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VIETNAM NATIONAL CEMENT CORPORATION
VICEM ENERGY AND ENVIRONMENT JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No: 130/BC-NL&MT

Hanoi, day 29 month 01 year 2026

CÔNG TY CỔ PHẦN NĂNG LƯỢNG VÀ MÔI TRƯỜNG VICEM
Digitally signed by CÔNG TY CỔ PHẦN NĂNG LƯỢNG VÀ MÔI TRƯỜNG VICEM
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REPORT ON CORPORATE GOVERNANCE
(Year 2025)

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

- Name of company: VICEM Energy and Environment Joint Stock Company
- Address of headoffice: 21B Cat Linh Street, O Cho Dua Ward, Hanoi City, Vietnam.
- Telephone: 02438457328: Fax: 02438457186;
- Email: vtvvicem@gmail.com
- Charter capital: 311,998,250,000 VND (Three hundred and eleven billion nine hundred and ninety-eight million two hundred and fifty thousand VND).
- Stock symbol: VTV
- Governance model: General Meeting of Shareholders, Board of Directors (BOD), Board of Supervisory (BOS) and General Director.
- The implementation of the internal audit: Not yet implemented

I. Activities of the General Meeting of Shareholders

VICEM Energy and Environment Joint Stock Company held its 2025 Annual General Meeting of Shareholders on April 16, 2025. At the meeting, after democratic, objective, and constructive discussions, the General Meeting of Shareholders voted to approve the following contents:

No.	Resolutions/ Decisions No.	Date	Content
1	Resolution No. 502/NQ-DHDCD	16/04/2025	1. Approving the Board of Directors' operation report in 2024 and operation plan for 2025, Report on the activities of independent members of the BOD and the results of the independent members' assessment of the activities of the BOD in 2024. 2. Approve the Report on operation of the BOS in 2024 and operation plan in 2025. 3. Approve the Business result report in 2024 and Business plan in 2025. 4. Approve the audited Financial Statements in 2024. 5. Approve the profit distribution plan in 2024.

			6. Approve the remuneration of the BOD, the BOS in 2024 and the remuneration plan in 2025. 7. Approve the selection of the auditing firm for the 2025 financial statements. 8. Approve contracts and transactions between the Company and its affiliated persons. 9. Approval of amendments and supplements to the Charter of organization and operation of Company.

II. Board of Directors

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

No.	Board of Directors' members	Position (Independent members of the Board of Directors, Non-executive members of the Board of Directors)	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Ms. Nguyen Thi Kim Chi	Chairman, non-executive member of the BOD	27/4/2023	
2	Mr. Tran Khac Manh	Member of the BOD, General director	29/6/2020	
3	Mr. Nguyen Danh Huyen	Non-executive member of the Board of Directors	24/4/2024	
4	Mr. Tran Dinh Dung	Non-executive member of the Board of Directors	30/6/2021	
5	Mr. Pham Van Phuong	Independent member of the Board of Directors	30/6/2021	

2. Các cuộc họp HĐQT
2. Meetings of the Board of Directors

No.	Board of Directors' members	Number of meetings attended by Board of Directors	Attendance rate (%)	Reasons for absence
1	Ms. Nguyen Thi Kim Chi	5/5	100	
2	Mr. Tran Khac Manh	5/5	100	
3	Mr. Nguyen Danh Huyen	4/5	100	Long business trips.
4	Mr. Tran Dinh Dung	5/5	100	
5	Mr. Pham Van Phuong	5/5	100	

3. Supervising the Board of Management (BOM) by the Board of Directors (BOD):

The supervising the the Board of Management with the Board of Directors shall be carried out in accordance with the Company Charter and the Regulation on Operation of the BOD. The BOD exercises the right to supervise the BOM through the BOM reporting on the results of the implementation of the Production and Business Plan, reporting on the results of the implementation of Resolutions/Decisions of the BOD and the General Meeting of Shareholders at periodic meetings of the BOD; The BOM provides unusual information at the request of the BOD.

