

No.: 13/TB-HDQT

Thai Nguyen, January 22, 2026

**DISCLOSURE OF INFORMATION ON THE ELECTRONIC PORTAL
OF THE STATE SECURITIES COMMISSION**

Attention:

- State Securities Commission
- Hanoi Stock Exchange

I. INFORMATION ABOUT THE DISCLOSING ENTITY:

Company name: **VVMI La Hien Cement Joint Stock Company**

Stock code: CLH

Head office address: Cay Bong Hamlet, La Hien Commune, Thai Nguyen Province, Vietnam

Phone: 0208 3829154 Fax: 0208 3829056

Website: ximanglahien.com.vn

Type of information disclosure: ☒ Periodic ☐ Extraordinary
☐ Upon request ☐ Other

II. CONTENTS OF INFORMATION DISCLOSURE:

1. Report On Corporate Governance for 2025.

(Attached is the detailed document)

2. List of state shareholders and major shareholders by 2025 and information report on corporate governance for 2025.

(Attached is the detailed document)

We hereby certify that the disclosed information is accurate and we assume full legal responsibility for the content of the disclosed information./.

Sincerely!

Recipient:

- As mentioned above;
- Posted on the Company's website;
- Archived at: Board of Directors;
Office. *z*

**INFORMATION DISCLOSURE PERSON
DIRECTOR *z***



Tran Quang Khai

No.: 10/BC-HĐQT

Thai Nguyen, January 22, 2026

REPORT ON CORPORATE GOVERNANCE FOR 2025

Attention:

- State Securities Commission;
- Hanoi Stock Exchange.

- Listed company name: VVMI LA HIEN CEMENT JOINT STOCK COMPANY
- Head office address: Cay Bong Hamlet, La Hien Commune, Thai Nguyen Province
- Phone: 0208 3829154; Fax: 0208 3829056;
- Website: <http://ximanglahien.com.vn> - Email: cpximanglahien@gmail.com
- Charter capital: 120,000,000,000 VND
- Stock code: CLH
- Corporate governance model: General Meeting of Shareholders (GMS), Board of Directors (BOD), Board of Supervisors (BOS) and Director.
- Internal Audit Implementation: Implemented

Pursuant to Circular No. 96/2020/TT-BTC dated November 16, 2020 issued by the Ministry of Finance, on the implementation of the Report on Corporate Governance, VVMI La Hien Cement Joint Stock Company would like to report on Corporate Governance for 2025 as follows:

I. Activities of the General Meeting of Shareholders:

Information about meetings and Resolutions/Decisions of the General Meeting of Shareholders:

No.	Resolution/ Decision No.	Date	Content
1	29/NQ-ĐHĐCĐ	17/4/2025	<p>1. Report on production and business performance results in 2024 and directions and tasks of production and business plan in 2025.</p> <p>2. Report of the Board of Directors on the Board of Directors's activities of VVMI La Hien Cement Joint Stock Company in 2024 and the operating plan for 2025.</p> <p>3. Report of the Board of Supervisors on the Company's operations in 2024 and the operating plan</p>

No.	Resolution/ Decision No.	Date	Content
			<p>for 2025.</p> <p>4. Approval of the audited financial statements of VVMI La Hien Cement Joint Stock Company for 2024.</p> <p>5. Approval of the profit distribution plan and dividend payment for 2024.</p> <p>6. Settlement of remuneration for the Board of Directors and the Board of Supervisors in 2024; remuneration plan for the Board of Directors and the Board of Supervisors in 2025.</p> <p>7. Approval of the selection of the audit firm for the 2025 financial statements audit.</p> <p>8. Approval of the 2025 production and business plan and construction investment plan.</p> <p>9. Approval of related-party transactions and large-scale purchase contracts (<i>exceeding 35% of the company's total assets</i>) for the purpose of serving the 2025 production and business activities.</p>

II. Board of Directors in 2025:

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

No.	Members of the Board of Directors	Position	Start/End date	
			Date of appointment	Date of dismissal
1	Mr. Vu Minh Tan	Chairman	15/4/2023	
2	Mr. Tran Quang Khai	Executive BOD Member cum Director	29/12/2021	
3	Mr. Ha Van Chuyen	Member	05/4/2018	
4	Mr. Pham Manh Tien	Executive BOD Member cum Deputy Director	15/4/2023	
5	Mr. Nguyen Xuan Hau	Independent BOD Member	15/4/2023	

2. Board of Directors meetings:

No.	Members of the Board of Directors	Number of BOD meetings attended	Attendance rate	Reasons for absence
1	Mr. Vu Minh Tan	19/19	100%	
2	Mr. Tran Quang Khai	19/19	100%	
3	Mr. Ha Van Chuyen	19/19	100%	
4	Mr. Pham Manh Tien	19/19	100%	
5	Mr. Nguyen Xuan Hau	19/19	100%	

3. Supervisory activities of the BOD over the Executive Board:

- In 2025, the Company's Board of Directors held **06** direct meetings, **13** virtual meetings (via written opinion), issued **98** resolutions and decisions on strategic issues and important decisions related to the Company's production, business, and investment activities within the BOD's authority. All meetings had the attendance and comments of the Board of Supervisors and Executive Board of the Company.

- The Board of Directors has directed and conducted regular and quarterly supervision of the executive apparatus, ensuring that the Company's operations comply with the provisions of the Law, the Charter, and Regulations on internal operations of the Company;

- Directing and monitoring the implementation of resolutions from the General Meeting of Shareholders and the BOD;

- Directing and monitoring investment projects, and directing and urging the Executive Board to implement the business and construction investment plan in 2025;

- Organizing and directing the strict implementation of the financial reporting regime of the quarter IV of 2024 and the 2024 audited financial statements, the report on corporate governance for the year 2024, the 2024 annual report, the quarter I of 2025 audited financial statements, the quarter II of 2025 audited financial statements, the quarter III of 2025 audited financial statements, the quarter IV of 2025 audited financial statements; The semi-annual audited financial statements for 2025; Report on corporate governance situation in the first 6 months of 2025, and periodic or extraordinary corporate governance reports as required by the State Securities Commission and Hanoi Stock Exchange, ensuring transparent and fair information disclosure among shareholders and respecting the interests of related parties.

- Resolutions of the GMS, the BOD, and related information have been publicly disclosed in a timely manner on the State Securities Commission's IDS system, sent to the State Securities Commission and the Hanoi Stock Exchange's CIM system, and posted on the Company's website in accordance with the information disclosure regulations of the State Securities Commission and the regulations of the Hanoi Stock

Exchange.

Through these directives, inspections, and supervisory activities, the Company's Board of Directors evaluated the performance of the Executive Board in 2025 as follows:

- The Executive Board fulfilled its duties and responsibilities in accordance with the Company's internal governance regulations and fully implemented the Resolutions of the Board of Directors and the the Resolutions of the General Meeting of Shareholders.

- The Company's Executive Board successfully executed the company's assigned tasks and plans for 2025, operated in alignment with the company's strategic development direction, and achieved a balanced approach to economic, social, and environmental benefits.

- Investment and capital construction activities in 2025 were carried out in compliance with the Resolutions of the GMS, the BOD, and the current legal provisions of the State.

- Financial management was effectively implemented, ensuring balanced capital sources for investment, production and business activities. Quarterly financial reports for Q4/2024 and 2024, Q1/2025, Q2/2025, Q3/2025, Q4/2025, and H1/2025 were prepared timely, completely, and accurately in accordance with accounting standards.

- Successfully organized the 2025 Annual General Meeting of Shareholders (on April 17, 2025) in accordance with legal requirements.

- Corporate discipline was maintained and continuously improved, with management and administration conducted professionally and transparently. The management system was synchronized and updated promptly.

- The Company strictly adhered to the regulations on information disclosure, ensuring that all relevant information was publicly and promptly disclosed via the SSC's IDS system, submitted to the SSC and HNX, and published on the company's website, in compliance with the regulations on information disclosure of SSC and the Regulations of the Hanoi Stock Exchange.

- Fully complied with periodic or extraordinary reporting requirements upon request, regarding the company's production and business activities, investment, and capital construction. All reports were comprehensive, detailed, accurate, and promptly provided to the BOD and the BOS.

