

No.: ~~164~~/BC-XMPT

Thanh Ba, July 23, 2025

CORPORATE GOVERNANCE REPORT

June 2025

To: - The State Securities Commission
 - Hanoi Stock Exchange

- Name of Public Company: Phu Tho Cement Joint Stock Company
- Head office address: Zone 12, Thanh Ba Commune, Phu Tho Province
- Telephone: 02103.885.310 Fax: 02103.884.023
- Charter capital: 125,000,000,000.0 VND
- Stock code: PTE
- Corporate governance model:

+ General Meeting of Shareholders, Board of Directors, Supervisory Board, and General Director

I. Activities of the General Meeting of Shareholders:

Information on the meetings and Resolutions/Decisions of the General Meeting of Share

holders.

No.	Resolution/Decision No.	Date	Content
1	01/2025/NQ-ĐHĐCĐ	June 20, 2025	Annual General Meeting of Shareholders Approval - Report on the Operations of the Board of Directors for 2024 - Report on Production and Business Activities for 2024, Production and Business Plan for 2025 - Financial Statements for 2024, Production and Business Plan for 2025 - Report on the Operations of the Supervisory Board for 2024 - Proposal "Regarding the Selection

			of the Audit Firm for 2025” - Proposal “Regarding Expenses and Remuneration Levels for the Board of Directors and Supervisory Board in 2025”
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II. Board of Directors, first six months of 2025.

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

No.	Board of Directors Member	Position	Date of commencement/cessation as a member of the Board of Directors/Independent Board of Directors	
1	Trieu Quang Thuan	Chairman of the Board of Directors	July 05, 2017 (re-appointed on: June 20, 2022)	
2	Tran Tuan Dat	Executive Board of Directors Member	July 05, 2017 (re-appointed on: June 20, 2022)	
3	Pham Quang Anh	Non-Executive Board Member	05/07/2017 (re-appointed on: 20/06/2022)	
4	Nguyễn Khắc Lâm	Non-Executive Board Member	05/07/2017 (re-appointed on: 20/06/2022)	
5	Tạ Trung Hiếu	Independent Board Member	20/06/2022	

1.1. Board of Directors Meetings

No.	Board of Directors Member	Number of meetings attended	Percentage (%)	Reason for not attending all meetings
1	Triệu Quang Thuận	06/06	100	
2	Trần Tuấn Đạt	05/06	83,3	Busy with business trip
3	Phạm Quang Anh	06/06	100	

4	Nguyễn Khắc Lâm	04/06	33,3	Busy with business trip
5	Tạ Trung Hiếu	05/06	83,3	Busy with business trip

2. Supervisory activities of the Board of Directors over the General Directorate

In the first six months of 2025, the Board of Directors consistently performed supervisory activities over the General Directorate. Through specific assignments, the Board of Directors supervises the General Directorate's implementation and execution of the Board of Directors' resolutions. A monthly business performance reporting mechanism by the General Directorate to the Board of Directors is maintained. At regular meetings, the Board of Directors reviews the status of resolution implementation, monthly, quarterly, and cumulative business performance, discusses, and decides to approve resolutions for the General Directorate to use as a basis for deployment and execution.

3. Resolutions/decisions of the Board of Directors.

No.	Resolution/ Decision No. determine	Date	Content	Approval Rate
1	01/BB-HĐQT	07/01/2025	<ul style="list-style-type: none"> - General Director reported on Production and Business results for December 2024. - Board of Directors approved the Production and Business Plan for January 2025. - The Board of Directors sought members' votes to approve contracts and transactions with a total value less than 35% of the Company's total asset value as recorded in the most recent financial statements, entered into with related parties and organizations or individuals associated with insiders in 2025. 	100% of BoD Members present at the meeting

2	08/NQ-HĐQT	09/01/2025	Approval of contracts and transactions between the Company and related parties and organizations or individuals associated with insiders in 2025.	
3	11/TrNQ-HĐQT	11/02/2025	<ul style="list-style-type: none"> - The Management Board reported on Production and Business results for January 2025. - The Board of Directors heard the Management Board present the Production and Business plan for February 2025. 	
4	33/BB-HĐQT	03/03/2025	<ul style="list-style-type: none"> - The Management Board reported on Production and Business results for February 2025. - The Board of Directors heard the Management Board present the Production and Business plan for March 2025. 	100% of BoD Members present at the meeting
5	61/BB-HĐQT	08/04/2025	<ul style="list-style-type: none"> - The General Director reported on Production and Business results for March 2025. - The Board of Directors heard the Management Board present the Production and Business plan for April 2025. - The Board of Directors agreed to extend the deadline for holding the 2025 Annual General Meeting of Shareholders, to be held in May 2025. 	
6	62/NQ-HĐQT	09/04/2025	Extension of time for holding the 2025 Annual General Meeting of Shareholders.	

