

No. 1452 /BTS-HĐQT
About: Corporate Governance
Report - First Half of 2026.

Ninh Binh, July 22, 2026

CORPORATE GOVERNANCE REPORT - FIRST HALF OF 2026

To:

- State Securities Commission;
- Hanoi Stock Exchange.

- Name of company: Vicem But Son Cement Joint Stock Company.
- Head office address: Thanh Son 3 Residential Group, Ly Thuong Kiet Ward, Ninh Binh Province, Vietnam.
- Telephone: 0226 3851323 Fax: 0226 3851320.
- Website: vicembutson.com.vn.
- Charter capital: 1.235.598.580.000 VND.
- Stock code: BTS.

I. Activities of the Board of Shareholders:

1. Meetings of shareholders: 01 meeting.
2. Resolutions/Decisions of the Board of Shareholders (Including Resolutions of the Board of Shareholders in the form of written opinions).

No	Resolution/ Decision Number	Day	Content
1	1150/BTS- ĐHĐCĐ	11/6/2026	Resolution of the 2026 Annual General Meeting of Shareholders, approving the following contents: - Approving amendments and supplements to the Company's Charter on organization and operation; approving the Operating Regulations of the Board of Directors of Vicem But Son Cement JSC. - Approving the Board of Directors' 2025 activity report and 2026 operating plan. - Approving the independent BOD member's assessment report on the Board of Directors' activities in 2025. - Approving the Supervisory Board's 2025 activity report and 2026 operating plan. - Approving the 2025 production, business and capital-construction investment results report and the 2026 plan. - Approving the audited 2025 Financial Statements.

No	Resolution/ Decision Number	Day	Content
			- Approving the proposal on the 2025 profit distribution plan. - Approving the proposal on remuneration payments to the Board of Directors, the Supervisory Board, the Company Secretary and the Person in charge of Corporate Governance, and the 2026 remuneration payment plan; and the salary of the General Director and other managers for 2025 and 2026. - Approving the proposal on selecting the auditor of the 2026 Financial Statements. - Approving the proposal on the conclusion of the 2021-2026 term of the Board of Directors and Supervisory Board members; approving the list of candidates and nominees for Board of Directors and Supervisory Board members for the 2026 -2031 term. - Approving the Election Regulations for Board of Directors and Supervisory Board members for the 2026-2031 term. - Approving the vote-counting results for the election of Board of Directors and Supervisory Board members for the 2026-2031 term.

II. Board of Directors:

1. Information about the members of the Board of Directors in first Half of 2026:

1.1. 2021-2026 Term:

No	Board Member	Position	Date of starting/cease of membership in the Board of Directors	
			Date of appointment	Date of Dismissal/Cessation of Participation
1	Dao Tuan Khoi	Chairman of the Board	21/4/2023	11/6/2026
2	Do Tien Trinh	Board of Directors, General Director	22/4/2016	11/6/2026
3	Nguyen Minh Tuan	Member of the Board	28/6/2021	11/6/2026
4	Le Thi Khanh	Member of the Board	24/6/2020	11/6/2026
5	Tran Viet Hong	Independent Member	28/6/2021	11/6/2026
6	Le Huy Quan	Independent Member	28/6/2021	11/6/2026

1.2. 2026-2031 Term:

No	Board Member	Position	Date of starting/cease of membership in the Board of Directors
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			Date of appointment	Date of Dismissal/Cessation of Participation
1	Dao Tuan Khoi	Chairman of the Board	11/6/2026	
2	Tran Anh Tuan	Board of Directors, General Director	11/6/2026	
3	Nguyen Minh Tuan	Member of the Board	11/6/2026	
4	Le Thi Khanh	Member of the Board	11/6/2026	
5	Nguyen Ngoc Tinh	Independent Member	11/6/2026	

2. Meetings of Board of Directors in first Half of 2026:

2.1. 2021-2026 Term.

No	Member of the Board	Number of Board of Directors meetings attended	Meeting attendance rate	Reason for not attending the meeting
1	Mr. Dao Tuan Khoi	3	100%	
2	Mr. Do Tien Trinh	3	100%	
3	Mr. Nguyen Minh Tuan	3	100%	
4	Mrs. Le Thi Khanh	3	100%	
5	Mr. Tran Viet Hong	3	100%	
6	Mr. Le Huy Quan	3	100%	

2.2. 2026-2030 Term.