4. Activities of Subcommittees under the BOD: None

5. Resolutions/Decisions of the Board of Directors in 2025:

No.	Resolution/Decision No.	Date	Content	Approval Rate
1	01/NQ-HĐQT	16/1/2025	Approval of adjustment of wage rate and actual wage fund for 2024 of VVMI - La Hien Cement Joint Stock Company	100% of BOD members with voting rights unanimously approved (5/5).
2	02/QĐ-HĐQT	16/1/2025	Approval of adjustment of wage rate and actual wage fund for 2024 of VVMI - La Hien Cement Joint Stock Company:	100% of BOD members unanimously approved (5/5).
3	03 /NQ-HĐQT	19/2/2025	Approval of establishment of Organizing Committee for 2025 Annual General Meeting of Shareholders	100% of BOD members unanimously approved (5/5).
4	04/QĐ-HĐQT	19/2/2025	Establishment of Organizing Committee for 2025 Annual General Meeting of Shareholders of VVMI - La Hien Cement Joint Stock Company	100% of BOD members unanimously approved (5/5).
5	05 /NQ-HĐQT	19/2/2025	Agreement to authorize the Company Director to direct and implement the contents of Official Letter No. 0380/CMV-QLVKSBN dated 17/02/2025 of Viet Bac Industrial and Minerals Corporation TKV - JSC, regarding soliciting opinions on voting matters at the 2025 Annual General Meeting of Shareholders.	100% of BOD members unanimously approved (5/5).
6	06 /NQ-HĐQT	11/3/2025	Agreement to approve the production and business results for Q4 and 2024.	100% of BOD members unanimously approved (5/5).
7	07/QĐ-HĐQT	11/3/2025	Approval of production and business results for Q4 and 2024 of VVMI - La Hien Cement Joint Stock Company.	100% of BOD members unanimously approved (5/5).
8	08 /NQ-HĐQT	11/3/2025	Agreement to approve the organization of 2025 Annual General Meeting of Shareholders of VVMI - La Hien Cement Joint Stock Company	100% of BOD members unanimously approved (5/5).
9	09/QĐ-HĐQT	11/3/2025	Establishment of Shareholder Delegate Credential Verification Committee at 2025	100% of BOD members

			Annual General Meeting of Shareholders	unanimously approved (5/5).
10	10/QĐ - HĐQT	11/3/2025	Establishment of Service Team for 2025 Annual General Meeting of Shareholders	100% of BOD members unanimously approved (5/5).
11	11/NQ-HĐQT	11/3/2025	Agreement to approve the issuance of Construction Investment Management Regulations - VVMI - La Hien Cement Joint Stock Company.	100% of BOD members unanimously approved (5/5).
12	12/QĐ-HĐQT	11/3/2025	Issue attached to this decision the Construction Investment Management Regulations - VVMI - La Hien Cement Joint Stock Company	100% of BOD members unanimously approved (5/5).
13	13/NQ-HĐQT	11/3/2025	Approval of policy to implement contracts and transactions between the Company and related enterprises and persons in 2025	100% of BOD members unanimously approved (2/2).
14	14/QĐ-HĐQT	11/3/2025	Approval of policy to implement contracts and transactions between the Company and related enterprises and persons in 2025	100% of BOD members unanimously approved (2/2).
15	15/NQ-HĐQT	24/3/2025	Agreement on the plan to deploy the process for reviewing personnel appointments	100% of BOD members unanimously approved (5/5).
16	16/NQ-HĐQT	24/3/2025	Approval of personnel nomination for Deputy Director of the Company	100% of BOD members unanimously approved (5/5).
17	17/NQ-HĐQT	31/3/2025	Agreement to approve Mr. Tong Thanh Son's resignation from the position of Deputy Director of VVMI - La Hien Cement Joint Stock Company, effective from 01/4/2025.	100% of BOD members unanimously approved (5/5).
18	18/QĐ-HĐQT	31/3/2025	Agreement for Mr. Tong Thanh Son to resign from the position of Deputy Director of VVMI - La Hien Cement Joint Stock Company, effective from 01/4/2025.	100% of BOD members unanimously approved (5/5).
19	19/NQ-HĐQT	31/3/2025	Agreement to approve the assignment of production and business plan for Q2 2025 of	100% of BOD members unanimously approved (5/5).

			VVMI - La Hien Cement Joint Stock Company.	
20	20/QĐ-HĐQT	31/3/2025	Assignment of production and business plan for Q2 2025 of VVMI - La Hien Cement Joint Stock Company.	100% of BOD members unanimously approved (5/5).
21	21/NQ-HĐQT	31/3/2025	Approval to receive and appoint Mr. Nguyen Song Gio - Head of Safety and Security Department of Viet Bac Industrial and Minerals Corporation TKV - JSC, to the position of Deputy Director of VVMI - La Hien Cement Joint Stock Company, effective from 01/4/2025.	100% of BOD members unanimously approved (5/5).
22	22/QĐ-HĐQT	31/3/2025	Receive and appoint Mr. Nguyen Song Gio - Head of Safety and Security Department of Viet Bac Industrial and Minerals Corporation TKV - JSC, to the position of Deputy Director of VVMI - La Hien Cement Joint Stock Company.	100% of BOD members unanimously approved (5/5).
23	23/NQ-HĐQT	8/4/2025	Approval of contract with related party of VVMI - La Hien Cement Joint Stock Company, namely the Institute of Energy and Mining Mechanical Engineering - Vinacomin, to implement bid package No. 01: Consultancy for preparation of techno-economic report for dust suppression spray system investment project.	100% of BOD members unanimously approved (5/5).
24	24/QĐ-HĐQT	8/4/2025	Approval of contract with related party of VVMI - La Hien Cement Joint Stock Company, namely the Institute of Energy and Mining Mechanical Engineering - Vinacomin, to implement bid package No. 01: Consultancy for preparation of techno-economic report for dust suppression spray system investment project.	100% of BOD members unanimously approved (2/2).
25	25/NQ-HĐQT	8/4/2025	Agreement to approve the restructuring of the Anti-Corruption Steering Committee	100% of BOD members

			and its support team in VVMI - La Hien Cement Joint Stock Company.	unanimously approved (5/5).
26	26/QĐ-HĐQT	8/4/2025	Restructuring of the Anti-Corruption Steering Committee and its support team in VVMI - La Hien Cement Joint Stock Company.	100% of BOD members unanimously approved (5/5).
27	27/NQ-HĐQT	8/4/2025	Approval of salary reclassification for Mr. Nguyen Song Gio - Deputy Director of VVMI - La Hien Cement Joint Stock Company.	100% of BOD members unanimously approved (5/5).
28	28/QĐ-HĐQT	8/4/2025	Adjust and classify salary for Mr. Nguyen Song Gio at 15,883,000 VND (grade 2/2 - Deputy Director according to XMLH salary scale - 05 issued in Decision No.: 111/QĐ-HĐQT dated 04/12/2024 of the Company) as a basis for implementing related regimes in accordance with legal regulations.	100% of BOD members unanimously approved (5/5).
29	30/QĐ-HĐQT	18/4/2025	Assignment of construction investment plan for 2025 to VVMI - La Hien Cement Joint Stock Company.	Achieved 98.06% of total voting shares at the 2025 Annual General Meeting of Shareholders unanimously approved
30	31/QĐ-HĐQT	18/4/2025	Approval of profit distribution for 2024 of VVMI - La Hien Cement Joint Stock Company	Achieved 98.06% of total voting shares at the 2025 Annual General Meeting of Shareholders unanimously approved
31	32/QĐ-HĐQT	18/4/2025	Approval of coal purchase contract for 2025 with related party of VVMI - La Hien Cement Joint Stock Company, namely Vietnam National Coal - Mineral Industries Holding Corporation	Achieved 98.06% of total voting shares at the 2025 Annual General Meeting of Shareholders unanimously approved
32	33/QĐ-HĐQT	18/4/2025	Assignment of production and business plan for 2025 of VVMI	Achieved 98.06% of total voting

