

No: 409 /XMHM-HĐQT

Nghe An, month 01 day 23 year 2025

Appendix 05

REPORT ON CORPORATE GOVERNANCE OF LISTED COMPANY IN 2024

To: - The State Securities Commission;
- The Stock Exchange.

- Name of company: Vicem Hoang Mai Cement Joint Stock Company
- Address of Headoffice: Tan Tien block, Quynh Thien ward, Hoang Mai town, Nghe An province
- Tel: 02383866170; Email: sales@ximanghoangmai.com.vn
- Charter Capital: 747.691.310.000 Viet Nam Dong
- Stock symbol: HOM
- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors, and General Director.
- Implementation of internal audit: Implemented

I. Activities of the General Meeting of Shareholders

Information on meetings, resolutions and decisions of the General Meeting of Shareholders (including the resolutions of the General Meeting of Shareholders approved in the form of written comments):

No	Resolution/ Decision No.	Date	Content
1	02/2024/NQ- ĐHĐCĐ	26/4/2024	<ul style="list-style-type: none">- Approval of the Board of Directors' Activities Report for 2023 and the Operational Plan for 2024;- Approval of the Board of Directors' Independent Member's Report for 2023;- Approval of the Report on Business results & Investment in 2023 and the Business & Investment plan for 2024;- Approval of the audited Financial Statements for 2023;- Approval of the Proposal for the distribution of after-tax profits for 2023;



Handwritten signature

No	Resolution/ Decision No.	Date	Content
			<ul style="list-style-type: none"> - Approval of the Board of Supervisors' activities Report for 2023 and its operational plan for 2024; - Approval of the Proposal to select an auditing firm for the 2024 Financial Statements; - Approval of the Proposal for the payment of remuneration for the Board of Directors, Board of Supervisors, and Company Secretary for 2023 and the Payment Plan for 2024; - Approval of the Proposal to proceed with the preparation steps for the Vicem Hoàng Mai General Port Project at Dong Hoi- Nghe An province; - Approval of the Proposal for the dismissal and election of an additional independent member of the Board of Directors for the term 2023 – 2028; - Approval of the Election Regulations and the results of the vote for the additional independent member of the Board of Directors for the term 2023-2028.

II. Board of Directors (Report of 2024)

1. Information about members of the Board of Directors.

No	Member of the Board of Directors	Position	The date becoming/ceasing to be the member of the Board of Directors		Remarks
			Date of appointment	Date of dismissal	
1	Mr. Le Trung Kien	Board of Directors' Chairman (Non-executive)	08/02/2018 21/4/2023	21/4/2023	
2	Mr. Nguyen Dinh Dung	Board of Directors' member, General Director	21/4/2023		
3	Mr. Le Dinh Thang	Board of Directors' member, Deputy General Director	21/4/2023		
4	Mr. Nguyen Ngoc Tinh	Board of Directors' member, Deputy General Director	21/4/2023		

Handwritten signature

5	Mr. Dau Duc Son	Board of Directors' independent member	26/4/2024		Appointment
6	Mr. Nguyen Van Dung	Board of Directors' independent member	24/4/2021	26/4/2024	Dismissal

2. Meetings of the Board of Directors (Including the form of soliciting opinions in writing):

No	Board of Directors' Member	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
1	Mr. Le Trung Kien	37/37	100%	
2	Mr. Nguyen Dinh Dung	37/37	100%	
3	Mr. Le Dinh Thang	37/37	100%	
4	Mr. Nguyen Ngoc Tinh	37/37	100%	
5	Mr. Dau Duc Son	27/28	96,4%	The start date as an Independent Member of the Board of Directors is April 26, 2024
6	Mr. Nguyen Van Dung	9/9	100%	The dismissal date is April 26, 2024

3. Supervising the Board of Management by the Board of Directors:

Based on the powers and responsibilities stipulated by law and the Company's Charter, in 2024, the Board of Directors held 14 in-person meetings and 23 non-in-person meetings through written opinions to promptly review and approve Resolutions/Decisions related to issues under the authority of the Board of Directors. The Board also organized the supervision of the General Director in implementing the Resolutions/Decisions of the Board of Directors and the Shareholders' General Meeting and ensured full compliance with information disclosure requirements. The members of the Board of Directors have fulfilled their responsibilities as the company's management in a spirit of commitment to the company's work and development, effectively collaborating with the Board of Supervisors to ensure the transparency of the company's operations.

The Board's supervisory activities over the Company's Board of Management are conducted in accordance with the Internal Governance Regulations, the Board of Directors' Operational Rules, and through various forms such as organizing meetings chaired by the Board of Directors, participating in regular meetings hosted by the General Director, and reviewing reports from the General Director.

The supervisory activities indicate:

2/Jan

- In 2024, the Executive Board effectively managed the company's business operations in accordance with legal regulations, the Company's Charter, internal regulations, and fully implemented the Resolutions/Decisions of the Board of Directors. The Executive Board has provided sufficient information, facilitating the Board of Supervisors's access to and review of the company's financial situation and other activities;

- The management team has maintained good coordination through monthly and quarterly meetings to revise and evaluate performance, thus adjusting management solutions in production and business flexibly and effectively.

4. Activities of the Board of Directors' subcommittees: The company's Board of Directors has not established any subcommittees.