No	Member of the Board	Number of Board of Directors meetings attended	Meeting attendance rate	Reason for not attending the meeting
1	Mr. Dao Tuan Khoi	3	100%	
2	Mr. Tran Anh Tuan	3	100%	
3	Mr. Nguyen Minh Tuan	3	100%	
4	Mrs. Le Thi Khanh	3	100%	
5	Mr. Nguyen Ngoc Tinh	3	100%	

3. Supervisory activities of the Board of Directors over the Board of Directors:

The Board of Directors' supervision of the executive management is carried out in accordance with the Company's Charter and the Board of Directors' Operating Regulations. The Board of Directors exercises its supervisory authority over the General Director and other managers through periodic reporting on the performance of tasks assigned in meeting resolutions, or through ad-hoc reports upon request.

The Board of Directors closely follows the Company's production and business plans in order to issue resolutions and decisions and to provide

guidance that helps the executive management devise operational solutions, directs the Company's units to coordinate in addressing production, business and investment issues, practise thrift in production, and strive to fulfil the monthly, quarterly and annual production plans.

In the first 6 months of 2026, the Board of Directors of Vicem Bút Sơn Cement JSC effectively performed its role in managing and directing the Company's production and business activities. Members of the Board of Directors demonstrated a high sense of responsibility and solidarity, upheld the principle of democratic centralism, strengthened individual accountability for their respective assigned areas, promoted their leadership and management role in directing all of the Company's activities, and closely directed affiliated units to accomplish the Company's key tasks, organized tight management of production, business and capital-construction investment activities, ensured economic efficiency and sustainable development, and brought benefits to the Company and its shareholders.

4. Activities of subcommittees under the Board of Directors: The Board of Directors of the Company does not establish subcommittees.

5. Resolutions/Decisions of the Board of Directors in the first Half of 2026:

No	Resolution/ Decision Number	Day	Content	Approval rate (%) (%)
I	RESOLUTION			
1	51/BTS-HĐQT	08/01/2026	Resolution approving the signing of a clinker sale and purchase contract with Vicem Energy and Environment JSC	100%
2	52/BTS-HĐQT	08/01/2026	Resolution agreeing in principle on the appointment of the Chief of Office of Vicem Bút Sơn	100%
3	177/BTS-HĐQT	23/01/2026	Resolution approving the signing of a clinker sale and purchase contract with Vicem Gypsum Cement JSC	100%
4	301/BTS-HĐQT	06/02/2026	Resolution approving the signing of a cement processing contract with Vicem Hoàng Mai Cement JSC	100%
5	533/BTS-HĐQT	19/03/2026	Resolution approving the 2025 actual salary fund	100%
6	532/BTS-HĐQT	23/03/2026	BOD resolution on convening the 2026 Annual General Meeting of Shareholders	100%
7	616/BTS-HĐQT	30/03/2026	BOD resolution extending the time for holding the 2026 AGM	100%
8	689/BTS-HĐQT	07/04/2026	Resolution of the Q2/2026 BOD meeting	100%
9	866/BTS-HĐQT	05/05/2026	Resolution on personnel matters	100%
10	1150/BTS-HĐQT	11/06/2026	Resolution of the 2026 Annual General Meeting of Shareholders	100%
11	1272/BTS-HĐQT	24/06/2026	Resolution establishing the Internal Audit	100%