			- La Hien Cement Joint Stock Company.	shares at the 2025 Annual General Meeting of Shareholders unanimously approved
33	34/NQ-HĐQT	8/5/2025	Agreement to approve the production and business results for Q1 2024.	100% of BOD members unanimously approved (5/5).
34	35/QĐ-HĐQT	8/5/2025	Approval of production and business results for Q1 2025 of VVMI - La Hien Cement Joint Stock Company.	100% of BOD members unanimously approved (5/5).
35	36/NQ-HĐQT	8/5/2025	Approval of project final settlement for completed work: Investment in automatic bag stacking system - VVMI - La Hien Cement Joint Stock Company	100% of BOD members unanimously approved (5/5).
36	37/QĐ-HĐQT	8/5/2025	Approval of project final settlement for completed work: Investment in automatic bag stacking system - VVMI - La Hien Cement Joint Stock Company	100% of BOD members unanimously approved (5/5).
37	38/NQ-HĐQT	8/5/2025	Agreement to approve the division of reward fund and welfare fund for 2025 of VVMI - La Hien Cement Joint Stock Company	100% of BOD members unanimously approved (5/5).
38	39/QĐ-HĐQT	8/5/2025	Approval of division of reward fund and welfare fund for 2025 of VVMI - La Hien Cement Joint Stock Company	100% of BOD members unanimously approved (5/5).
39	40/NQ-HĐQT	8/5/2025	Agreement to approve the plan for using reward fund and welfare fund of VVMI - La Hien Cement Joint Stock Company for 2025	100% of BOD members unanimously approved (5/5).
40	41/QĐ-HĐQT	8/5/2025	Approval of plan for using reward fund and welfare fund of VVMI - La Hien Cement Joint Stock Company for 2025	100% of BOD members unanimously approved (5/5).
41	42/NQ-HĐQT	12/5/2025	Agreement to approve the policy to terminate Ms. Nguyen Thi Hang from the position of Company Accounting Manager and Head of Accounting-Statistics-Finance Department,	100% of BOD members unanimously approved (5/5).

			effective from 13/5/2025. This is due to Ms. Nguyen Thi Thu Hoai - Chief Accountant of the Company having completed her maternity leave and returned to work, effective from 13/5/2025.	
42	43/NQ-HĐQT	23/5/2025	Agreement to approve the techno-economic report for the dust suppression spray system investment project - VVMI - La Hien Cement Joint Stock Company	100% of BOD members unanimously approved (5/5).
43	44/QĐ-HĐQT	23/5/2025	Approval of techno-economic report for dust suppression spray system investment project - VVMI - La Hien Cement Joint Stock Company	100% of BOD members unanimously approved (5/5).
44	45/NQ-HĐQT	4/6/2025	Agreement to approve the policy for liquidation and disposal of fully depreciated fixed assets that are no longer needed	100% of BOD members unanimously approved (5/5).
45	46/NQ-HĐQT	17/6/2025	Approval of budget and contractor selection plan for 2025 financial statement audit bid package	100% of BOD members unanimously approved (5/5).
46	47/QĐ-HĐQT	17/6/2025	Approval of budget and contractor selection plan for 2025 financial statement audit bid package	100% of BOD members unanimously approved (5/5).
47	48/NQ-HĐQT	17/6/2025	Agreement to approve the assignment of production and business plan for Q3 2025 of VVMI - La Hien Cement Joint Stock Company	100% of BOD members unanimously approved (5/5).
48	49/QĐ-HĐQT	17/6/2025	Assignment of production and business plan for Q3 2025 of VVMI - La Hien Cement Joint Stock Company.	100% of BOD members unanimously approved (5/5).
49	50/NQ-HĐQT	17/6/2025	Agreement to approve the Occupational Safety and Health Management Regulations of VVMI - La Hien Cement Joint Stock Company.	100% of BOD members unanimously approved (5/5).
50	51/QĐ-HĐQT	17/6/2025	Issue attached to this decision the Occupational Safety and Health Management Regulations of VVMI - La Hien Cement Joint Stock Company.	100% of BOD members unanimously approved (5/5).

51	52/NQ-HĐQT	25/6/2025	Approval of economic contract for supply of cement bags for the last 6 months of 2025 with related party of the Company, namely VVMI - Manufacturing and Materials Equipment Trading Joint Stock Company	100% of BOD members unanimously approved (5/5).
52	53/QĐ-HĐQT	25/6/2025	Approval of economic contract for supply of cement bags for the last 6 months of 2025 with related party of the Company, namely VVMI - Manufacturing and Materials Equipment Trading Joint Stock Company	100% of BOD members unanimously approved (5/5).
53	54/NQ-HĐQT	2/7/2025	Approval of contractor selection plan for dust suppression spray system investment project	100% of BOD members unanimously approved (5/5).
54	55/QĐ-HĐQT	2/7/2025	Approval of contractor selection plan for dust suppression spray system investment project	100% of BOD members unanimously approved (5/5).
55	56/NQ-HĐQT	2/7/2025	Approval of budget for bid package No. 2: Supply and installation of dust suppression spray system under dust suppression spray system investment project	100% of BOD members unanimously approved (5/5).
56	57/QĐ-HĐQT	2/7/2025	Approval of budget for bid package No. 2: Supply and installation of dust suppression spray system under dust suppression spray system investment project	100% of BOD members unanimously approved (5/5).
57	58/NQ-HĐQT	2/7/2025	Approval of investment plan step transfer for project: Investment in dust suppression spray system, from contingency plan to official plan - New construction project	100% of BOD members unanimously approved (5/5).
58	59/QĐ-HĐQT	2/7/2025	Approval of step transfer from contingency plan to official plan (new construction project) for project: Investment in dust suppression spray system	100% of BOD members unanimously approved (5/5).
59	60/NQ-HĐQT	27/8/2025	Agreement to approve the investment project for construction of fence in Southeast area	100% of BOD members unanimously approved (5/5).

60	61/QĐ-HĐQT	27/8/2025	Approval of techno-economic report for investment project for construction of fence in Southeast area	100% of BOD members unanimously approved (5/5).
61	62/NQ-HĐQT	27/8/2025	Agreement to approve the investment project for backhoe hydraulic excavator with bucket capacity $\geq 1.4m^3$	100% of BOD members unanimously approved (5/5).
62	63/QĐ-HĐQT	27/8/2025	Agreement to approve the investment project for backhoe hydraulic excavator with bucket capacity $\geq 1.4m^3$	100% of BOD members unanimously approved (5/5).
63	64/NQ-HĐQT	27/8/2025	Agreement to approve the production and business results for Q2 2025.	100% of BOD members unanimously approved (5/5).
64	65/QĐ-HĐQT	27/8/2025	Approval of production and business results for Q2 2025 of VVMI - La Hien Cement Joint Stock Company.	100% of BOD members unanimously approved (5/5).
65	66/NQ-HĐQT	23/9/2025	Agreement to approve the assignment of production and business plan for Q4 2025 of VVMI - La Hien Cement Joint Stock Company.	100% of BOD members unanimously approved (5/5).
66	67/QĐ-HĐQT	23/9/2025	Assignment of production and business plan for Q4 2025 of VVMI - La Hien Cement Joint Stock Company.	100% of BOD members unanimously approved (5/5).
67	68/NQ-HĐQT	14/10/2025	Approval of investment plan step transfer for projects from contingency plan to official plan - New construction projects: 1. Investment project for construction of fence in Southeast area - VVMI - La Hien Cement Joint Stock Company. 2. Investment project for backhoe hydraulic excavator with bucket capacity $\geq 1.4m^3$ - VVMI - La Hien Cement Joint Stock Company.	100% of BOD members unanimously approved (5/5).
68	69/QĐ-HĐQT	14/10/2025	Approval of investment plan step transfer for projects from contingency plan to official plan - New construction projects: 1. Investment project for	100% of BOD members unanimously approved (5/5).