7	89/BBHĐQT	05/05/2025	<ul style="list-style-type: none"> - The General Director reported on Production and Business results for April 2025. - The Board of Directors heard the Management Board present the Production and Business plan for May 2025. - The Board of Directors agreed on the time for holding the 2025 Annual General Meeting of Shareholders, to be held on 25/05/2025. 	
8	122/Tr.NQHĐQT	09/06/2025	<ul style="list-style-type: none"> - The General Director reported on the production and business results for May 2025. - The Board of Directors heard the Management Board present the production and business plan for June 2025. 	
9	127/THYK-HĐQT	17/06/2025	Compilation of Board of Directors' Members' Opinions regarding the liquidation of scrap iron and damaged materials without further utility value	
10	131/QĐ- HĐQT	20/06/2025	Regarding the approval of the Production and Business Plan for 2025	
11	132/QĐ- HĐQT	20/06/2025	Regarding the remuneration payment for the Board of Directors, the Board of Directors' Secretary, and the Supervisory Board for the year 2025	

III. Supervisory Board

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

No.	Supervisory Board Member	Position	Date of Appointment/Cessation as Supervisory Board Member		Professional Qualifications
			Date of Appointment	Date of Cessation	
1	Ta Duc Thiem	Head of Board KS	29 June 2017		
2	Do Thi Thanh Yen	Member	29 June 2017		
3	Trieu Quang Nhan	Member	17 June 2022		

2. Meetings of the Supervisory Board

No.	Member BKS	Number of Meetings Attended	Meeting Attendance Rate	Voting Rate	Reason for Non-Attendance at Meetings
1	Ta Duc Thiem	1	100	100	
2	Do Thi Thanh Yen	1	100	100	
3	Trieu Quang Nhan	1	100	100	

3. Supervisory activities of the Supervisory Board over the Board of Directors, Executive Management, and shareholders: In the first six months of 2025, the Board of Directors and the General Directorate adhered closely to the objectives and orientations, and fully executed the tasks assigned by the General Meeting of Shareholders, specifically:

The Supervisory Board performs its supervision through:

- Directly monitoring the activities of the Board of Directors through meetings, discussions, and the process of issuing Board resolutions.
- Supervising the activities of the General Directorate by ensuring compliance with the Board of Directors' resolutions and the delegation of authority mechanism between the Board of Directors and the General Director.
- Directly interacting with the Executive General Directorate to grasp the company's business performance;
- Supervising through reporting channels and engagement with Independent

Auditors;

- The Board of Directors and the General Directorate have concretized objectives and developed measures to implement production and business plans, enhanced human resource management, and reorganized the production operating apparatus...

Coordination of activities between the Supervisory Board and the activities of the Board of Directors, Executive Management, and other management personnel:

The Supervisory Board consistently coordinates effectively with members of the Board of Directors, members of the General Directorate, and relevant management personnel within the scope of performing its supervisory function;

In the first six months of 2025, the Head of the Supervisory Board attended meetings of the Board of Directors and the Executive Board, and provided opinions on the policies and decisions of the Board of Directors and the Executive Board to ensure that these policies and decisions were issued in compliance with legal regulations and safeguarded the Company's interests. The Supervisory Board also simultaneously received documents during the guidance and operational processes of the Board of Directors and the Executive Board. The Supervisory Board also engaged in discussions with shareholders regarding the company's financial status and operational situation, listened to their feedback, and clarified matters that shareholders required elucidation on concerning the Company

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

IV. Executive Board: Board of Management

Full Name	Date of Birth	Professional Qualifications and Expertise	Date of Appointment/Removal	
			Date of Re-appointment	Date of Removal
Tran Tuan Dat	08 August 1973	Bachelor of Economics	27 June 2022	
Nguyen Phi Tuyen	01 September 1968	Silicate Chemical Engineer	25 August 2022	
Tran Thi Phuong Linh	26 May 1969	Bachelor of Economics	25 August 2022	