No	Resolution/ Decision Number	Day	Content	Approval rate (%) (%)
			Board of Vicem But Son Cement JSC	
12	1255/BTS-HĐQT	25/06/2026	Resolution assigning Mr. Trần Anh Tuấn - BOD Member and General Director, to carry out the procedures for selecting the auditor of the 2026 Financial Statements	100%
II	DECISION:			
1	44/BTS-HĐQT	13/01/2026	Decision on the 2024 performance evaluation and classification of the Company's managers	100%
2	340/BTS-HĐQT	23/03/2026	Decision on Approving the Actual Payroll Fund for 2025	100%
3	341/BTS-HĐQT	23/03/2026	Decision convening the 2026 Annual General Meeting of Shareholders	100%
4	342/BTS-HĐQT	23/03/2026	Decision establishing the Organizing Committee for the 2026 AGM	100%
5	469/BTS-HĐQT	21/04/2026	Decision approving the contractor-selection plan for the Hồng Sơn Limestone Mine Project	100%
6	567/BTS-HĐQT	05/05/2026	Decision on Mr. Do Tien Trinh ceasing to hold the position of General Director of Vicem Bút Sơn Cement JSC	100%
7	568/BTS-HĐQT	05/05/2026	Decision on receiving and appointing Mr. Trần Anh Tuấn as General Director of Vicem Bút Sơn Cement JSC	100%
8	804/BTS-HĐQT	30/06/2026	Decision establishing the Internal Audit Board of Vicem Bút Sơn Cement JSC	100%
9	785/BTS-HĐQT	25/06/2026	Decision appointing the Person in charge of Corporate Governance of Vicem Bút Sơn Cement JSC	100%
10	786/BTS-HĐQT	25/06/2026	Decision appointing the Company Secretary of Vicem Bút Sơn Cement JSC	100%
11	788/BTS-HĐQT	25/06/2026	Decision appointing the Company Secretary of Vicem Bút Sơn Cement JSC	100%

III. Board of Control:

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

No	Board Member	Position	Date of starting/no longer being a member of the Board of Supervisors	Professional qualifications
1	Doan Huu Phong	Head of the Board	End of term from 11 June 2026	Bachelor of Accounting, Master of Banking and Finance

No	Board Member	Position	Date of starting/no longer being a member of the Board of Supervisors	Professional qualifications
2	Dang Vu Hai	Member	22/4/2016	Bachelor of Accounting
3	Tran Ngoc Hai	Member	20/4/2018	Bachelor of Accounting
4	Nguyen Quang Tuan	Head of the Board	Start of term from 11 June 2026	Bachelor of Economics (Corporate Finance)

2. Meeting of the Board of Supervisors:

2.1. 2021-2026 Term:

No	Board Member	Number of meetings attended by the Board of Supervisors	Meeting attendance rate	Voting ratio	Reason for not attending the meeting
1	Doan Huu Phong	02	100%	100%	
2	Dang Vu Hai	02	100%	100%	
3	Tran Ngoc Hai	02	100%	100%	

2.2. 2026- 2030 Term

No	Board Member	Number of meetings attended by the Board of Supervisors	Meeting attendance rate	Voting ratio	Reason for not attending the meeting
1	Nguyen Quang Tuan	01	100%	100%	
2	Dang Vu Hai	01	100%	100%	
3	Tran Ngoc Hai	01	100%	100%	

3. Supervisory activities of the Board of Supervisors towards the Board of Directors, Executive Board and shareholders:

In the first 6 months of 2026, the Supervisory Board held 03 meetings to assess compliance with legal regulations and the Company's Charter in the operations of the Board of Directors, and to assess the implementation of resolutions issued by the General Meeting of Shareholders, the Board of Directors and the Board of Management. In addition, the Head of the Supervisory Board took part in the Company's monthly and quarterly review meetings, attended a number of Board of Directors meetings, and participated in many other meetings. Supervisory Board members carried out the duties approved by the General Meeting of Shareholders and made many practical contributions to the Company's corporate governance.

The Supervisory Board's inspection and supervision focused mainly on: examining and supervising the preservation of capital and the efficiency of the

Company's production and business operations, and supervising compliance with the Charter, the resolutions of the General Meeting of Shareholders, and the documents and decisions issued by Vietnam Cement Corporation with respect to Vicem Bút Sơn Cement JSC.

4. Coordination of activities between the Supervisory Board and the Board of Directors, the Executive Board and other management staff:

The Supervisory Board coordinated closely with the Board of Directors and the Board of Management in performing its assigned functions and duties, and in conducting inspection and supervision activities in accordance with regulations. The Board of Directors and the Board of Management created favorable conditions for the Supervisory Board to carry out its duties, such as providing information and documents, and enabling participation in meetings of the Board of Directors and of the Company.