5. Resolutions/Decisions of the Board of Directors (Report of the year 2024):

No	Resolution/ Decision No.	Date	Content	Approval rate
1	05/NQ-XMHHM- HĐQT	11/01/2024	Approval of the plan to sign a contract for the purchase and sale of processed coal for production in the first half of 2024 with Vicem Energy and Environment Joint Stock Company.	5/5
2	07/QĐ-XMHHM- HĐQT	11/01/2024	Issuance of Regulations on the introduction of candidates for leadership positions and managers of companies under VICEM's management.	5/5
3	08/NQ-XMHHM- HĐQT	19/01/2024	Agreement on the proposal to appoint Mr. Nguyen Dinh Dung as General Director of Vicem Hoang Mai Cement Joint Stock Company.	5/5
4	10/QĐ-XMHHM- HĐQT	30/01/2024	Issuance of the Project Management Regulations for investment construction projects of Vicem Hoàng Mai Cement Joint Stock Company.	5/5
5	12/QĐ-XMHHM- HĐQT	01/02/2024	Approval of the Contractor Selection Plan for the Waste heat recovery power generation project of Hoang mai Cement Plant.	5/5
6	16/NQ-XMHHM- HĐQT	22/02/2024	Approval to sign a Contract for the implementation of Package 11 with the Cement Investment and Development Consulting Company.	5/5
7	19/NQ-XMHHM- HĐQT	06/03/2024	Approval of the plan to sign a Contract for outsourcing work at Vicem Ha Long Cement Joint Stock Company.	5/5

No	Resolution/ Decision No.	Date	Content	Approval rate
8	22/NQ-XMHM- HĐQT	19/03/2024	<ul style="list-style-type: none"> + Approval of the estimated results of Business operations and Construction investment for Q1 and the plan for Q2, 2024. + Approval on the contents of the reports for the Annual General Meeting of Shareholders in 2024. + Approval on the proposal to submit to the 2024 Annual General Meeting of Shareholders regarding the plan to initiate investment preparations for the Vicem Hoang Mai integrated port project at Dong Hoi, Nghe An province. + Approval of the salary fund for the year 2023. + Approval on the proposal to raise capital for Business operations in 2024. + Approval of the proposal for the implementation of Decree 05/2019/ND-CP on Internal Auditing. 	5/5
9	23/QĐ-XMHM- HĐQT	19/03/2024	Approval of the actual salary fund for the year 2023 of Vicem Hoang Mai Cement Joint Stock Company.	5/5
10	24/QĐ-XMHM- HĐQT	19/03/2024	Assigning the General Director of the Company to execute and sign financial contracts to support the Business operations and Construction investment for the year 2024.	5/5
11	26/NQ-XMHM- HĐQT	19/03/2024	Approving the Resolution to appoint the General Director of Vicem Hoang Mai Cement Joint Stock Company.	5/5
12	27/QĐ-XMHM- HĐQT	19/03/2024	Issuing the Decision to appoint the General Director of Vicem Hoang Mai Cement Joint Stock Company.	5/5
13	31/NQ-XMHM- HĐQT	05/04/2024	Approving the policy to sign an entrustment contract for cement export with Vicem Tam Điệp Cement Single Member Limited Liability Company and Vicem Ha Long Cement Joint Stock Company.	5/5
14	38/NQ-XMHM- HĐQT	27/05/2024	+ Approving the estimation of the Business production and Construction investment results for the first 6 months of 2024 and the plan for the third quarter of 2024.	5/5

2/ Tuan

No	Resolution/ Decision No.	Date	Content	Approval rate
			<ul style="list-style-type: none"> + Assigning the General Director of the Company to organize and implement the selection and signing of contracts with a qualified consulting firm to prepare the Investment proposal report for the Quynh Vinh clay mining project, Phase 3. + Assigning the General Director of the Company to carry out certain tasks in the preparation phase of the Vicem Hoang Mai Port project in Dong Hoi, Nghe An province. + Approving the proposal for selecting an auditing firm for the 2024 Financial Statement audit. + Approving the draft allocation of responsibilities for the Board of Directors members for the 2023-2028 term. 	
15	41/QĐ-XMHHM-HĐQT	27/05/2024	Allocation of responsibilities for the Board of Directors members for the 2023-2028 term.	5/5
16	42/NQ-XMHHM-HĐQT	27/05/2024	Approving the adjustment of the overall budget for the Project on utilizing waste as an alternative fuel in clinker production.	5/5
17	44/NQ-XMHHM-HĐQT	30/05/2024	Approving the policy to sign an entrustment contract for cement export with Vicem Tam Điệp Cement Single Member Limited Liability Company.	5/5
18	46/NQ-XMHHM-HĐQT	31/05/2024	<ul style="list-style-type: none"> + Approving the policy to relieve Mr. Mai Van Dung from the position of Chief of the Materials Department to perform tasks according to the resolutions of the Company's Party Committee. + Approving the policy to transfer Mr. Tran Thanh Hau - Chief of Human Resources Department to the position of Chief of Materials Department. + Thông nhất chủ trương bổ nhiệm TP Tổ chức đối ông Nguyễn Quốc Đạt- Phó TP Tổ chức. Approving the policy to appoint Mr. Nguyen Quoc Dat - Deputy chief of the Human Resources Department as the Chief of the Human Resources Department. 	4/5