			<p>construction of fence in Southeast area - VVMI - La Hien Cement Joint Stock Company.</p> <p>2. Investment project for backhoe hydraulic excavator with bucket capacity $\geq 1.4\text{m}^3$ - VVMI - La Hien Cement Joint Stock Company.</p>	
69	70/NQ-HĐQT	14/10/2025	Approval of contractor selection plan for investment project for backhoe hydraulic excavator with bucket capacity $\geq 1.4\text{m}^3$ - VVMI - La Hien Cement Joint Stock Company	100% of BOD members unanimously approved (5/5).
70	71/QĐ-HĐQT	14/10/2025	Approval of contractor selection plan for investment project for backhoe hydraulic excavator with bucket capacity $\geq 1.4\text{m}^3$ - VVMI - La Hien Cement Joint Stock Company	100% of BOD members unanimously approved (5/5).
71	72/NQ-HĐQT	14/10/2025	Approval of budget for bid package No. 1: Supply of 01 backhoe hydraulic excavator with bucket capacity $\geq 1.4\text{m}^3$	100% of BOD members unanimously approved (5/5).
72	73/QĐ-HĐQT	14/10/2025	Approval of budget for bid package No. 1: Supply of 01 backhoe hydraulic excavator with bucket capacity $\geq 1.4\text{m}^3$ - VVMI - La Hien Cement Joint Stock Company	100% of BOD members unanimously approved (5/5).
73	74/NQ-HĐQT	14/10/2025	Approval of contractor selection plan for fence construction project in Southeast area - VVMI - La Hien Cement Joint Stock Company	100% of BOD members unanimously approved (5/5).
74	75/QĐ-HĐQT	14/10/2025	Approval of contractor selection plan for fence construction project in Southeast area - VVMI - La Hien Cement Joint Stock Company	100% of BOD members unanimously approved (5/5).
75	76/NQ-HĐQT	14/10/2025	Approval of budget for bid package No. 2: Construction of fence in Southeast area - VVMI - La Hien Cement Joint Stock Company	100% of BOD members unanimously approved (5/5).
76	77/QĐ-HĐQT	14/10/2025	Approval of budget for bid package No. 2: Construction of	100% of BOD members

			fence in Southeast area - VVMI - La Hien Cement Joint Stock Company	unanimously approved (5/5).
77	78/NQ-HĐQT	22/10/2025	Approval of adjustment and supplementation of welfare fund usage plan for 2025	100% of BOD members unanimously approved (5/5).
78	79/QĐ-HĐQT	22/10/2025	Approval of adjustment and supplementation of welfare fund usage plan for 2025	100% of BOD members unanimously approved (5/5).
79	80/NQ-HĐQT	4/11/2025	Agreement to approve the production and business results for Q3 2025.	100% of BOD members unanimously approved (5/5).
80	81/QĐ-HĐQT	4/11/2025	Approval of production and business results for Q3 2025 of VVMI - La Hien Cement Joint Stock Company.	100% of BOD members unanimously approved (5/5).
81	82/NQ-HĐQT	11/12/2025	Approval of coal purchase contract for 2026 with related party of VVMI - La Hien Cement Joint Stock Company, namely Vietnam National Coal - Mineral Industries Holding Corporation	100% of BOD members unanimously approved (2/2).
82	83/QĐ-HĐQT	11/12/2025	Approval of coal purchase contract for 2026 with related party of VVMI - La Hien Cement Joint Stock Company, namely Vietnam National Coal - Mineral Industries Holding Corporation	100% of BOD members unanimously approved (2/2).
83	84/NQ-HĐQT	11/12/2025	Approval of policy to implement contracts and transactions between the Company and related enterprises and persons in 2026.	100% of BOD members unanimously approved (2/2).
84	85/QĐ-HĐQT	11/12/2025	Approval of policy to implement contracts and transactions between the Company and related enterprises and persons in 2026.	100% of BOD members unanimously approved (2/2).
85	86/NQ-HĐQT	11/12/2025	Approval of provisional assignment of production and business plan for 2026 of VVMI - La Hien Cement Joint Stock Company.	100% of BOD members unanimously approved (5/5).
86	87/QĐ-HĐQT	11/12/2025	Approval of provisional assignment of production and	100% of BOD members

			business plan for 2026 of VVMI - La Hien Cement Joint Stock Company.	unanimously approved (5/5).
87	88/NQ-HĐQT	11/12/2025	Agreement to approve the assignment of production and business plan for Q1 2026 of VVMI - La Hien Cement Joint Stock Company.	100% of BOD members unanimously approved (5/5).
88	89/QĐ-HĐQT	11/12/2025	Assignment of production and business plan for Q1 2026 of VVMI - La Hien Cement Joint Stock Company.	100% of BOD members unanimously approved (5/5).
89	90/NQ-HĐQT	11/12/2025	Agreement to approve the issuance of Product Sales Regulations of VVMI - La Hien Cement Joint Stock Company.	100% of BOD members unanimously approved (5/5).
90	91/QĐ-HĐQT	11/12/2025	Issuance of Product Sales Regulations of VVMI - La Hien Cement Joint Stock Company.	100% of BOD members unanimously approved (5/5).
91	92/NQ-HĐQT	30/12/2025	Approval of project final settlement for completed work: Investment in dust suppression spray system - VVMI - La Hien Cement Joint Stock Company	100% of BOD members unanimously approved (5/5).
92	93/QĐ-HĐQT	30/12/2025	Approval of project final settlement for completed work: Investment in dust suppression spray system - VVMI - La Hien Cement Joint Stock Company	100% of BOD members unanimously approved (5/5).
93	94/NQ-HĐQT	30/12/2025	Approval of project final settlement for completed work: Investment in backhoe hydraulic excavator with bucket capacity $\geq 1.4m^3$ - VVMI - La Hien Cement Joint Stock Company	100% of BOD members unanimously approved (5/5).
94	95/QĐ-HĐQT	30/12/2025	Approval of project final settlement for completed work: Investment in backhoe hydraulic excavator with bucket capacity $\geq 1.4m^3$ - VVMI - La Hien Cement Joint Stock Company	100% of BOD members unanimously approved (5/5).
95	96/NQ-HĐQT	30/12/2025	Agreement to approve the issuance of Personnel Management Regulations in VVMI - La Hien Cement Joint Stock Company.	100% of BOD members unanimously approved (5/5).

96	97/QĐ-HĐQT	30/12/2025	Issue attached to this decision the Personnel Management Regulations in VVMI - La Hien Cement Joint Stock Company.	100% of BOD members unanimously approved (5/5).
97	98/NQ-HĐQT	30/12/2025	Agreement to approve the issuance of Grassroots Democracy Implementation Regulations in VVMI - La Hien Cement Joint Stock Company.	100% of BOD members unanimously approved (5/5).
98	99/QĐ-HĐQT	30/12/2025	Issue attached to this decision the Grassroots Democracy Implementation Regulations of VVMI - La Hien Cement Joint Stock Company.	100% of BOD members unanimously approved (5/5).

III. Board of Supervisors (Report for 2025):

1. Information about the members of the Board of Supervisors:

No.	Board of Supervisors Member	Position	Start Date as a Member of the BOS	End Date as a Member of the BOS	Professional Qualification
1	Mr. Pham Trung Hop	Head of the Board	29/12/2021		Master's degree in Economic Management
2	Ms. Tran Thu Huong	Member	26/4/2021		Master's degree in Economics
3	Ms. Nguyen Thi Hong Nhung	Member	15/4/2023		Bachelor's degree in Business Accounting

2. Meetings of Board of Supervisors:

No.	Board of Supervisors Member	Number of Meetings Attended	Attendance Rate	Voting Rate	Reason for Absence
1	Mr. Pham Trung Hop	9/9	100%	100%	
2	Ms. Tran Thu Huong	9/9	100%	100%	
3	Ms. Nguyen Thi Hong Nhung	9/9	100%	100%	

3. Supervisory Activities of the Board of Supervisors towards the Board of Directors, Executive Board, Shareholders, and Other Management Officials:

- Representatives of the Board of Supervisors attend and contribute their opinions in all meetings of the Board of Directors;
- The Board of Supervisors has closely followed the contents of the resolutions from the

Annual General Meeting of Shareholders for the year 2025, as well as the provisions in the Company's Charter, State laws, and monitored the activities of the Board of Directors and the Executive Board to ensure the legality and reasonableness of business activities in accordance with the Resolutions of the General Meeting of Shareholders.

- The Board of Supervisors has checked and supervised the issuance of Resolutions and Decisions made by the Board of Directors and the Executive Board.

- The Board of Supervisors has reviewed the reasonableness, legality, accuracy, and prudence in organizing accounting, statistics, and financial reporting. It has also reviewed the financial statements for Q4 of 2024 and Q1, Q2, Q3 of 2025 according to the applicable accounting standards.

- Supervise the implementation of selected thematic programs in accordance with the Company's production and business activities

- In 2025, the Board of Supervisors held meetings to establish the operational plan for the year 2025. It organized meetings to discuss: 2025 Board of Supervisors work plan; The agreement on reporting data; The inspection and evaluation of accounting and financial activities, the business performance of Q4 of 2024, and Q1, Q2, Q3 of 2025. The management and operation of the Company in 2025.