IV. Executive Board:

No	Board Member	Date of birth	Professional qualifications	Date of appointment	Dismissal Date
1	Do Tien Trinh	14/6/1979	Silicate Materials Technology Engineer; Master of Business Administration	19/4/2018	5/5/2026
2	Tran Anh Tuan	28/10/1974	Silicate Materials Technology Engineer	5/5/2026	
3	Le Thi Khanh	05/10/1974	Bachelor of Economics (Finance & Credit), Master of Banking & Finance.	14/3/2022	
4	Nguyen Manh Tuong	05/9/1978	Silicate Materials Technology Engineer, Master of Chemical Materials Technology	9/11/2024	

V. Chief Accountant

No	Full name	Date of birth	Professional qualifications	Date of appointment
1	Pham Tran Viet	23/9/1981	Bachelor of Accounting, Master of Economics	30/01/2024

VI. Training on Corporate Governance:

Training courses on corporate governance attended by Board of Directors members, Supervisory Board members, the General Director, other managers and the Company Secretary, in accordance with corporate governance regulations: Due to difficulties in the supply of raw materials and fuel for production and pressure from the market, members of the Board of Directors, the Supervisory Board, the Board of Management and other managers are currently focused on solutions to maintain stable production and business

operations, and have not yet had the opportunity to attend corporate governance training courses.

VII. List of related persons of Vicem But Son Cement Joint Stock Company and transactions of related persons of the Company with the Company itself.

1. List of related persons of the Company: Attached appendix.

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

No	Name of organization/individual	Relationship with the company	NSH Certificate Number*, date of issue, place of issue	Head office address/ Contact address	Time of transaction with the company	Resolution Number of the Board of Directors approved (if any, specify date of issue)	Content, quantity, total transaction value
1	Vicem Energy and Environment Joint Stock Company	Both are subsidiaries of Vietnam Cement Corporation	0100106352	No 21B Cat Linh, O Cho Dua, Ha noi	09/01/2026	Resolution No. 51/BTS-HĐQT dated 08/01/2026	Clinker sale and purchase contract No. 13/BTS-XNTT dated 09/01/2026 Value: VND 34,953,703,704
2	Vicem Gypsum Cement Joint Stock Company	Both are subsidiaries of Vietnam Cement Corporation	3300101300	No 24, Ha Noi Street, Thuan Hoa, Hue	26/01/2026	Resolution No. 177/BTS-HĐQT dated 23/01/2026	Clinker and cement sale and purchase contract No. 45/BTS-XNTT dated 26/01/2026 Value: VND 18,750,000,000
3	Vicem Hoang Mai Cement Joint Stock Company	Both are subsidiaries of Vietnam Cement Corporation	2900329295	Tan Tien Hamlet, Hoang Mai Ward, Nghe An province		Resolution No. 301/BTS-HĐQT dated 06/02/2026	Cement processing contract with Vicem Hoàng Mai Cement JSC No. 66/BTS-XNTT dated 09/02/2026

3. Transactions between insiders of the Company, related persons of insiders and Subsidiaries, Companies controlled by the Company: No transactions occurred during the period.

4. Transactions between the Company and other entities:

4.1. Transactions between the Company and companies in which members of the

Board of Directors, members of the Board of Supervisors, General Director and other managers have been and are founding members or members of the Board of Directors, Directors (General Directors) in the past three (03) years (as of the time of reporting): There were no transactions during the period.

4.2. Transactions between the Company and Companies in which related persons of members of the Board of Directors, members of the Board of Supervisors, General Director and other managers are members of the Board of Directors, Executive Director (General Director): There were no transactions during the period.

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 Board of Supervisors, General Director and other managers: No transactions occurred during the period.

VIII. Stock transactions of insiders and related parties of insiders

1. List of insiders and related persons of insiders: There is an appendix attached.

2. Transactions of insiders and related persons on shares of listed companies: No transactions occurred during the period.

IX. Other matters to note: None.

Recipient:

- As above;
- Save: VT, Board of Directors.