No	Resolution/ Decision No.	Date	Content	Approval rate
19	51/NQ-XMHM- HĐQT	06/06/2024	+ Agreed to appoint Mr. Nguyen Quoc Dat to the position of Chief of the Human Resources Department. + Agreed to discontinue the concurrent position of Director of Consumption Department held by Mr. Nguyen Dinh Dung– Member of the Board of Directors, General Director. + Agreed to assign Mr. Nguyen Trung Thanh – Deputy Director of Consumption Department, to take over the responsibilities of the Consumption Department	5/5
20	53/NQ-XMHM- HĐQT	19/06/2024	Approving the Internal audit plan for the year 2024	5/5
21	55/NQ-XMHM- HĐQT	28/06/2024	Approving the policy to sign contracts for executing package 10 and 16 of the Waste heat recovery power generation project with Cement Investment and Development Consulting Company.	5/5
22	59/QĐ-XMHM- HĐQT	09/07/2024	Approving the Plan for the selection of contractors for the adjusted and supplemented project of using waste as alternative fuel in clinker production.	5/5
23	60/QĐ-XMHM- HĐQT	09/07/2024	Adjusting the minimum wage level applicable at Vicem Hoang Mai Cement Joint Stock Company	5/5
24	61/NQ-XMHM- HĐQT	10/07/2024	Approving the policy to sign a Contract for purchasing common solid waste Group 1 with Vicem Energy & Environment Joint Stock Company.	5/5
25	66/NQ-XMHM- HĐQT	16/07/2024	Regarding personnel work (approving the reappointment of the Deputy General Director and Chief Accountant of the Company).	5/5
26	69/NQ-XMHM- HĐQT	22/07/2024	Approving the policy to sign a Contract for executing package 12 "Preparation of E-HSMT and evaluation of E-HSDT for package 2" of the Project on Waste heat recovery power generation project with Cement Investment and Development Consulting Company.	5/5

No	Resolution/ Decision No.	Date	Content	Approval rate
27	70/QĐ-XMHHM- HĐQT	22/07/2024	Approving the Production and Business Plan & Construction Investment Plan for the year 2024.	5/5
28	73/QĐ-XMHHM- HĐQT	30/07/2024	Issuing the internal audit Regulations for Vicem Hoang Mai Cement Joint Stock Company.	5/5
29	75/NQ-XMHHM- HĐQT	05/08/2024	Regarding personnel work (approving the policy to appoint a personnel member to the position of Deputy General Director of the Company in charge of consumption work from internal resources).	5/5
30	77/NQ-XMHHM- HĐQT	16/08/2024	Approving the policy to sign a Contract for purchasing 4b.1 coal for production for the last 5 months of 2024 with Vicem Energy & Environment Joint Stock Company.	5/5
31	79/NQ-XMHHM- HĐQT	16/08/2024	Approving the policy to sign an export entrustment contract for cement with Ha Long Cement Joint Stock Company.	5/5
32	85/QĐ-XMHHM- HĐQT	06/09/2024	Approving the list of personnel removed from the planning, and the list of additional personnel for leadership and management positions at the company, as per VICEM's management framework for the 2021-2026 and 2026-2031 periods.	5/5
33	86/QĐ-XMHHM- HĐQT	09/09/2024	Approving the investment policy for the project "Adjustment of the Quynh Vinh Clay Mine Exploitation Project."	5/5
34	88/NQ-XMHHM- HĐQT	13/09/2024	Approving the policy to sign a Contract for purchasing refractory bricks with Vicem Hoang Thach Cement One Member Co., Ltd.	5/5
35	92/NQ-XMHHM- HĐQT	25/09/2024	+ Agreeing to transfer the level crossing protection system at Km 242+730 of the Hanoi – Ho Chi Minh City railway line. + Agreeing to sign an electricity purchase contract for non-residential purposes with Northern Power Corporation.	5/5
36	96/NQ-XMHHM- HĐQT	03/10/2024	Regarding personnel work (approving the reappointment of Mr. Dang Ngoc Long as Deputy General Director of the Company and the temporary appointment of Ms. Dau Thi Nga as Deputy General Director of	5/5

No	Resolution/ Decision No.	Date	Content	Approval rate
			Vicem Hoang Mai Cement Joint Stock Company)	
37	98/QĐ-XMHHM-HĐQT	04/10/2024	Reappointing Mr. Dang Ngọc Long as Deputy General Director of Vicem Hoang Mai Cement Joint Stock Company	5/5
38	99/QĐ-XMHHM-HĐQT	04/10/2024	Temporarily appointing Ms. Dau Thi Nga, Chief Accountant of the Company, as Deputy General Director of Vicem Hoang Mai Cement Joint Stock Company	5/5
39	102/QĐ-XMHHM-HĐQT	07/10/2024	Approving the results of the management quality evaluation and classification for the year 2023.	5/5
40	107/NQ-XMHHM-HĐQT	05/11/2024	+ Approving the report on Production and Business results & Construction Investment in the first 10 months of 2024, and the Production and Business Plan for the last 2 months of 2024. + Approving the adjustment of the investment project for the construction of the Hoang Mai B limestone quarry. + Approving the economic and technical norms for the year 2024. + Agreeing to amend and issue the Regulations on procurement of goods and services for Vicem Hoang Mai Cement Joint Stock Company.	5/5
41	108/QĐ-XMHHM-HĐQT	05/11/2024	Approving the adjustment of the Construction Investment project for the Hoang Mai B limestone mining facility.	5/5
42	109/QĐ-XMHHM-HĐQT	05/11/2024	Issuing the Economic and Technical Norms for 2024.	5/5
43	110/QĐ-XMHHM-HĐQT	05/11/2024	Issuing the Procurement Regulations for goods and services of Vicem Hoang Mai Cement Joint Stock Company.	5/5
44	112/QĐ-XMHHM-HĐQT	11/11/2024	Approving the Internal Audit activity Plan for 2025.	5/5
45	113/NQ-XMHHM-HĐQT	28/11/2024	Agreeing to appoint Mr. Nguyen Trung Thanh, Deputy Director, in charge of Consumption Department, as the Director of Consumption Department	5/5