4. Coordination between the Board of Supervisors/Audit Committee and the Board of Directors (BOD), the Board of Management (BOM), and other management personnel:

- A close working relationship and cooperation have been maintained between the Board of Supervisors, the BOD, the BOM, and other management personnel. This collaboration is built on the principle of prioritizing the Company's best interests and ensuring strict compliance with legal regulations, the Company Charter, and internal management policies.

- In 2025, the BOD, the BOM, and managers of functional departments facilitated the Board of Supervisors' access to the information and documents necessary for its periodic appraisal, inspection, and supervision activities.

- The Board of Supervisors consistently monitors the Company's information disclosure to ensure compliance with current regulations, guaranteeing that information is provided to shareholders in a complete, accurate, and timely manner.

5. Other Activities of the Board of Supervisors:

In 2025, the Board of Supervisors received close cooperation from the Board of Directors and the Company's Executive Board. Upon receipt of the Board of Supervisors' periodic work plan notification, the Executive Board arranged personnel and favorable working conditions, providing full and timely reports and information to enable the Board of Supervisors to complete its duties.

IV. Executive Board:

No.	Executive Board Member	Date of Birth	Professional Qualification	Start/End date	
				Date of Appointment	Date of dismissal
1	Mr. Tran Quang Khai - Director	27/7/1973	Master's degree in Business Administration	22/11/2021	

No.	Executive Board Member	Date of Birth	Professional Qualification	Start/End date	
				Date of Appointment	Date of dismissal
2	Mr. Pham Manh Tien - Deputy Director	07/02/1969	Bachelor's degree in Economics	15/10/2021	
3	Mr. Tong Thanh Son - Deputy Director	30/5/1980	Mechanical Engineering; Master's degree in Economic Management	26/6/2023	01/4/2025
4	Mr. Nguyen Thanh Truong	27/8/1966	Electrical and Mechanical Engineering	15/8/2023	
5	Mr. Nguyen Song Gio	17/01/1968	Mechanical Engineering	01/4/2025	

V. Chief Accountant:

Full name	Date of Birth	Professional Qualification	Start/End date	
			Date of Appointment	Date of dismissal
Ms: Nguyen Thi Thu Hoai	07/05/1988	Master of Business Administration	01/02/2022	

VI. Training on Corporate's Governance:

Corporate governance training courses attended by BOD members, BOS members, Executive Board, other management officials and the Company Secretary in accordance with corporate governance regulations:

1. Mr. Pham Trung Hop – Head of the Board of Supervisors, Ms. Nguyen Thi Thu Hoai – Chief Accountant; Mr. Le Xuan Tinh – Person in charge of Corporate Governance, BOD Secretary attended the online conference on securities law compliance and notes on errors in financial reporting preparation according to Official Letter No. 35/GM-VP dated June 13, 2025 of the State Securities Commission.

2. Mr. Le Xuan Tinh – Person in charge of Corporate Governance, BOD Secretary attended training on corporate governance and information disclosure, according to Official Letter No. 1281/SGDHN-QLNY dated June 12, 2025 of the Hanoi Stock Exchange.

VII. List of Related Parties of the Listed Company in accordance with Clause 34, Article 6 of the Securities Law (2025 Report) and Transactions between Related Parties and the Company:

1. List of related parties of the company:

(Detailed table attached).

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

(Detailed table attached).

3. Transactions between company insiders, related parties of insiders, and subsidiaries or companies controlled by the company: None

4. Transactions between the company and other entities:

4.1. *Transactions between the company and companies where members of the Board of Directors, members of the Board of Supervisors, the Director (CEO), and other managers have been or are currently founding members or members of the Board of Directors, Director (CEO) within the last three (03) years (calculated as of the report date): None.*

4.2. *Transactions between the company and companies where related parties of members of the Board of Directors, members of the Board of Supervisors, the Director (CEO), and other managers are members of the Board of Directors, Director (CEO): None.*

4.3. *Other transactions of the company (if any) that may bring material or immaterial benefits to members of the Board of Directors, members of the Board of Supervisors, the Director (CEO), and other managers: None.*

VIII. Transactions of Shares by Insiders and Related Parties of Insiders (2025 Report)

1. List of insiders and related parties of insiders.

(Detailed table attached).

2 Transactions of insiders and related parties regarding the company's shares:

(Detailed table attached).

IX. Other Issues to Note: None

This is the 2025 corporate governance report of VVMI La Hien Cement Joint Stock Company./.

Recipient:

- As mentioned above;
- Members of BOD;
- Board of Supervisors;
- Posted on Company's Website:
<http://ximanglahien.com.vn>.
- Archived at BOD. ✓

CHAIRMAN OF THE BOARD OF DIRECTORS



Vu Minh Tan

LIST OF AFFILIATED PERSONS
OF VVMI LA HIEN CEMENT JOINT STOCK COMPANY IN 2025
(Attached to the Report on Corporate Governance No. 10/BC-HĐQT, dated January 22, 2026)

No.	Name of Organization/ Individual	Securities trading account (if any)	Position at the company (if any)	Certificate of title issuance No.			Head Office/Contact Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
				ID/ERC No.	Date of Issue	Place of issue					
I	Board of Directors, Executive Board, Board of Supervisors, Chief Accountant, Corporate Administrator, Secretary of the BOD										
1	Vu Minh Tan		Chairman of the BOD					15/4/2023			Chairman of the BOD
1.1	Tran Hung Chinh							15/4/2023			Father-in-law
1.2	Hoang Thi Tien							15/4/2023			Mother-in-law
1.3	Tran Thi Nga							15/4/2023			Wife
1.4	Vu Quang Dao							15/4/2023			Son
1.5	Truong Thuy Hong Ngoc							15/4/2023			Daughter-in-law
1.6	Vu Van Khoi							15/4/2023			Son
1.7	Nguyen Phuong Thao							15/4/2023			Daughter-in-law
1.8	Vu Thi An							15/4/2023			Elder sister
1.9	Pham Trung Hoa							15/4/2023			Brother-in-law
1.10	Vu Thi Huong							15/4/2023			Elder sister
1.11	Truong Anh Hung							15/4/2023			Brother-in-law
1.12	Vu Thi Uyen							15/4/2023			Elder sister
1.13	Nguyen Duc An							15/4/2023			Brother-in-

No.	Name of Organization/ Individual	Securities trading account (if any)	Position at the company (if any)	Certificate of title issuance No.			Head Office/Contact Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
				ID/ERC No.	Date of Issue	Place of issue					
											law
1.14	Vu Thi Uyen							15/4/2023			Elder sister
1.15	Vu Quoc Hung							15/4/2023			Elder brother
1.16	Nguyen Thi Nga							15/4/2023			Sister-in-law
1.17	Vu Thi Hong Duyen							15/4/2023			Elder sister
2	Tran Quang Khai		Member of the BOD; Director					01/4/2019			Member of the BOD; Director
2.1	Tran Ngoc Khanh							01/4/2019			Father
2.2	Nguyen Thi Nhi							01/4/2019			Mother
2.3	Tran Van Khang							01/4/2019			Elder brother
2.4	Tran Thi Thien Kim							01/4/2019			Elder sister
2.5	Tran Thi Hong Khanh							01/4/2019			Elder sister
2.6	Nguyen Thai Quynh							01/4/2019			Father-in-law
2.7	Pham Thi Truc							01/4/2019			Mother-in-law
2.8	Nguyen Thi Thanh Thuy							01/4/2019			Wife
2.9	Do Viet Dat							01/4/2019			Brother-in-law
2.10	Nguyen Minh Huan							01/4/2019			Brother-in-law
2.11	Tran Nguyen Quang Khoa							01/4/2019			Son
2.12	Tran Huong Giang							01/4/2019			Daughter
3	Ha Van Chuyen		Member of the BOD					05/4/2018			Member of the BOD
3.1	Ha Lap							05/4/2018			Father
3.2	Bui Thi Nho							05/4/2018			Mother
3.3	Phung Kim Thoa							05/4/2018			Father-in-law