**CHAIRMAN OF THE BOARD OF
DIRECTORS**

Dao Tuan Khoi

STOCK CODE: BTS

Appendix 01
LIST OF COMPANY RELATED PERSONS

No	Name of organization/ individual	TK Securities transaction (if any)	Positi on in the compa ny (if any)	ID number /Busine ss registra tion number	Hea d offic e addr ess	The starting point is the person concerne d.	Time is no longer releva nt	Re aso n	Relationship with the Company
1	Vietnam national Cement Corporation								Holding Company
2	Vicem Hai Phong Cement Company Limited								the subsidiaries of VICEM.
3	Vicem Hoang Thach Cement One Member Co.,Ltd								the subsidiaries of VICEM.
4	Vicem Tam Diep Cement One Member Co.,Ltd								the subsidiaries of VICEM.
5	Bim Son Cement Joint Stock Company								the subsidiaries of VICEM.
6	Vicem Hoang Mai Cement Joint Stock Company								the subsidiaries of VICEM.
7	Ha Tien 1 Cement Joint Stock Company								the subsidiaries of VICEM.
8	Vicem Gypsum Cement Joint Stock Company								the subsidiaries of VICEM.
9	Vicem Hai Van Cement Joint Stock Company								the subsidiaries of VICEM.
10	Ha Long Cement Joint Stock Company								the subsidiaries of VICEM.
11	Vicem Song Thao Cement Joint Stock Company								the subsidiaries of VICEM.

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VIETNAM NATIONAL CEMENT CORPORATION
JSC XM VICEM BUT SON

STOCK CODE: BTS

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Appendix 2:
LIST OF INSIDERS AND RELATED PERSONS OF INSIDERS

TT	Full name	Stock trading account	Position in the company	Relationships with insiders	ID card/Passport/Business registration certificate			Head office address/Contact address	Number of shares owned at the end of the period	End of period share ownership ratio	Note
					Number	Date of issue	Place of issuance				
1	Dao Tuan Khoi		Chairman of the BOD						VICEM representative owns: 58,948,939 shares	47.71%	
	Vicem Gypsum Cement Joint Stock Company			Member of BOD							
	Song Da 12 Joint Stock Company			Member of BOD							
	Dao Dinh Khanh			Biological Father							
	Khieu Thi Dung			Biological Mother							
	To Thi Minh Phuong			Wife							
	Dao Khanh Linh			Biological Child							
	Dao Dang Khoa			Biological Child							
	Dao Thi Hanh			Sibling							
	To Manh Thuong			Father-in-law							
	Tran Thi Ngoc Anh			Mother-in-law							Died

TT	Full name	Stock trading account	Position in the company	Relationships with insiders	ID card/Passport/Business registration certificate			Head office address/Contact address	Number of shares owned at the end of the period	End of period share ownership ratio	Note
					Number	Date of issue	Place of issuance				
2	Do Tien Trinh		Ceased to serve as a Member of BOD from June 11, 2026; Ceased to serve as a General Director from May 05, 2026								
	Do Ngoc Thoa			Biological Father							
	Nguyen Thi Sam			Biological Mother							
	Trinh Quang Dan			Father-in-law							
	Nguyen Thi Nhi			Mother-in-law							Died
	Trinh Thanh Nga			Wife							
	Do Minh Thu			Biological Child							
	Do Nhat Minh			Biological Child							
	Do Ngoc Thanh			Sibling							Young
	Do Thanh Chinh			Sibling							
	Phan Thi Hoa			Sister-in-law							
	Cao Thi Hoat			Sister-in-law							
3	Tran Anh Tuan		BOD member from 11 June 2026; General Director from 5 May 2026						VICEM's authorized representative holds: 19.650.000 shares	15,90%	
	Tran Minh Hung			Father							
	Nguyen Thi Mien			Mother							Deceased

TT	Full name	Stock trading account	Position in the company	Relationships with insiders	ID card/Passport/Business registration certificate			Head office address/Contact address	Number of shares owned at the end of the period	End of period share ownership ratio	Note
					Number	Date of issue	Place of issuance				
	Le Mong Long			Father-in-law							
	Trinh Thi Chap			Mother-in-law							
	Le Thi Thu Hien			Wife							
	Tran Le Khanh Linh			Biological child							
	Tran Duy Anh			Biological child							
	Tran Thi Ha			Elder sister							
	Tran Quang Huy			Elder brother							
	Nguyen Duc Vien			Brother-in-law							
	Tran Thi Kim Oanh			Sister-in-law							
4	Nguyen Minh Tuan		Member of BOD								
	Nguyen Thanh Lam			Biological Father							Died
	Nguyen Thi Xuan Thanh			Biological Mother							
	Nguyen Minh Hai			Sibling							
	ACB Real Estate Joint Stock Company			Chairman of the BOD					300,000	0.24%	
	Hanoi Asia Financial Investment Company Limited			Member of BOD					3,916,894	3.17%	

