyen Anh Kiet	Biological child					0	
12.4	Nguyen Quoc Hung	Biological brother					0	
12.5	Bui Thi Hoang Anh	Sister-in-law					0	
12.6	Nguyen Thi Le Mai	Biological sister					0	
12.7	Nguyen Dich Khoa	Brother-in- law					0	
12.8								

	Nguyen Thi Hang	Biological sister					0	
12.9	Nguyen Thi Phi Nga	Sister-in-law					0	
12.10	Dang Thi Kim Ngan	Sister-in-law					0	