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

5. Resolutions/Decisions of the Board of Directors: Details are in Appendix 01.

III. Board of Supervisors

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

No.	Members of BOS	Position	The date becoming/ceasing to be the member of the BOS		Qualification
			Date of appointment	Date of dismissal	
1	Ms. Nguyen Thi Thu Ha	Head of BOS	24/4/2018		Bachelor of Accounting
2	Mr. Mai Thanh Hai	Member	30/6/2021		Master of Business Administration
3	Ms. Nguyen Thi Kim Oanh	Member	30/6/2021		Bachelor of Business Administration

2. Meetings of BOS

No.	Members of BOS	Number of meetings attended	Attendance rate (%)	Voting rate (%)	Reasons for absence
1	Ms. Nguyen Thi Thu Ha	02	100	100	
2	Mr. Mai Thanh Hai	02	100	100	
3	Ms. Nguyen Thi Kim Oanh	02	100	100	

3. Supervising BOD, BOM and shareholders by BOS

- Strengthen inspection and supervision of the Company's management and administration through the supervision of the implementation of Resolutions of the General Meeting of Shareholders and the BOD.

- Participate in and contribute opinions during BOD meetings and monthly briefings of the Company.

- Appraisal and evaluation of the accounting and financial statements of enterprises.

- In 2025, the BOS did not detect any abnormalities in the operations of the BOD or the management.

- In 2025, the BOS had no recommendations or requests to carry out any inspections of the BOD or the BOM.

4. The coordination among the BOS, the BOM, BOD and other managers.

- The coordination and information exchange between the BOS and the BOD, BOM are maintained regularly through direct discussions, documents, and emails.

- Periodic meetings of the BOD and the Company's production and business review conferences are attended by the BOS.

- The Supervisory Board is provided with documents and information related to the company's governance, business operations, and financial situation.

5. Other activities of the Board of Supervisors:

Participate in opinions for departments and divisions within the company to revise internal regulations and policies in accordance with current laws and regulations.

IV. Board of Management

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment/ dismissal of members of the BOM
1	Mr. Tran Khac Manh - Member of the BOD, General director	05/11/1970	Master of Business Administration	09/01/2020
2	Mr. Trinh Cong Giang Deputy General director	12/10/1969	Bachelor of Accounting	30/3/2017

V. Chief Accountant

Name	Date of birth	Qualification	Date of appointment/ dismissal
Ms. Trinh Thi Hong	14/8/1978	Bachelor of Accounting	06/6/2022

VI. Training courses on corporate governance:

Training courses on corporate governance were involved by members of Board of Directors, the Board of Supervisors, Director (General Director), other managers and secretaries in accordance with regulations on corporate governance: None

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

1. The list of affiliated persons of the Company

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
1	Vietnam National Cement Corporation	068C600333		0100106320 1/7/2011 Hanoi Department of Planning and Investment	No. 228, Le Duan Street, Van Mieu - Quoc Tu Giam Ward, Hanoi.	24/4/2006			Parent Company
2	Vicem Hoang Thach Cement Company			0800004797	Bich Nhoi 2 Area, Nhi Chieu Ward, Hai Phong City.				affiliated persons
3	Vicem Hai Phong Cement Company Limited			0200155219	Bach Dang Ward, Hai Phong City.				affiliated persons
4	Vicem Tam Diep Cement One Member Company Limited			2700260173	No. 27, Chi Lang Street, Tam Diep Ward, Ninh Binh Province.				affiliated persons
5	Vicem Hoang Mai Cement Joint Stock Company			2900329295	Tan Tien Block, Hoang Mai Ward, Nghe An Province.				affiliated persons

6	Vicem But son Cement Joint Stock Company			0700117613	Hong Son Village, Ly Thuong Kiet Ward, Ninh Binh Province.				affiliated persons
7	Vicem Bim Son Cement Joint Stock Company			2800232620	Quarter 7, Bim Son Ward, Thanh Hoa Province.				affiliated persons
8	Vicem Ha Long Cement Joint Stock Company			5700466028	Thong Nhat Commune, Hoanh Bo Ward, Quang Ninh Province				affiliated persons
9	Ms. Nguyen Thi Kim Chi					27/4/2023		Appoin tment	affiliated persons
10	Mr. Tran Khac Manh					09/01/2020 29/6/2020		Appoin tment	affiliated persons
11	Mr. Nguyen Danh Huyen					24/4/2024		Appoin tment	affiliated persons
12	Mr. Tran Dinh Dung					30/6/2021		Appoin tment	affiliated persons
13	Mr. Pham Van Phuong					30/6/2021		Appoin tment	affiliated persons
14	Mr. Trinh Cong Giang					30/3/2017		Appoin tment	affiliated persons
15	Ms. Trinh Thi Hong					6/6/2022 15/01/2021		Appoin tment	affiliated persons
16	Ms. Nguyen Thi Thu Ha					12/4/2016		Appoin tment	affiliated persons
17	Mr. Mai Thanh Hai					30/6/2021		Appoin tment	affiliated persons
18	Ms. Nguyen Thi Kim Oanh					30/6/2021		Appoin tment	affiliated persons

19	Mr. Pham Ngoc Duc					01/11/2018			affiliated persons

2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons.

