

No.: 123/BC-TMXM

Hanoi, dated 21 January 01, 2025

COMPANY MANAGEMENT REPORT
In 2024

To:

- The State Securities Commission;
- Hanoi Stock Exchange.

- Company name: Vicem Cement Trading Joint Stock Company.
- Head office address: 348 Giai Phong Street - Phuong Liet Ward - District Thanh Xuan - Hanoi City.
- Phone: 024 3 8643346; 024 3 8643340 ; Fax: 024 3 8642586
- Email: ximang.jsc@vnn.vn ; ximang.tmx@gmail.com
- Charter capital: 60,000,000,000 VND.
- Stock code: TMX
- Corporate governance model:
 - + General Meeting of Shareholders, Board of Directors, Board of Supervisors, Directors and Deputy Directors.
- Regarding the implementation of the internal audit function: Implemented.

I. Activities of the General Meeting of Shareholders:

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

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

II. Board of Management:

1. Information about members of the Board of Management:

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

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

2. Board of Management meetings:

| Number TT | Board Member | Number of meetings attended by the Board of Management | Meeting attendance rate | Reasons for not attending the meeting |
|--------------|----------------------|--|-------------------------|---------------------------------------|
| 01 | Ms. Le Thi Thu Huyen | 4/4 | 100% | |
| 02 | Mr. Trinh Ngoc Thang | 4/4 | 100% | |
| 03 | Mr. Dang Phuc Tan | 4/4 | 100% | |
| 04 | Mr. Do Ngoc Thach | 4/4 | 100% | |
| 05 | Mr. Nguyen Hai Minh | 3/4 | 75% | Busy on business trips |

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

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

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

4. Activities of subcommittees of the Board of Directors: No.

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

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

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

III. Supervisory Board (in 2024):

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

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

2. Supervisory Board Meeting:

| Number TT | Members of the Supervisory Board | Number of Supervisory Board Meetings Attended | Meeting attendance rate | Reasons for not attending the meeting |
|-----------|----------------------------------|---|-------------------------|---------------------------------------|
| 1 | Ms. Ninh Thi Xuan | 4/4 | 100% | |
| 2 | Ms. To Thi Minh Phuong | 4/4 | 100% | |
| 3 | Ms. Le Thi Thu Ha | 4/4 | 100% | |

3. Supervisory activities of the Supervisory Board for the Board of Management, the Board of Directors and shareholders:

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

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

- Supervise the compliance with the provisions of law in the management and administration of business activities of the Board of Directors and the Board of Directors of the Company; the implementation of the Resolution of the Annual General Meeting of Shareholders for the Board of Directors and the Board of Directors.

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

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

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

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

- The Head of the Supervisory Board has been fully invited to attend and give opinions at the periodic meeting of the Board of Directors of the Company.

- The Supervisory Board is fully provided with the Minutes of Meetings, Resolutions and Decisions of the Board of Management related to the management and administration of the Company's operations, information and documents, and the Company's financial statements.

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

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

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

IV. Executive Board:

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

V. Chief accountant: not yet available

VI. Training in Corporate Administration: none

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

1. List of related persons of the Company:

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

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

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

| STT | Name of organization /individual | Related Relations hip with the Company | Number of NSH Certificate, date of issue, place of issuance | Head Office Address/Co ntact | Time of transaction with the Company | Number of the Resolution of the General Meeting of Shareholders/ Board of Directors approved | Content, quantity, total value of transactions | Notes |
|-----|----------------------------------|--|---|------------------------------|--------------------------------------|--|--|-------|
|-----|----------------------------------|--|---|------------------------------|--------------------------------------|--|--|-------|

| | | | | | | | | |
|---|----------------------------|----------------|--|-----------------------------|------------|----------------------------|---------------------------|--|
| 1 | Vietnam Cement Corporation | Parent Company | 0100106320 29/11/2013 Hanoi Department of Planning and Investment | 228 Le Duan-Dong Da - Hanoi | 20/06/2007 | Resolution dated 20/6/2007 | 59.64% of charter capital | |
|---|----------------------------|----------------|--|-----------------------------|------------|----------------------------|---------------------------|--|

3. Transactions between the Company's insiders, related persons of the insiders and subsidiaries and companies controlled by the company: None.

4. Transactions between the Company and other subjects:

4.1. Transactions between the Company and the Company in which members of the Board of Directors, members of the Supervisory Board, Directors and other managers have been founding members or members of the Board of Directors, CEO in the past three (03) years (calculated at the time of making the report): without

4.2. Transactions between the Company and the Company in which related persons of members of the Board of Directors, members of the Supervisory Board, Directors and other managers are members of the Board of Directors and Executive Directors:

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

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

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

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

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

IX. Other issues to note: No.

Attn:

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

CHAIRMAN OF THE BOARD OF DIRECTORS



Le Thi Thu Huyen

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

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

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

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