No	Resolution/ Decision No.	Date	Content	Approval rate
46	116/NQ- XMHM-HĐQT	29/11/2024	+ Agreeing to terminate the operation of the Vicem Hoang Mai Cement Joint Stock Company's branch – Mining Enterprise. + Agreeing to establish a Mining Workshop as a unit under the company. + Agreeing to implement changes in the company's organizational structure. + Agreeing to change the positions of the Mining Workshop after its establishment. +The implementation will start from December 1, 2024.	5/5
47	117/QĐ- XMHM-HĐQT	29/11/2024	Terminating the operation of the Vicem Hoang Mai Cement Joint Stock Company's branch – Mining Enterprise.	5/5
48	118/QĐ- XMHM-HĐQT	29/11/2024	Issuing the organizational structure of Vicem Hoang Mai Cement Joint Stock Company.	5/5
49	122/NQ- XMHM-HĐQT	06/12/2024	Approving the policy to sign a clinker purchase Contract with Vicem Energy and Environment Joint Stock Company.	5/5
50	124/NQ- XMHM-HĐQT	10/12/2024	Approving the policy to sign a Contract for the purchase of group 1 ordinary solid waste for production in 2025 with Vicem Energy and Environment Joint Stock Company.	5/5
51	126/NQ- XMHM-HĐQT	13/12/2024	Approving the policy to sign a Product Consumption Contract for 2025 with Son Thanh Trading Co., Ltd.	5/5
52	128/NQ- XMHM-HĐQT	24/12/2024	Approving the policy to sign a contract for the purchase of artificial gypsum from Lao Cai for production in 2025 with Vicem Energy and Environment Joint Stock Company.	5/5
53	130/NQ- XMHM-HĐQT	31/12/2024	Approving the policy to sign a contract for outsourcing cement production at the Cam Ranh grinding station with Vicem Ha Tien Cement Joint Stock Company.	5/5
54	131/QĐ- XMHM-HĐQT	31/12/2024	Authorizing the General Director of the company to borrow investment capital to implement the project " Waste heat recovery power generation - Hoang Mai Cement Plant."	5/5

III. Board of Supervisors (Report for 2024)

1. Information about Board of Supervisors' Members:

No	Board of Supervisors' Members	Position	The date becoming to be the member of the Board of Supervisors	Qualification
1	Ms. Nguyen Thi Anh Tu	Chairman	21/4/2023	Bachelor of Accounting
2	Mr. Cao Trong Nghien	Member	21/4/2023	Bachelor of Accounting
3	Mr. Nguyen Quang Ton	Member	21/4/2023	Civil Engineer, Bachelor of Accounting

2. Meetings of Board of Supervisors

No	Board of Supervisors' Members	Number of meetings attended by Board of Supervisors' Members	Attendance rate	Voting rate	Reasons for absence
1	Ms. Nguyen Thi Anh Tu	04	100%	3/3	
2	Mr. Cao Trong Nghien	04	100%	3/3	
3	Mr. Nguyen Quang Ton	04	100%	3/3	

3. The Board of Supervisors' oversight activities over the Board of Directors, the CEO, and shareholders.

In 2024, the Board of Supervisors of the Company held 4 in-person meetings to evaluate the implementation of legal regulations and the Company's Charter, the Resolutions issued by the General Meeting of Shareholders and the Board of Directors, as well as the operational results of the Executive Board in 2024.

Throughout the year 2024, the Board of Supervisors' members successfully completed the plan approved by the General Meeting of Shareholders. The Board of Supervisors contributed many practical suggestions to the Company's governance activities.

The supervision and inspection activities of the Board of Supervisors focused on: Monitoring the financial situation, capital preservation, and the effectiveness of the Company's production and business operations in 2024. Additionally, it supervised the implementation of the Charter, Resolutions of the General Meeting of Shareholders, and decisions and directives of the Parent Company concerning Vicem Hoang Mai Cement Joint Stock Company.

4. Collaboration between the Board of Supervisors and the activities of the Board of Directors, the Executive Board, and other management personnel: The Board of Supervisors has closely cooperated with the Board of Directors and the Executive Board in carrying out

the assigned functions and tasks, as well as in the inspection and supervision activities as required. The Board of Directors and the Executive Board have facilitated the Board of Supervisors in performing its duties by providing necessary information and documents, and allowing participation in meetings of both the Board of Directors and the Company.

5. Other activities of the Board of Supervisors: The Board of Supervisors participated in the annual General Meeting of Shareholders of the Company in 2024.