No.	Name of organization/individual	Relationship with the Company	NSH No.*, date of issue, place of issue	Address	Time of transactionswith the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ BOD (if any, specifying date of issue)	Content, quantity, total value of transaction	Note
1	Vietnam National Cement Corporation	Parent Company	0100106320 1/7/2011 Hanoi Department of Planning and Investment	No. 228, Le Duan Street, Van Mieu - Quoc Tu Giam Ward, Hanoi.	Year 2025	2104/VICEM-HĐKT dated 31/12/2013	Value consulting fee: 1,879,368,352 VND	
						580/NQ-HĐQT dated 29/4/2022 of BOD	Loans, interest: 858,044,384 VND	
2	Vicem Hoang Thach Cement Company	Affiliated persons	0800004797	Bich Nhoi 2 Area, Nhi Chieu Ward, Hai Phong City.	Year 2025	- Resolution No. 502/NQ-DHDCD of the 2025 Annual General Meeting of Shareholder. - Resolution No. 1706/NQ-HDQT dated 31/12/2024 of the BOD	Sale of coal, contract value: 116,325,000,000 VND	
							Coal sale, contract value: 59,290,000,000 VND	
							Mua Clinker, giá trị HĐ: 7.900.000.000 đồng	
3	Vicem Hai Phong Cement Company Limited	Affiliated persons	0200155219	Bach Dang Ward, Hai Phong City	Year 2025		Sale of coal, contract value: 82,269,000,000 VND	
							Sale of coal, contract value: 134,090,000,000 VND	
							Sale of coal, contract value: 45,210,000,000 VND	
4	Vicem Tam Diep Cement Company		2700260173	No. 27, Chi Lang Street, Tam Diep Ward, Ninh Binh Province.			Buy clinker, contract value: 38,500,000,000 VND	
5	Hoang Mai Cement Joint Stock Company	Affiliated persons	2900329295	Tan Tien Block, Hoang Mai Ward, Nghe An Province.	Year 2025		Sale of coal, contract value: 30,987,000,000 VND	
							Supply of ordinary solid waste group 1, contract value: 15,552,000,000 VND	
							Sale of gypsum, contract value: 3,789,500,000 VND	
							Supply of conventional waste: 6,480,000,000 VND	
							Supply of ordinary waste contract: 7,2570,600,000 VND	
							Selling plaster, contract value: 8,580,000,000 VND	
6	Vicem But son Cement Joint Stock Company	Affiliated persons	0700117613	Hong Son Village, Ly Thuong Kiet Ward, Ninh Binh Province.	Year 2025		Sale of coal, contract value: 156,695,000,000 VND	
							Supply of industrial waste type 5, contract value: 11,664,000,000 VND	
							Supply of conventional waste: 5,832,000,000 VND	

							Buy clinker, contract value: 7,200,000,000 VND	
7	Vicem Bim Son Cement Joint Stock Company	Affiliated persons	2800232620	Quarter 7, Bim Son Ward, Thanh Hoa Province.	Year 2025		Sale of coal, contract value: 71,071,000,000 VND	
							Sale of coal, contract value: 69,546,400,000 VND	
							Sale of coal, contract value: 76,076,000,000 VND	
							Coal sale, contract value: 77,357,500,000 VND	
							Coal sale, contract value: 143,825,000,000 VND	
							Buy Clinker, contract value: 168,750,000,000 VND	
8	Vicem Ha Long Cement Joint Stock Company	Affiliated persons	5700466028	Thong Nhat Commune, Hoanh Bo Ward, Quang Ninh Province	Year 2025		Coal sale, contract value: 249,494,473,800 VND	
							Buy clinker, contract value: 24,300,000,000 VND	
							Buy clinker, contract value: 8,330,000,000 VND	

Note: NSH No.: ID card No./Passport No. (As for individuals) or Business Registration Certificate No., License on Operations or equivalent legal documents (As for organisations).*

3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power: None

4. Transactions between the Company and other objects

4.1. Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, Director (General Director) have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting): None

4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director (General Director) and other managers as a member of Board of Directors, Director (General Director or CEO): None

4.3. Other transactions of the Company (if any) may bring material or non-material benefits for members of Board of Directors, members of the Board of Supervisors, Director (General Director) and other managers: None

VIII. Share transactions of internal persons and their affiliated persons

1. The list of internal persons and their affiliated persons: Details are in

Appendix 02.