No.	Name of Organization/ Individual	Securities trading account (if any)	Position at the company (if any)	Certificate of title issuance No.			Head Office/Contact Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
				ID/ERC No.	Date of Issue	Place of issue					
3.4	Vu Thi Chi							05/4/2018			Mother-in-law
3.5	Ha Minh Tuan							05/4/2018			Elder brother
3.6	Ha Van Tuyen							05/4/2018			Elder brother
3.7	Ha Thi Nhan							05/4/2018			Younger sister
3.8	Le Thi Thuy							05/4/2018			Sister-in-law
3.9	Le Thi Hom							5/4/2018			Sister-in-law
3.10	Dao Thanh Chuong							5/4/2018			Brother-in-law
3.11	Phung Thi Thai							5/4/2018			Wife
3.12	Ha Thuy Trang							5/4/2018			Daughter
3.13	Ha Thuy Dung							5/4/2018			Daughter
4	Nguyen Xuan Hau	002C169814	Member of the BOD					15/4/2023			Member of the BOD
4.1	Nguyen Van Nhan							15/4/2023			Elder brother
4.2	Vu Thi Thanh							15/4/2023			Sister-in-law
4.3	Nguyen Thi Duc							15/4/2023			Elder sister
4.4	Nguyen Thi Hanh							15/4/2023			Elder sister
4.5	Nguyen Van Dung							15/4/2023			Brother-in-law
4.6	Nguyen Thi Nguyet							15/4/2023			Sister-in-law
4.7	Nguyen Thi Nga							15/4/2023			Wife
4.8	Nguyen Xuan Hiep							15/4/2023			Son
4.9	Nguyen Thi Thu Ngan							15/4/2023			Daughter
4.10	Truong Ngoc Lan							15/4/2023			Daughter-in-law
4.11	Nguyen Trung Hieu							15/4/2023			Son-in-law
5	Pham Manh Tien	20C005985	Member of the BOD; Deputy Director					15/10/2021			Member of the BOD; Deputy

No.	Name of Organization/ Individual	Securities trading account (if any)	Position at the company (if any)	Certificate of title issuance No.			Head Office/Contact Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
				ID/ERC No.	Date of Issue	Place of issue					
											Director
5.1	Pham Van Tai							15/10/2021			Father
5.2	Nguyen Thi Loat							15/10/2021			Mother
5.3	Dang Kim Van							15/10/2021			Father-in-law
5.4	Pham Thi Phuong							15/10/2021			Mother-in-law
5.5	Pham Thi Lan							15/10/2021			Younger sister
5.6	Bui Minh Tuan							15/10/2021			Brother-in-law
5.7	Dang Thi Hau							15/10/2021			Wife
5.8	Pham Tien Dat							15/10/2021			Son
5.9	Pham Thanh Tu							15/10/2021			Daughter
6	Pham Trung Hop	020C004839	Head of the BOS					29/12/2021			Head of the BOS
6.1	Pham Trung Hoa							29/12/2021			Father
6.2	Vu Thi An							29/12/2021			Mother
6.3	Nguyen Thanh Phuong							29/12/2021			Father-in-law
6.4	Nguyen Thi Hoi							29/12/2021			Mother-in-law
6.5	Pham Thi Thanh Nhan							29/12/2021			Younger sister
6.6	Pham Trung Hoan							29/12/2021			Younger brother
6.7	Be Thi Hong Phuong							29/12/2021			Sister-in-law
6.8	Nguyen Thi Thanh Hoan							29/12/2021			Wife
6.9	Pham Gia Khanh							29/12/2021			Son
6.10	Pham Gia Bach							29/12/2021			Son
7	Tran Thu Huong		Member of the BOS					26/4/2021			Member of the BOS

No.	Name of Organization/ Individual	Securities trading account (if any)	Position at the company (if any)	Certificate of title issuance No.			Head Office/Contact Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
				ID/ERC No.	Date of Issue	Place of issue					
7.1	Le Thi Cuc							26/4/2021			Mother
7.2	Tran Dinh Diem							26/4/2021			Father
7.3	Tran Duc Minh							26/4/2021			Husband
7.4	Tran Ngoc Phuong Linh							26/4/2021			Daughter
7.5	Tran Thi Bao Mai							26/4/2021			Daughter
7.6	Tran Dinh Dien							26/4/2021			Younger brother
7.7	Nguyen Thu Trang							26/4/2021			Sister-in-law
8	Nguyen Thi Hong Nhung		Member of the BOS					15/4/2023			Member of the BOS
8.1	Vu Thi Ha							15/4/2023			Mother
8.2	Nguyen Thi Hong Van							15/4/2023			Younger sister
8.3	Nguyen Thi My							15/4/2023			Younger sister
8.4	Phi Vinh Tung Hung							15/4/2023			Husband
8.5	Phi Viet Hoang							15/4/2023			Son
8.6	Phi Viet Hieu							15/4/2023			Son
8.7	Phi Vinh Su							15/4/2023			Father-in-law
8.8	Do Thi Hy							15/4/2023			Mother-in-law
8.9	Phi Thi Ha							15/4/2023			Sister-in-law
8.10	Le Huy Tu							15/4/2023			Brother-in-law
8.11	Nguyen Binh An							15/4/2023			Brother-in-law
9	Tong Thanh Son		Deputy Director					26/6/2023	01/04/2025	Reassigned by the	Deputy Director

No.	Name of Organization/ Individual	Securities trading account (if any)	Position at the company (if any)	Certificate of title issuance No.			Head Office/Contact Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
				ID/ERC No.	Date of Issue	Place of issue					
										organization	
9.1	Tong Kim Long							26/6/2023			Father
9.2	Tong Thi Kim Oanh							26/6/2023			Elder sister
9.3	Tong Thi Thu Lan							26/6/2023			Elder sister
9.4	Tong Thi Thuy							26/6/2023			Elder sister
9.5	Mai Thi Thanh Quynh							26/6/2023			Wife
9.6	Pham Van Khue							26/6/2023			Brother-in-law
9.7	Hoang Van Lap							26/6/2023			Brother-in-law
9.8	Nguyen Van Toan							26/6/2023			Brother-in-law
9.9	Tong Quynh Chi							26/6/2023			Daughter
9.10	Tong Mai Bao Chau							26/6/2023			Daughter
9.11	Mai Thanh Tung							26/6/2023			Father-in-law
9.12	Bui Thi Hoan							26/6/2023			Mother-in-law
9.13	Mai Thanh Tu							26/6/2023			Sister-in-law
9.14	Ha Thi Huong Thao							26/6/2023			Sister-in-law
10	Nguyen Thanh Truong		Deputy Director					15/8/2023			Deputy Director
10.1	Nguyen Thanh Lam							15/8/2023			Father
10.2	Nguyen Tien Thanh							15/8/2023			Younger brother

No.	Name of Organization/ Individual	Securities trading account (if any)	Position at the company (if any)	Certificate of title issuance No.			Head Office/Contact Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
				ID/ERC No.	Date of Issue	Place of issue					
10.3	Nguyen Thi Thanh Van							15/8/2023			Younger sister
10.4	Nguyen Thi Thanh Hai							15/8/2023			Younger sister
10.5	Nguyen Thi Thanh Ha							15/8/2023			Younger sister
10.6	Le Quang Binh							15/8/2023			Brother-in-law
10.7	Pham Viet Ha							15/8/2023			Daughter-in-law
10.8	Nguyen Binh Minh							15/8/2023			Son
10.9	Nguyen Luu Thanh Phuong							15/8/2023			Daughter
11	Nguyen Song Gio	C727013	Deputy Director					1/4/2025			Deputy Director
11.1	Tran Thi Ai Loan							1/4/2025			Wife
11.2	Nguyen Minh Phuong							1/4/2025			Daughter
11.3	Nguyen Minh Anh							1/4/2025			Daughter

No.	Name of Organization/ Individual	Securities trading account (if any)	Position at the company (if any)	Certificate of title issuance No.			Head Office/Contact Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
				ID/ERC No.	Date of Issue	Place of issue					
11.4	Hoang Thi Lang							1/4/2025			Mother (passed away)
11.5	Nguyen Van Phuc							1/4/2025			Brother
11.6	Nguyen Bich Hanh							1/4/2025			Sister
11.7	Nguyen Hong Thai							1/4/2025			Younger sister
11.8	Do Xuan Bo							1/4/2025			Brother-in-law
12	Nguyen Thi Thu Hoai		Chief Accountant					2/11/2017			Chief Accountant
12.1	Nguyen Sy Hung							2/11/2017			Father
12.2	Nguyen Thi Bich							2/11/2017			Mother
12.3	Nguyen Thi Thuy Hang							2/11/2017			Elder sister
12.4	Nguyen Van Do							2/11/2017			Brother-in-law
12.5	Le Huu Chien							2/11/2017			Husband