IV. Board of Management

No	Board of Management's members	Date of birth	Qualification	Date of appointment / dismissal of members of the Board of Management
1	Mr. Nguyen Dinh Dung	23/11/1976	Bachelor of Economic Law	15/7/2022
2	Mr. Dang Ngoc Long	22/09/1965	Master's degree in Mining Economics, Bachelor of Accounting	16/09/2016
3	Mr. Le Dinh Thang	06/09/1986	Bachelor of Accounting	21/4/2023
4	Mr. Nguyen Ngoc Tinh	20/09/1985	Silicate Engineer	14/12/2021
5	Mr. Dau Thi Nga	15/02/1980	Master's degree in Economics, Bachelor of Accounting	04/10/2024

V. In charge of the company's accounting

Name	Date of birth	Qualification	Date of appointment / dismissal
Mr. Tran Van Duc	27/07/1991	Bachelor of Finance and Banking	10/10/2024

VI. Corporate Governance Training

The corporate governance training courses attended by the members of the Board of Directors, members of the Board of Supervisors, the CEO, other management staff, and the company secretary, as required by corporate governance regulations: None.

VII. The list of affiliated persons of the public company (Semi-annual report/annual report) and transactions of affiliated persons of the Company)

1. List of related persons of the company: Details are provided in Appendix 01 attached.
2. Transactions between the company and related persons, or between the company and major shareholders, internal persons, or related persons of internal persons: Details are provided in Appendix 02 attached.
3. Transactions between internal persons of the company, related persons of internal persons with subsidiaries, or companies controlled by the company: None.
4. Transactions between the company and other entities.
 - 4.1. Transactions between the company and a company where a member of the Board of Directors, member of the Board of Supervisors, or CEO has been or is a founding member or member of the Board of Directors, CEO within the past three (03) years (as of the report date): Details are provided in Appendix 02 attached.
 - 4.2. Transactions between the company and a company where related persons of members of the Board of Directors, Board of Supervisors, or CEO are members of the Board of Directors, CEO: Details are provided in Appendix 02 attached.
 - 4.3. Other transactions of the company (if any) that may provide material or immaterial benefits to members of the Board of Directors, Board of Supervisors, or CEO: None.

VIII. Share transactions of internal persons and their affiliated persons (Report of 2024)

1. List of internal persons and their affiliated persons: Details are provided in Appendix 03 attached.
2. Transactions of internal persons and their affiliated persons with the company's listed shares: None.

IX. Other Issues to Note: None.

Recipients: 

- As above;
- BoD, CEO;
- BoS;
- Archived: Correspondence,
Company secretary

CHAIRMAN OF THE BOARD OF DIRECTORS




Le Trung Kiên



APPENDIX 01

LIST OF RELATED PERSONS OF THE COMPANY (ABBREVIATED VERSION)

Issued together with Report No 409 /XMHM-HĐQT dated January 23, 2025.

No	Name of Company/Person	Securities trading account (if any)	Position in the Company (if any)	ID Number	Registered Office Address / Contact Address	Start Date as Related Person	End Date as Related Person	Reason	Relationship with the Company
1	Vietnam National Cement Corporation								Parent company
2	VICEM Project Management Board								Related person of VICEM
3	Cement Investment and Development Consulting Company								Related person of VICEM
4	Cement Technology Institute								Related person of VICEM
5	VICEM Hai Phong Cement Single Member Limited Company								Related person of VICEM
6	VICEM Hoang Thach Cement Single Member Limited Company								Related person of VICEM
7	VICEM Tam Diep Cement Single Member Limited Company								Related person of VICEM
8	Bim Son Cement Joint Stock Company								Related person of VICEM
9	Vicem But Son Cement Joint Stock Company								Related person of VICEM
10	Vicem Ha Tien Cement Joint Stock Company								Related person of VICEM
11	Vicem Cement Gypsum Joint Stock Company								Related person of VICEM
12	VICEM Hai Van Cement Joint Stock Company								Related person of VICEM
13	Ha Long Cement Joint Stock Company								Related person of VICEM
14	Vicem Song Thao Cement Joint Stock Company								Related person of VICEM
15	Da Nang Vicem Construction Building Materials Joint Stock Company								Related person of VICEM
16	Vicem Cement Trading Joint Stock Company								Related person of VICEM
17	VICEM Energy and Environment Joint Stock Company								Related person of VICEM
18	VICEM Trade-Service - Hai Phong Transport Joint Stock Company								Related person of VICEM