2. Transactions of internal persons and affiliated persons with shares of the Company: None

IX. Other significant issues: None

Recipients:
- As above;
- Authorised person to disclose information (information disclosure);
- Archived: BOD.

CHAIRMAN OF THE BOD

CÔNG TY CỔ PHẦN NĂNG LƯỢNG VÀ MÔI TRƯỜNG VICEM

Nguyễn Thị Kim Chi

Appendix 01: Resolutions/Decisions of the Board of Directors in 2025

No.	Resolution/Decision No.	Date	Content	Approval rate
1	35/NQ-HĐQT	09/01/2025	Regarding personnel matters	100%
2	36/QĐ-NL&MT	09/01/2025	Regarding the re-appointment of the General Director of VICEM Energy and Environment Joint Stock Company	100%
3	167/NQ-HĐQT	12/02/2025	Regarding personnel matters	100%
4	178/NQ-HĐQT	13/02/2025	Regarding commendation and reward in 2023	100%
5	197/QĐ-NL&MT	18/02/2025	Regarding the recognition of the grassroots emulation title in 2023	100%
6	203/NQ-HĐQT	18/02/2025	Regarding the Regulation on Emulation and Commendation	100%
7	220/NQ-HĐQT	25/02/2025	Regarding Holding the Annual General Meeting of Shareholders in 2025	100%
8	255/QĐ-NL&MT	04/3/2025	Regarding the promulgation of the Regulation on emulation and commendation	100%
9	273/NQ-HĐQT	05/3/2025	The BOD meeting for the first quarter of 2025	100%
10	274/NQ-HĐQT	05/3/2025	Regarding personnel matters	100%
11	283/QĐ-HĐQT	07/3/2025	Regarding the establishment of the Organizing Committee for the AGM in 2025	100%
12	284/QĐ-HĐQT	07/3/2025	Regarding the establishment of the Subcommittee on Examination of Shareholder Status of the Annual General Meeting of Shareholders in 2025	100%
13	368/NQ-HĐQT	26/3/2025	Regarding personnel matters	100%
14	369/QĐ-HĐQT	26/3/2025	Regarding the re-appointment of Deputy General Director of VICEM Energy and Environment Joint Stock Company	100%
15	431/NQ-HĐQT	03/4/2025	Regarding the commendation and reward in 2024 and advanced examples in the 2020-2025 period	100%
16	434/QĐ-NL&MT	03/4/2025	Regarding the recognition of grassroots emulation titles in 2024	100%
17	435/QĐ-NL&MT	03/4/2025	Regarding the recognition and commendation of advanced typical individuals in the period of 2020-2025	100%
18	479/NQ-HĐQT	11/4/2025	Regarding the approval of documents for the AGM in 2025	100%
19	636/NQ-HĐQT	12/5/2025	Regarding personnel matters	100%
20	654/NQ-HĐQT	15/5/2025	Regarding comments and evaluations for the representative of VICEM capital at Vicem Energy and Environment Joint Stock Company	100%
21	698/NQ-HĐQT	26/5/2025	The BOD meeting for the second quarter of 2025	100%
22	701/NQ-HĐQT	26/5/2025	Regarding the extension of the loan by Vietnam National Cement Corporation	100%