No.	Name of Organization/ Individual	Securities trading account (if any)	Position at the company (if any)	Certificate of title issuance No.			Head Office/Contact Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
				ID/ERC No.	Date of Issue	Place of issue					
12.6	Le Quang Minh							2/11/2017			Son
12.7	Le Minh Hung							2/11/2017			Son
12.8	Le Huu Quyet							2/11/2017			Father-in-law
12.9	Pham Thi Sen							2/11/2017			Mother-in-law
13	Le Xuan Tinh	020C004840	Corporate Governance Manager; BOD Secretary					4/1/2022			Corporate Governance Manager; BOD Secretary
13.1	Luong Kim Thuy							4/1/2022			Wife
13.2	Le Thi Huong Giang							4/1/2022			Daughter
13.3	Le Quynh Anh							4/1/2022			Daughter
13.4	Le Huy Nghia							4/1/2022			Brother
13.5	Nguyen Thi Hanh							4/1/2022			Sister-in-law

No.	Name of Organization/ Individual	Securities trading account (if any)	Position at the company (if any)	Certificate of title issuance No.			Head Office/Contact Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
				ID/ERC No.	Date of Issue	Place of issue					
13.6	Le Thi Thu Hong							4/1/2022			Younger sister
13.7	Nguyen Van Hoan							4/1/2022			Brother-in-law
13.8	Luong Quoc Dung							4/1/2022			Father-in-law
13.9	Nguyen Thi Thanh							4/1/2022			Mother-in-law
13.10	Luong Thi Tuyen							4/1/2022			Sister-in-law
13.11	Luong Ngoc Duong							4/1/2022			Sibling-in-law
14	Nguyen Thi Hang		Company Accounting Manager					7/11/2024		Chief accountant on maternity leave	Company Accounting Manager
14.1	Nguyen Thi Hien							7/11/2024			Sister
14.2	Nguyen Doan Son							7/11/2024			Younger sibling
14.3	Nguyen Thanh Ka							7/11/2024			Younger sibling
14.4	Ngo Trung Thanh							7/11/2024			Husband

No.	Name of Organization/ Individual	Securities trading account (if any)	Position at the company (if any)	Certificate of title issuance No.			Head Office/Contact Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
				ID/ERC No.	Date of Issue	Place of issue					
14.5	Ngo Khanh Ha							7/11/2024			Son
14.6	Ngo Anh Hao							7/11/2024			Son
II	Parent Company										
01	VINACOMIN - Viet Bac Mining Industry Holding Corporation		Parent Company					2008			Parent Company

(Attached to the Report on Corporate Governance No. 10/BC-HĐQT, dated January 22, 2026)

No.	Name of Organization/ Individual	Relationship	Document No.	NSH/ ERC No.		Head Office/ Contact address	Time of transactions	Number of resolutions / decisions of the GMS / BOD adopted	Transactions			Notes
				Date of issue	Place of issue				Content	Quantity	Total value before tax (VND)	
1	Vietnam National Coal - Mineral Industries Holding Corporation	Affiliated Person	5700100256	12/7/2010	Hanoi City Department of Planning and Investment	No. 3 Duong Dinh Nghe Street, Yen Hoa Ward, Hanoi	Contract No. 257/HĐ/TKV-XMLH dated 24/12/2024	117 /NQ-HĐQT, dated 19/12/2024; 118 /QĐ-HĐQT, dated 19/12/2024; 29/NQ – ĐHĐCĐ 2025, dated 17/4/2025; 32 /QĐ-HĐQT, dated 18/4/2025	Coal trading for 2025	78,423.33 (tons)	155,339,011,753	
2	VVMI Khanh Hoa Coal Company	Affiliated Person	0100100015-024	17/3/2014	Thai Nguyen Provincial Department of Planning and Investment	Cao Son 1 Residential Group, Quan Trieu Ward, Thai Nguyen Province, Vietnam	Contract No. 346/HĐMB/TK H-XMLH dated 17/1/2025	117 /NQ-HĐQT, dated 19/12/2024; 118 /QĐ-HĐQT, dated 19/12/2024	Trading of screened waste rock for 2025	49,106.09 (tons)	2,455,304,500	
3	VVMI - Manufacturing and Materials Equipment Trading Joint Stock Company	Affiliated Person	0101854047	06/4/2016	Hanoi City Department of Planning and Investment	Residential Group 12, Thu Lam Commune, Hanoi, Vietnam	Contract No. 460/HĐKT-KHVT Dated 23/12/2024	115 /NQ-HĐQT, dated 19/12/2024; 116 /QĐ-HĐQT, dated 19/12/2024	Supply of bags for the first 6 months of 2025	5,969,900 (Bags)	31,162,878,000	
4	VVMI - Coal Industry Rehabilitation Center - Branch of VINACOMIN - Viet Bac Mining	Affiliated Person	0100100015-025	16/10/2015	Thanh Hoa Provincial Department of Planning and Investment	No. 41 Thanh Nien Street, Sam Son Ward, Thanh Hoa Province	Contract No. 128/HĐDV-KHVT dated 24/4/2025	13 NQ-HĐQT, dated 11/3/2025; 14 /QĐ-HĐQT, dated 11/3/2025	Provision of customer conference organization services in Sam Son - Thanh Hoa	01 Package	1,095,120,000	

No.	Name of Organization/ Individual	Relationship	NSH/ ERC No.			Head Office/ Contact address	Time of transactions	Number of resolutions / decisions of the GMS / BOD adopted	Transactions			Notes
			Document No.	Date of issue	Place of issue				Content	Quantity	Total value before tax (VND)	
	Industry Holding Corporation						Contract No. 23/2025/HĐDV -TTĐD-XMLH dated 21/5/2025	13 NQ-HĐQT, dated 11/3/2025; 14 /QĐ-HĐQT, dated 11/3/2025	Convalescence	55 people	158,400,000	
							Contract No. 321/HĐDV-KHVT dated 28/08/2025	13 NQ-HĐQT, dated 11/3/2025; 14 /QĐ-HĐQT, dated 11/3/2025	Mid-year review conference of Trade Union work for the first 6 months of 2025	01 Package	132,430,000	
							28/11/2025	13 NQ-HĐQT, dated 11/3/2025; 14 /QĐ-HĐQT, dated 11/3/2025	Provision of services: catering and accommodation	01 Package	11,150,000	
5	VVMI - Thai Nguyen Hotel Joint Stock Company	Affiliated Person	4600422402	29/4/2022	Thai Nguyen Provincial Department of Planning and Investment	No. 2 Hoang Van Thu Street, Phan Dinh Phung Ward, Thai Nguyen Province	169/HĐKT-KHVT dated 27/5/2025; 206/HĐKT-KHVT dated 26/6/2025; 260/HĐKT-KHVT dated 25/7/2025	13 NQ-HĐQT, dated 11/3/2025; 14 /QĐ-HĐQT, dated 11/3/2025	Provision of services: sightseeing and holiday tour in Da Lat in 2025	01 Package	3,747,520,000	
							15/3/2025 until 31/12/2025	13 NQ-HĐQT, dated 11/3/2025; 14 /QĐ-HĐQT, dated 11/3/2025	Provision of services: catering, accommodation, and conference hall rental	01 Package	45,824,075	
							210/HĐKT-KHVT dated 27/6/2025	13 NQ-HĐQT, dated 11/3/2025; 14 /QĐ-HĐQT, dated 11/3/2025	Supply of nutritional milk for the second half of 2025	90,720 (Boxes)	675,864,000	