Juan

No	Name of Company/Person	Securities trading account (if any)	Position in the Company (if any)	ID Number	Registered Office Address / Contact Address	Start Date as Related Person	End Date as Related Person	Reason	Relationship with the Company
19	Vicem Hoang Thach Transport Joint Stock Company								Related person of VICEM
20	VICEM Logistics Joint Stock Company								Related person of VICEM
21	Dung Tram Trade Service Single Member Limited Company					24/04/2021	26/04/2024		The company where Mr. Nguyen Van Dung serves as the Director
22	Son Thanh Trade Single Member Limited Company					26/04/2024			The company where Mr. Dau Duc Son serves as the Director
23	Mr. Le Trung Kien		Chairman of BOD			08/02/2018			Internal person
24	Mr. Nguyen Dinh Dung		BoD's member, General Director			14/12/2021			Internal person
25	Mr. Nguyen Ngoc Tinh		BoD's member, Deputy General Director			14/12/2021			Internal person
26	Mr. Le Dinh Thang	Mr. Le Dinh Thang	BoD's member, Deputy General Director			21/04/2023			Internal person
27	Mr. Nguyen Van Dung		BoD's member			24/04/2021	26/04/2024		Internal person
28	Mr. Dau Duc Son		BoD's member			26/04/2024			Internal person
29	Mr. Dang Ngoc Long		Deputy General Director			16/09/2016			Internal person
30	Ms. Dau Thi Nga		Deputy General Director			11/11/2013			Internal person
31	Mr. Tran Van Duc		The authorized person for disclosing information, responsible for the			10/10/2024			Internal person
32	Mr. Mai Van Dung		In charge of Company Administration, Company secretary			24/12/2014			Internal person
33	Mr. Nguyen Van Tuan		Company secretary, concurrent deputy chief of Planning Department			20/06/2023			Internal person
34	Ms. Nguyen Thi Anh Tu		Chief of Board of Supervisors			21/04/2023			Internal person
35	Mr. Cao Trong Nghien		Member of Board of Supervisors			24/04/2018			Internal person
36	Mr. Nguyen Quang Ton		Member of Board of Supervisors			21/04/2023			Internal person

John

APPENDIX 02

TRANSACTIONS BETWEEN THE COMPANY AND ITS RELATED PARTIES; OR BETWEEN THE COMPANY AND MAJOR SHAREHOLDERS, INTERNAL PERSON, RELATED PERSON OF INTERNAL PERSON

(Issued together with Report No 409 /XMHM-HĐQT dated January 23, 2025.



No	Name of Company/Person	Relationship with the Company	ID number, issued date, issuing authority	Registered Office Address / Contact Address	Transaction Date with the Company	Resolution/Decision Number from the General Meeting of Shareholders/Board of Directors... Approval	Content, Quantity, Total Transaction Value (Excluding VAT)	Remarks
1	Vicem Ha Tien Cement Joint Stock Company	Related person of VICEM	0301446422	604 Vo Van Kiet, Cau Kho, District 1, HCM City	Year 2024	126/NQ-XMHM-HĐQT date 19 December, 2023	2.121.274.214	Outsource cement production
2	VICEM Energy and Environment Joint Stock Company	Related person of VICEM	0100106352	21B Cat Linh ward, Dong Da district, Ha Noi city	Year 2024	+ 127/NQ-XMHM-HĐQT date 19 December, 2023 + 05/NQ-XMHM-HĐQT date 11 January, 2024 + 61/NQ-XMHM-HĐQT date 10 July, 2024 + 77/NQ-XMHM-HĐQT ngày 16/08/2024 + 122/NQ-XMHM-HĐQT ngày 06/12/2024	56.797.960.530	+ Purchase artificial gypsum + Purchase processed coal + Purchase waste group 1 + Purchase 4b.1 coal + Sell clinker.
3	Vicem Hoang Thach Cement Single Member Limited Liability Company	Related person of VICEM	0800004797	Bich Nhoi 2 Area, Minh Tan Ward, Kinh Mon Town, Hai Duong Province	Year 2024	+ 88/NQ-XMHM-HĐQT date 13 September, 2024	1.969.081.400	Purchase refractory bricks
4	VICEM Tam Diep Cement Single Member Limited Company	Related person of VICEM	2700260173	No 27, Chi Lang street, Quang Son village, Tam Diep city	Year 2024	+ 31/NQ-XMHM-HĐQT date 5 April, 2024 + 44/NQ-XMHM-HĐQT date 30 May, 2024	1.899.604 USD	Cement export entrustment value
							912.466.673	Export entrustment fee
5	Ha Long Cement Joint Stock Company	Related person of VICEM	5700466028	Thong Nhat village, Ha Long city, Quang Ninh province	Year 2024	+ 19/NQ-XMHM-HĐQT date 6 Marchm 2024 + 31/NQ-XMHM-HĐQT date 5 April, 2024 + 79/NQ-XMHM-HĐQT date 16 August, 2024	938.000 USD	Cement export entrustment value
							441.034.046	Export entrustment fee
6	Cement Investment and Development Consulting Company	Related person of VICEM	0100106320-004	Alley 122 Vinh Tuy Street - Vinh Tuy Ward - Hai Ba Trung District - Hanoi	Year 2024	+ 16/NQ-XMHM-HĐQT date 22 February, 2024 + 55/NQ-XMHM-HĐQT date 28 June, 2024 + 69/NQ-XMHM-HĐQT date 22 July, 2024	659.492.593	+ Execute package No. 11 + Package No. 10, 16 of the WHR project + Package No. 12 of WHR
7	Son Thanh Trade Single Member Limited Company	Related person of internal person	2901087930	Quynh Van village, Quynh Luu district, Nghe An province	Year 2024	+ 126/NQ-XMHM-HĐQT date 19 December, 2023	16.454.166.862	Sell cement in 2024
8	Dung Tram Trade Service Single Member Limited Company	Related person of internal person	2900817045	Nam block, Dien Chau district, Nghe An province	From January 1 to April 25	126/NQ-XMHM-HĐQT date 19 December, 2024	32.273.515.129	Sell cement

Handwritten signature

APPENDIX 03

LIST OF INTERNAL PERSON AND RELATED PERSONS OF INTERNAL PERSON OF THE COMPANY

(Issued together with Report No 409 /XMHM-HĐQT dated January 23, 2025.