TT	Full name	Stock trading account	Position in the company	Relationships with insiders	ID card/Passport/Business registration certificate			Head office address/Contact address	Number of shares owned at the end of the period	End of period share ownership ratio	Note
					Number	Date of issue	Place of issuance				
5	Le Thi Khanh		Member of BOD, Deputy General Director						- VICEM representative owns: 19,650,000 shares - Individual owns: 2,719 shares	- VICEM representative owns: 15.9% - Individual owns: 0.0022%	
	Bim Son Cement Joint Stock Company			Independent Member of BOD							
	Le Van Bat			Biological Father							
	Le Thi Thuoc			Biological Mother							Died
	Pham Xuan Le			Father-in-law							
	Vuong Thi Dong			Mother-in-law							
	Pham Van Nham			Husband					4,532	0.004%	
	Pham Gia Khanh			Biological Child							
	Pham Thanh Huyen			Biological Child							
	Le Thi Thuy Anh			Sibling							
	Le Van Huu			Sibling							
	Le Van Tho			Sibling							
	Doan Van Loi			Brother-in-law							

TT	Full name	Stock trading account	Position in the company	Relationships with insiders	ID card/Passport/Business registration certificate			Head office address/Contact address	Number of shares owned at the end of the period	End of period share ownership ratio	Note
					Number	Date of issue	Place of issuance				
	Nguyen Thi Thanh Huong			Sister-in-law							
	Nguyen Thi Mai Phuong			Sister-in-law							
6	Le Huy Quan		Ceased to be an independent member of the BOD from June 11, 2026								
	Bim Son Cement Joint Stock Company			Member of BOD, Deputy General Director							
	Le Dinh Ngay			Biological Father							
	Vuong Thi Mien			Biological Mother							
	Tran Ngoc Thao			Father-in-law							Died
	Tran Thi Nhung			Mother-in-law							
	Le Thi Thu			Sibling							
	Le Thi Thu			Sibling							
	Le Thi Thuy			Sibling							
	Ngo Van Dung			Brother-in-law							
	Do Ngoc Thi			Brother-in-law							

TT	Full name	Stock trading account	Position in the company	Relationships with insiders	ID card/Passport/Business registration certificate			Head office address/Contact address	Number of shares owned at the end of the period	End of period share ownership ratio	Note
					Number	Date of issue	Place of issuance				
	Nguyen Van Du			Brother-in-law							
	Tran Thi Ha			Wife							
	Le Huy Tung			Biological Child							
	Le Thanh Tam			Biological Child							
	Nguyen Minh Chau			Daughter-in-law							
7	Tran Viet Hong		Ceased to be an independent member of the BOD from June 11, 2026								
	Vicem Hai Van Cement Joint Stock Company			Member of BOD/ General Director							
	Nguyen Thi Hong Nhung			Wife							
	Tran Phuong Linh			Biological Child							
	Tran Minh Duc			Biological Child							
	Tran Duc Can			Biological Father							Died
	Doan Thi Thom			Biological Mother							
	Tran Thi Thu Lan			Sibling							
	Tran Thi Kim Oanh			Sibling							

TT	Full name	Stock trading account	Position in the company	Relationships with insiders	ID card/Passport/Business registration certificate			Head office address/Contact address	Number of shares owned at the end of the period	End of period share ownership ratio	Note
					Number	Date of issue	Place of issuance				
	Tran Thi Thuy Ha			Sibling							
	Nguyen Van Nguyen			Brother-in-law							
	Nguyen The Hung			Brother-in-law							
	Le Ngoc Sinh			Brother-in-law							
	Tran Nam Trung			Sibling							
	Luong Thi Tho			Sister-in-law							
	Vu Xuan Canh			Father-in-law							
	Dang Thi Tuyet			Mother-in-law							
8	Nguyen Ngoc Tinh		Independent member of the Board of Directors								
	Vicem Hoang Mai Cement JSC			Deputy General Director, Member of the BOD							
	Nguyen Ngoc Ngoan			Father							
	Le Thi Ty			Mother							Deceased
	Pham Van Van			Father-in-law (wife's father)							
	Phan Thi Thuc			Mother-in-law (wife's mother)							
	Pham Thi Huong			Wife							
	Nguyen Pham Bao Chau			Biological child							Young