No.	Name of Organization/ Individual	Relationship	NSH/ ERC No.			Head Office/ Contact address	Time of transactions	Number of resolutions / decisions of the GMS / BOD adopted	Transactions			Notes
			Document No.	Date of issue	Place of issue				Content	Quantity	Total value before tax (VND)	
6	VVMi-Mechanical and Pressure Equipment Joint Stock Company	Affiliated Person	0102274810	16/02/2017	Hanoi City Department of Planning and Investment	No. 506 Ha Huy Tap Street, Phu Dong Commune, Hanoi	Contract No. 188/HĐKT-KHVT dated 18/6/2025	13 NQ-HĐQT, dated 11/3/2025; 14 /QĐ-HĐQT, dated 11/3/2025	Supply of steel products	2,069 (kg)	42,504,500	
							Contract No. 201/HĐKT-KHVT dated 26/6/2025	13 NQ-HĐQT, dated 11/3/2025; 14 /QĐ-HĐQT, dated 11/3/2025	Supply of steel products	1,962 (kg)	44,149,000	
							Contract No. 366/HĐKT-KHVT dated 26/10/2024	97 NQ-HĐQT, dated 24/10/2024; 98/QĐ-HĐQT dated 24/10/2024	Supply and installation of an automatic bagging system	01 system	10,409,090,909	
7	VINACOMIN - Materials Trading Joint Stock Company	Affiliated Person	5700100707	20/01/2025 (12th amendment)	Quang Ninh Provincial Department of Planning and Investment	Residential Group 1, Area 2, Ha Long Ward, Quang Ninh Province, Vietnam	Contract No. 04/HĐMB-KDVT dated 02/01/2025	13 NQ-HĐQT, dated 11/3/2025; 14 /QĐ-HĐQT, dated 11/3/2025	Contract for the supply of oil and lubricants	01 Package	682,572,160	
8	Vietnam Coal and Mineral College	Affiliated Person	61/2023/GC NĐKHĐ-TCGDNN	28/8/2023	General Department of Vocational Education – Ministry of Labour, Invalids and Social Affairs	No. 8 Chu Van An Street, Ha Long Ward, Quang Ninh Province	Contract No. 722/HĐ-CĐTKV dated 13/5/2025;	13 NQ-HĐQT, dated 11/3/2025; 14 /QĐ-HĐQT, dated 11/3/2025	Contract for the provision of services and training	15 classes	288,673,000	
9	Vinacomin Business Administration School	Affiliated Person	5700100256-068	11/01/2024	Hanoi City Department of Planning and Investment	No. 25, Alley 46, An Hoa Street, Hanoi	15/3/2025 until 31/12/2025	13 NQ-HĐQT, dated 11/3/2025; 14 /QĐ-HĐQT, dated 11/3/2025	Contract for the provision of training services	12 (courses)	288,856,476	

No.	Name of Organization/ Individual	Relations hip	NSH/ ERC No.			Head Office/ Contact address	Time of transactions	Number of resolutions / decisions of the GMS / BOD adopted	Transactions			Notes
			Document No.	Date of issue	Place of issue				Content	Quantity	Total value before tax (VND)	
10	Thai Nguyen Mining Chemical Industry Company	Affiliated Person	0100101072-032	15/5/2023	Thai Nguyen Provincial Department of Planning and Investment	No. 9 Phan Dinh Phung Street, Phan Dinh Phung Ward, Thai Nguyen Province	Dated 01/01/2025 until 31/12/2025	13 NQ-HĐQT, dated 11/3/2025; 14 /QĐ-HĐQT, dated 11/3/2025	Contract for the purchase and sale of goods and services serving production and business activities	01 Service package	6,737,195,533	
11	Institute of Energy and Mining Mechanical Engineering - Vinacomin	Affiliated Person	0100100632	Initial: 05/11/2010; 9th amendment: 07/8/2023	Hanoi City Department of Planning and Investment	565 Nguyen Trai Street, Thanh Liet Ward, Hanoi, Vietnam	Contract No. 108/HĐKT-KHVT dated 08/4/2025	23 NQ-HĐQT, dated 08/4/2025; 24/QĐ-HĐQT dated 08/4/2025	Consulting services for preparation of the technical-economic report; Investment project for a dust-suppression spray system	01 Project	88,888,889	

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No.	Name of Individual	Securities trading account (if any)	Position at the company (if any)	ID/passport No., date of issue, place of issue			Address	Number of shares hold at the end of the year	Percentage of ownership at the end of the year (%)	Notes
				ID/ERC No.	Date of issue	Place of issue				
I	Board of Directors, Executive Board, Board of Supervisors, Chief Accountant, Corporate Administrator, Secretary of the BOD									
1	Vu Minh Tan		Chairman of the BOD					0	0	Closing date on 16/05/2025
1.1	Tran Hung Chinh							0	0	
1.2	Hoang Thi Tien							0	0	
1.3	Tran Thi Nga							0	0	
1.4	Vu Quang Dao							0	0	
1.5	Truong Thuy Hong Ngoc							0	0	
1.6	Vu Van Khoi							0	0	
1.7	Nguyen Phuong Thao							0	0	
1.8	Vu Thi An							0	0	
1.9	Pham Trung Hoa							0	0	
1.10	Vu Thi Huong							0	0	
1.11	Truong Anh Hung							0	0	
1.12	Vu Thi Uyen							0	0	

No.	Name of Individual	Securities trading account (if any)	Position at the company (if any)	ID/passport No., date of issue, place of issue			Address	Number of shares hold at the end of the year	Percentage of ownership at the end of the year (%)	Notes
				ID/ERC No.	Date of issue	Place of issue				
1.13	Nguyen Duc An							0	0	
1.14	Vu Thi Uyen							0	0	
1.15	Vu Quoc Hung							0	0	
1.16	Nguyen Thi Nga							0	0	
1.17	Vu Thi Hong Duyen							0	0	
2	Tran Quang Khai		Member of the BOD; Director					4,920	0.041	Closing date on 16/05/ 2025
2.1	Tran Ngoc Khanh									
2.2	Nguyen Thi Nhi							0	0	
2.3	Tran Van Khang							0	0	
2.4	Tran Thi Thien Kim							0	0	
2.5	Tran Thi Hong Khanh							0	0	
2.6	Nguyen Thai Quynh									
2.7	Pham Thi Truc							0	0	
2.8	Nguyen Thi Thanh Thuy							0	0	
2.9	Do Viet Dat							0	0	
2.10	Nguyen Minh Huan							0	0	
2.11	Tran Nguyen Quang Khoa							0	0	
2.12	Tran Huong Giang							0	0	
3	Ha Van Chuyen		Member of the BOD					0	0	Closing date on 02/05/ 2025

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No.	Name of Individual	Securities trading account (if any)	Position at the company (if any)	ID/passport No., date of issue, place of issue			Address	Number of shares hold at the end of the year	Percentage of ownership at the end of the year (%)	Notes
				ID/ERC No.	Date of issue	Place of issue				
6.4	Nguyen Thi Hoi							0	0	
6.5	Pham Thi Thanh Nhan							0	0	
6.6	Pham Trung Hoan							0	0	
6.7	Be Thi Hong Phuong							0	0	
6.8	Nguyen Thi Thanh Hoan							0	0	
6.9	Pham Gia Khanh							0	0	
6.10	Pham Gia Bach							0	0	
7	Tran Thu Huong		Member of the BOS					0	0	Closing date on 02/5/2025
7.1	Le Thi Cuc							0	0	
7.2	Tran Dinh Diem							0	0	
7.3	Tran Duc Minh							0	0	
7.4	Tran Ngoc Phuong Linh							0	0	
7.5	Tran Thi Bao Mai							0	0	
7.6	Tran Dinh Dien							0	0	
7.7	Nguyen Thu Trang							0	0	
8	Nguyen Thi Hong Nhung		Member of the BOS					0	0	Closing date on 02/5/2025
8.1	Vu Thi Ha							0	0	
8.2	Nguyen Thi Hong Van							0	0	
8.3	Nguyen Thi My							0	0	
8.4	Phi Vinh Tung Hung							0	0	

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No.	Name of Individual	Securities trading account (if any)	Position at the company (if any)	ID/passport No., date of issue, place of issue			Address	Number of shares hold at the end of the year	Percentage of ownership at the end of the year (%)	Notes
				ID/ERC No.	Date of issue	Place of issue				
13.6	Le Thi Thu Hong							1,440	0.012	Closing date on 16/5/ 2025
13.7	Nguyen Van Hoan							0	0	
13.8	Luong Quoc Dung							0	0	
13.9	Nguyen Thi Thanh							0	0	
13.10	Luong Thi Tuyen							0	0	
13.11	Luong Ngoc Duong							240	0.002	Closing date on 16/5/ 2025
14	Nguyen Thi Hang		Company Accounting Manager					0	0	Closing date on 16/5/ 2025
14.1	Nguyen Thi Hien							0	0	
14.2	Nguyen Doan Son							0	0	
14.3	Nguyen Thanh Ka							0	0	
14.4	Ngo Trung Thanh							0	0	
14.5	Ngo Khanh Ha							0	0	
14.6	Ngo Anh Hao							0	0	
II	Parent Company									
1	VINACOMIN - Viet Bac Mining Industry Holding Corporation		Parent Company					6,165,960	51.383	Closing date on 16/5/ 2025