No	Name	Securities trading account (if any)	Position in the Company (if any)	ID number, Passport number	Issue date	Issuing authority	Contact address	Number of shares owned at the end of the period	Ownership percentage of shares at the end of the period	Remarks
1	Mr. LÊ TRUNG KIÊN		Chairman of BoD							
1.1	Lê Ngọc Thành									Biological father
1.2	Lương Thị Tuyết									Biological mother
1.3	Lê Trung Dũng									Sibling
1.4	Lê Trung Phong		Consumption Department 's Staff							Sibling
1.5	Nguyễn Thị Bích Thủy									Sister-in-law
1.6	Phan Thị Tân									Sister-in-law
1.7	Trần Thị Thi									Wife
1.8	Lê Trần Đại Nghĩa									Biological child
1.9	Lê Trần Đại Bảo									Biological child
2	Mr. NGUYỄN ĐÌNH DŨNG		BoD member, General Director							
2.1	Nguyễn Thị Tuyết									Mother-in-law
2.2	Ngô Thị Phúc									Wife
2.3	Nguyễn Anh Tâm									Biological child
2.4	Nguyễn Khánh Thu									Biological child
2.5	Nguyễn Đình Sinh									Biological child
2.6	Nguyễn Đình Phương									Sibling
2.7	Nguyễn Thị Hữu									Sibling
2.8	Nguyễn Đình Tương									Sibling
2.9	Nguyễn Thị Lai									Sibling
2.10	Nguyễn Đình Hòa									Sibling
2.11	Nguyễn Đình Lục									Sibling
2.12	Nguyễn Đình Bảy									Sibling
2.13	Nguyễn Văn Quyền									Brother-in-law
2.14	Nguyễn Vĩnh Trâm									Brother-in-law
2.15	Cao Thị Mai									Sister-in-law
2.16	Nguyễn Thị Thu Hiền									Sister-in-law
2.17	Tô Thị Lan									Sister-in-law
2.18	Nguyễn Thị Thu									Sister-in-law
2.19	Nguyễn Thị Chung									Sister-in-law
3	Mr. NGUYỄN NGỌC TÌNH		BoD member, Deputy General Director							
3.1	Nguyễn Ngọc Ngoạn									Biological father
3.2	Phạm Văn Cần									Father-in-law
3.3	Phan Thị Thục									Mother in law



Handwritten signature

No	Name	Securities trading account (if any)	Position in the Company (if any)	ID number, Passport number	Issue date	Issuing authority	Contact address	Number of shares owned at the end of the period	Ownership percentage of shares at the end of the period	Remarks
3.4	Phạm Thị Hương		Human resources Dept's staff							Wife
3.5	Nguyễn Phạm Bảo Châu									Biological child
3.6	Nguyễn Ngọc Lương									Sibling
3.7	Hoàng Thị Mận									Sister-in-law
3.8	Nguyễn Ngọc Tâm									Sibling
3.9	Trần Thị Diễm Hương									Sister-in-law
3.10	Nguyễn Thị Tính									Sibling
3.11	Nguyễn Văn Quyết									brother-in-law
4	Mr.Lê Đình Thắng		BoD member, Deputy General Director							
4.1	Hồ Thị Trang									Wife
4.2	Lê Đình Hiền									Biological father
4.3	Hồ Thị Thụy									Biological mother
4.4	Hồ Bá Tính									Father-in-law
4.5	Trần Thị Nhiên									Mother-in-law
4.6	Lê Quỳnh Như									Biological child
4.7	Lê Huyền Châu									Biological child
4.8	Lê Thị Thủy		Human resources Dept's staff							Sibling
4.9	Nguyễn Thị Hạnh									Sister-in-law
4.10	Trần Như Nguyên									Brother-in-law
5	Mr. ĐẬU ĐỨC SON		Independent member of BoD							
5.1	Đậu Đức Khoát									Biological father
5.2	Lê Thị Thanh									Wife
5.3	Đậu Đức Khánh									Biological child
5.4	Đậu Đức Trình									Biological child
5.5	Đậu Thị Linh									Biological child
5.6	Đậu Thị Lai									Sibling
5.7	Đậu Đức Trường									Sibling
5.8	Đậu Thị Khai									Sibling
5.9	Đậu Thị Sắc									Sibling
5.10	Đậu Thị Huyền									Sibling
5.11	Đậu Thị Lương									Sibling
5.12	Son Thanh Trade Single Member Limited Company									Related organization
6	Mr. ĐẶNG NGỌC LONG		Deputy General Director							
6.1	Nguyễn Thị Bảy									Biological mother
6.2	Đặng Ngọc Sơn									Sibling