V. Chief Accountant

Full Name	Date of Birth	Professional Qualifications and Expertise	Date of Appointment/Removal	
			Date of Re-appointment	Date of Removal
Vu Anh Phuong	02 September 1972	Bachelor of Economics	25 August 2022	

VI. Corporate governance training:

Training courses on corporate governance that members of the Board of Directors, members of the Supervisory Board, Executive Directors (General Directors), other management officers, and the Company Secretary have participated in as per corporate governance regulations: None

VII. List of related parties of the public company (and transactions between the public company's related parties and the Company itself)

1. List of the Company's related parties: (list attached)
2. Transactions between the Company and its related parties; or between the Company and major shareholders, insiders, or related persons of insiders:

N o.	Name of Organization/Individual	Relations hip with the Company	Refer ence Docu ment No.	Head Office Address/Co ntact Address	Transact ion Period with the Compan y	Board of Directors' Resolution Number of Approval	Content, Quantity, Total Value of Transacti ons	Remar ks
1	IDC Joint Stock Company	Mr. Nguyen Khac Lam - Member of the Board of Directors, is the Director of the company.	26002 58928	Thao River Street – Ben Got Ward – Viet Tri City – Phu Tho Province	Year 2025	08/NQ-HĐQT 09/01/2025	Purchase of Coal Fines	
2	Phuong Tung Trading and Construction Co., Ltd.	The daughter-in-law of the	26010 44968	District 12, Thanh Ba Town – Thanh Ba	Year 2025	08/NQ-HĐQT 09/01/2025	Cement trading;	

		Chairman of the Board of Directors serves as the company's Director.		District – Phu Tho Province				
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3. Transactions between the Company's insiders, related persons of insiders, and subsidiaries controlled by the Company: No transactions.

4. Transactions between the Company and other parties:

4.1. Transactions between the Company and companies where members of the Board of Directors, members of the Supervisory Board, Directors (General Directors), and other management personnel have been or currently are founding members, or members of the Board of Directors, or Executive Directors (General Directors) in the past three (03) years (calculated at the time of preparing the report):

N o.	Name of Organization/Individual	Related Party Connection to the Company	Identification Number	Head Office Address/Contact Address	Transaction Period with the Company	Resolution Number Approved by the Board of Directors	Content, Quantity, Total Value of Transactions	Remarks
1	IDC Joint Stock Company	Mr. Nguyen Khac Lam - Member of the Board of Directors is the Company Director	2600258928	Song Thao Street – Ben Got Ward – Viet Tri City – Phu Tho Province	Year 2025	08/NQ-HĐQT 09/01/2025	Purchase of coal fines	

4.2. Transactions between the Company and companies where related parties of members of the Board of Directors, members of the Supervisory Board, Directors (General Directors), and other management personnel are members of the Board of Directors, Executive Directors (General Directors):

N o.	Name of Organization/I ndividual	Related Party Connectio n to the Company	Identificat ion Number	Head Office Address/C ontact Address	Transact ion Period with the Compan y	Resolution Number Approved by the Board of Directors	Content, Quantity, Total Value of Transacti ons	Rem arks
1	Phuong Tung Trading and Construction Co., Ltd.	The daughter- in-law of the Chairman of the Board of Directors serves as the Company Director	26010449 68	District 12, Thanh Ba Town – Thanh Ba District – Phu Tho Province	Year 2025	08/NQ- HDQT 09/01/2025	Cement trading;	

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 (General Directors), and other management personnel: No transactions

VIII. Stock transactions of insiders and related persons of insiders

1. List of insiders and related persons of insiders (List attached.)
2. Transactions of insiders and related persons regarding the company's shares: No transactions

IX. Other matters to note: None

Recipients:

- As addressed;
- Office File.

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN**



Trieu Quang Thuan

LIST OF RELATED PARTIES OF THE COMPANY

(Attached is the report on the management situation for the first 6 months of 2025, No: 164/BC-XMPT, dated July 23, 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	Relationship with the Company
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 is the report on the management situation for the first 6 months of 2025, No: 164/BC-XMPT, dated junly 23, 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	