TT	Full name	Stock trading account	Position in the company	Relationships with insiders	ID card/Passport/Business registration certificate			Head office address/Contact address	Number of shares owned at the end of the period	End of period share ownership ratio	Note
					Number	Date of issue	Place of issuance				
	Nguyen Ngoc Luong			Elder brother							
	Hoang Thi Man			Sister-in-law							
	Nguyen Ngoc Tam			Elder brother							
	Tran Thi Diem Huong			Sister-in-law							
	Nguyen Thi Tinh			Elder sister							
	Nguyen Van Quyet			Brother-in-law							
9	Nguyen Manh Tuong		Deputy General Manager								
	Nguyen Duc Trinh			Biological Father							
	Nguyen Thi Tuan			Biological Mother							
	Hoang Thi Quynh Phuong			Wife							
	Nguyen Phuong Anh			Biological Child							
	Nguyen Minh Tung			Biological Child							Young
	Nguyen Minh Khue			Biological Child							Young
	Nguyen Manh Trinh			Sibling							

TT	Full name	Stock trading account	Position in the company	Relationships with insiders	ID card/Passport/Business registration certificate			Head office address/Contact address	Number of shares owned at the end of the period	End of period share ownership ratio	Note
					Number	Date of issue	Place of issuance				
	Nguyen Thi Hoa			Sister-in-law							
	Hoang Dinh Bang			Father-in-law							
	Nguyen Thi Huyen			Mother-in-law							
10	Doan Huu Phong		Head of Supervisory Board								
	Doan Huu Cu			Biological Father							Died
	Pham Thi Khu			Biological Mother							
	Nguyen Tran Hieu			Father-in-law							Died
	Do Thi Tuat			Mother-in-law							
	Nguyen Thi Thu Ha			Wife							
	Doan Minh Phuong			Biological Child							
	Tran Van Dong			Son-in-law							
	Doan Minh Hien			Biological Child							
	Doan Huu Su			Sibling							
	Hoang Hai Thanh			Sister-in-law							
	Doan Thi Lien			Sibling							
	Doan Huu Canh			Sibling							
	Dang Thi Thu Hien			Sister-in-law							
11	Nguyen Quang Tuan		Head of the Supervisory Board from 11								

TT	Full name	Stock trading account	Position in the company	Relationships with insiders	ID card/Passport/Business registration certificate			Head office address/Contact address	Number of shares owned at the end of the period	End of period share ownership ratio	Note
					Number	Date of issue	Place of issuance				
			June 2026								
	Vicem Hai Van Cement Joint Stock Company			Member of the Board of Directors							
	TAY DO CEMENT JOINT STOCK COMPANY			Member of the BOD							
	VietCredit General Finance JSC			VICEM's capital representative							
	Dong Nai Roofsheets & Construction Material Joint Stock Company			VICEM's capital representative							
	Nguyen Trong Dam			Father							
	Pham Thi My			Mother							
	Vu Viet My			Father-in-law							Deceased
	Van Thi Tan			Mother-in-law							Deceased
	Vu Thi Cam Binh			Wife							
	Nguyen Thien Minh			Child							
	Nguyen Vu Binh Nhi			Child							
	Nguyen Cat Bao Chau			Child							Young
	Nguyen Thi My Phuong			Younger sister							
12	Dang Vu Hai		Board of Supervisors								
	Dang Chi Hien			Biological Father							