No	Name	Securities trading account (if any)	Position in the Company (if any)	ID number, Passport number	Issue date	Issuing authority	Contact address	Number of shares owned at the end of the period	Ownership percentage of shares at the end of the period	Remarks
6.3	Hoàng Huyền									Father-in-law
6.4	Hoàng thị Xuân									Mother-in-law
6.5	Đặng Thị Thủy									Sibling
6.6	Đặng Minh Tâm									Sibling
6.7	Đặng Văn Sự									Sibling
6.8	Đặng Văn Liêu									Sibling
6.9	Đặng Thanh Vân									Sibling
6.10	Hoàng Thị Hương									Wife
6.11	Đặng Thị Trà Giang									Daughter
6.12	Đặng Thị Nhật Thanh									Daughter
6.13	Tạ Hiền									Son-in-law
6.14	Võ Quốc Anh									Son-in-law
6.15	Nguyễn Thị Hoa									Sister-in-law
6.16	Nguyễn Thị Duyên									Sister-in-law
6.17	Hoàng Thị Song									Sister-in-law
6.18	Lê Thị Thanh Xuân									Sister-in-law
6.19	Đỗ Thị Thủy Dung									Sister-in-law
6.20	Vũ Anh Tú									Son-in-law
7	Ms. ĐẬU THỊ NGA		Deputy General Director							
7.1	Đậu Đức Long									Biological father
7.2	Lăng Thị Ngọc									Mother-in-law
7.3	Phan Xuân Hiệp		Chief of IT Department							Husband
7.4	Phan Ngọc Mai									Biological child
7.5	Phan Khánh Linh									Biological child
7.6	Phan Xuân Nam									Biological child
7.7	Đậu Thị Ngọc Bích									Sibling
7.8	Đậu Thị Thủy									Sibling
7.9	Đậu Thị Thúy Hằng									Sibling
7.10	Trần Văn Lực									Brother-in-law
7.11	Đào Đức Linh									Brother-in-law
7.12	Trương Vĩnh Phúc									Brother-in-law
8	Mr. MAI VĂN DŨNG		In charge of Company Administration, Company secretary							
8.1	Vũ Thị Hào									Biological mother
8.2'	Trịnh Thị Lý		Laboratory Staff							Wife
8.2	Mai Tuấn Anh									Biological child
8.2'	Mai Khánh Linh									Biological child
8.3	Mai Thị Hiền									Sibling
8.2'	Mai Thị Nga									Sibling

No	Name	Securities trading account (if any)	Position in the Company (if any)	ID number, Passport number	Issue date	Issuing authority	Contact address	Number of shares owned at the end of the period	Ownership percentage of shares at the end of the period	Remarks
8.4	Trần Xuân Thành									Brother-in-law
8.2'	Lê Đình Hùng									Brother-in-law
9	Mr. Nguyễn Văn Tuấn		Company secretary, concurrent deputy chief of Planning Department							
9.1	Nguyễn Văn Nam									Biological father
9.2	Hồ Thị Hà									Biological mother
9.3	Phan Đình Năng									Father-in-law
9.4	Nguyễn Thị Dìn									Mother-in-law
9.5	Phan Thị Thảo		Chief of Accounting of Consumption Dept							Wife
9.6	Nguyễn Tiến Minh									Biological child
9.7	Nguyễn Minh Khôi									Biological child
9.8	Nguyễn Thảo Linh									Biological child
9.9	Nguyễn Thị Thanh									Sibling
9.10	Nguyễn Thị Thùy									Sibling
9.11	Nguyễn Văn Khỏe									Brother-in-law
9.12	Nguyễn Đình Dương									Brother-in-law
10	Ms. Nguyễn Thị Anh Tú		Chief of BoS							
10.1	Võ Thị Huệ									Biological mother
10.2	Nguyễn Văn Nghị		Shift Supervisor - Technical Department							Husband
10.3	Nguyễn Chí Thanh									Biological child
10.4	Nguyễn Trâm An									Biological child
10.5	Nguyễn Thị Bích Loan									Em ruột
10.6	Đoàn Anh Đức									Em rể
10.7	Nguyễn Vũ Xuân Thắng									Sibling
10.8	Nguyễn Thị Dung									Sister-in-law
11	Mr. CAO TRỌNG NGHIÊN		BoS member							
11.1	Cao Thị Dung									Biological mother
11.2	Trần Thị Thìn									Mother-in-law
11.3	Trương Thị Nguyệt									Wife
11.4	Cao Tiến Nam									Biological child
11.5	Cao Hoàng Bách									Biological child
11.6	Cao Thị Hằng									Sibling
11.7	Cao Thị Diệp									Sibling
11.8	Cao Thị Nguyên									Sibling
11.9	Phan Xuân Hồng									Brother-in-law
11.10	Nguyễn Hồng Lam									Brother-in-law
11.11	Cao Hữu Tiến									Brother-in-law
12	Mr. Nguyễn Quang Tôn		BoS member							

No	Name	Securities trading account (if any)	Position in the Company (if any)	ID number, Passport number	Issue date	Issuing authority	Contact address	Number of shares owned at the end of the period	Ownership percentage of shares at the end of the period	Remarks
12.1	Vũ Hoàng Thanh Hải									Wife
12.2	Nguyễn Quang Kiệt									Biological father
12.3	Nguyễn Thị Lữ									Biological Mother
12.4	Vũ Bá Trọng									Father-in-law
12.5	Hoàng Thị Xương									Mother-in-law
12.6	Nguyễn Hà Linh									BiologicalChild
12.7	Nguyễn Quang Bách									BiologicalChild
12.8	Nguyễn Quang Quyền									Brother
12.9	Nguyễn Quang Hạnh									Brother
12.10	Lưu Thị Yến									Sister-in-law
12.11	Trần Thị Hằng									Sister-in-law