TT	Full name	Stock trading account	Position in the company	Relationships with insiders	ID card/Passport/Business registration certificate			Head office address/Contact address	Number of shares owned at the end of the period	End of period share ownership ratio	Note
					Number	Date of issue	Place of issuance				
	Tran Thi Luyen			Biological Mother							
	Le Anh Sam			Father-in-law							
	Dinh Thi My			Mother-in-law							
	Dang Vu Hiep			Sibling							
	Nguyen Minh Nguyet			Sister-in-law							
	Le Hong Nhung			Wife							
	Dang Thu Thao			Biological Child							Young
	Dang Minh Tri			Biological Child							Young
13	Tran Ngoc Hai		Board of Supervisors								
	Tran Ngoc Chuong			Biological Father							
	Hoang Thi Ha			Biological Mother							
	Nguyen Huy Tuan			Father-in-law							
	Dang Thi Hong Loan			Mother-in-law							
	Tran Thi Bich			Sibling							
	Hoang Van Ut			Brother-in-law							
	Tran Ngoc Truong			Sibling							

TT	Full name	Stock trading account	Position in the company	Relationships with insiders	ID card/Passport/Business registration certificate			Head office address/Contact address	Number of shares owned at the end of the period	End of period share ownership ratio	Note
					Number	Date of issue	Place of issuance				
	Tran Thi Lanh			Sister-in-law							
	Nguyen Thi Ha Giang			Wife							
	Tran Ngoc Linh Dan			Biological Child							Young
14	Pham Tran Viet		Chief Accountant; Authorized person to disclose information								
	Pham Gia Luu			Biological Father							Died
	Tran Thi Hang			Biological Mother							
	Hoang Thi Thuy Trang			Wife							
	Pham Gia Khanh Linh			Biological Child							
	Pham Gia Khanh			Biological Child							Young
	Pham Thi Hang Nga			Sibling							
	Pham Hoai Minh			Brother-in-law							
	Hoang Quoc Diep			Father-in-law							
	Do Thi Dung			Mother-in-law							
15	Le Ngoc Hung		Company Secretary								

TT	Full name	Stock trading account	Position in the company	Relationships with insiders	ID card/Passport/Business registration certificate			Head office address/Contact address	Number of shares owned at the end of the period	End of period share ownership ratio	Note
					Number	Date of issue	Place of issuance				
	Le Ngoc Hai			Biological Father							
	Le Thi Hai			Biological Mother							
	Tran Thi Hong Tien			Wife							
	Le Thi Ngoc Anh			Biological Child							
	Le Ngoc Minh			Biological Child							
	Le Ngoc Huy			Biological Child							
	Le Thi Hien			Sibling							
	Nguyen Truong Tam			Brother-in-law							
	Le Thi Han			Sibling							
	Nguyen Xuan Truong			Brother-in-law							
	Tran Van Thanh			Father-in-law							
	Nguyen Thi Tram			Mother-in-law							
16	Nguyen Duy Tiep		Company Secretary								
	Nguyen Van Lam			Biological Father					2,492	0.002%	
	Vu Thi Chien			Biological Mother					56	0.0001%	
	Vu Hong Son			Father-in-law							
	Bui Thi Oanh			Mother-in-law							
	Vu Lan Anh			Wife					700	0.0006%	
	Nguyen Hai Dang			Biological Child							Young

TT	Full name	Stock trading account	Position in the company	Relationships with insiders	ID card/Passport/Business registration certificate			Head office address/Contact address	Number of shares owned at the end of the period	End of period share ownership ratio	Note
					Number	Date of issue	Place of issuance				
	Nguyen Vu Nam Khanh			Biological Child							Young
	Nguyen Vu Thanh Xuan			Sibling					113	0.0001%	
	Nguyen Manh Hai			Brother-in-law					8,086	0.01%	
17	Cô Thị Thu Hiền		Person in charge of Corporate Governance from 25 May 2026								
	Cô Khắc Trường			Father							Died
	Nguyễn Thị Thu			Mother							
	Trần Ngọc Quang			Father-in-law							
	Lê Thị Tơ			Mother-in-law							
	Trần Văn Quảng			Husband							
	Trần Nam Khánh			Child							
	Trần Minh Khang			Child							
	Cô Văn Tuấn			Younger brother							
	Nguyễn Hải Yến			Sister-in-law							
18	Vietnam National Cement Corporation										
19	Trade Union of Vicem But Son Cement Joint Stock Company										