23	764/NQ-HĐQT	11/6/2025	Regarding the selection of the auditing firm for the 2025 financial statements	100%
24	813/NQ-HĐQT	23/6/2025	Regarding the Regulation on cadre management	100%
25	822/NQ-HĐQT	24/6/2025	Regarding the approval of the list of reviewing and supplementing the planning of leading cadres. management under the management company in the period of 2021-2026 and the period of 2026-2031	100%
26	829/QĐ-NL&MT	26/6/2025	Regarding the promulgation of the Regulation on cadre management	100%
27	958/NQ-HĐQT	28/7/2025	Regarding personnel matters	100%
28	1085/NQ-HĐQT	20/8/2025	The BOD meeting for the third quarter of 2025	100%
29	1194/QĐ-HĐQT	24/9/2025	Regarding the approval of the labor utilization plan and the planned salary fund in 2025 of Vicem Energy and Environment Joint Stock Company	100%
30	1349/QĐ-HĐQT	31/10/2025	Regarding the removal from the planning, supplementing the planning of leaders and managers for the period of 2021-2026 at companies under the management of VICEM	100%
31	1368/NQ-HĐQT	06/11/2025	Regarding the extension of the loan by Vietnam National Cement Corporation	100%
32	1403/NQ-HĐQT	18/11/2025	The BOD meeting for the fourth quarter of 2025	100%
33	1408/NQ-HĐQT	18/11/2025	Regarding short-term loans to supplement working capital	100%
34	1409/NQ-HĐQT	18/11/2025	Regarding personnel matters	100%
35	1476/NQ-HĐQT	05/12/2025	Regarding the exemption and reduction of consulting fees for the transfer of management and market development skills in 2025	100%
36	1661/NQ-HĐQT	26/12/2025	Regarding the evaluation and rating of the quality of the Company's managers in 2024	100%
37	1662/NQ-HĐQT	26/12/2025	Regarding the restructuring and organization of the Company's operating apparatus	100%
38	1669/QĐ-HĐQT	30/12/2025	Regarding the dissolution of the Technical Department of Vicem Energy and Environment Joint Stock Company	100%
39	1700/QĐ-NL&MT	30/12/2025	Regarding the transfer of functions and tasks of the Technical Department to the Economic and Planning Department of the Company	100%
40	1701/QĐ-NL&MT	30/12/2025	Regarding the transfer of functions and tasks of the Technical Department to the Labor Organization Department of the Company	100%
41	1717/NQ-HĐQT	31/12/2025	Regarding the signing of internal contracts within VICEM	100%

Appendix 02: The list of internal persons and their affiliated persons

No.	Name	Securities trading account (if any)	Position at the company (if any)	Relationship to Insiders	Giấy NSH (*) (CCCD/Passport/ Giấy ĐKKD)			Head Office Address/Contact	Number of shares owned at the end of the period	Stock ownership ratio at the end of the period	Notes (about the absence of NSH paper numbers and other notes)
					NSH Certificate Number	Date of issue	Place of issue				
1	2	3	4	5	6	7	8	9	10	11	12
1	**Ms. Nguyen Thi Kim Chi**										
1.1	Mr. Nguyen Dinh Chinh			Father of Ms. Nguyen Thi Kim Chi – Chairman of the BOD							
1.2	Ms. Tran Thi Hoi			Mother-in-law of Ms. Nguyen Thi Kim Chi – Chairman of the BOD							
1.3	Mr. Tran Tuan Anh			Husband of Ms. Nguyen Thi Kim Chi – Chairman of the BOD							
1.4	Mr. Nguyen Dinh Vinh			Brother of Ms. Nguyen Thi Kim Chi – Chairman of the BOD							
1.5	Ms. Nguyen Thi Ngoc Diep			Sister of Ms. Nguyen Thi Kim Chi – Chairman of the BOD							
1.6	Mr. Le Dinh Hoanh			Brother-in-law of Ms. Nguyen Thi Kim Chi – Chairman of the BOD							
1.7	Ms. Tran Thi Kim Oanh			Sister-in-law of Ms. Nguyen Thi Kim Chi – Chairman of the BOD							
1.8	Ms. Tran Thi Thuy Nga			Daughter of Ms. Nguyen Thi Kim Chi – Chairman of the BOD							
1.9	Ms. Tran Thu Thuy			Daughter of Ms. Nguyen Thi Kim Chi – Chairman of the BOD							

1.10	VICEM Hoang Thach Cement Company Limited			Ms. Nguyen Thi Kim Chi - Head of the BOS							
1.11	Vicem Hai Phong Packaging Joint Stock Company			Ms. Nguyen Thi Kim Chi - Chairman of the BOD							
1.12	Vicem Bim Son Packaging Joint Stock Company			Ms. Nguyen Thi Kim Chi - Chairman of the BOD							
2	**Mr. Tran Khac Manh**										
2.1	Ms. Vu Phuong Nga			Wife of Mr. Tran Khac Manh - Member of BOD, General director							
2.2	Ms. Phung Thi Tan			Mother of Mr. Tran Khac Manh - Member of BOD, General director							
2.3	Ms. Tran Vu Bao Linh			Daughter of Mr. Tran Khac Manh - Member of BOD, General director							
2.4	Mr. Tran Lam Khoa			Son of Mr. Tran Khac Manh - Member of BOD, General director							
2.5	Mr. Tran Khac Hoanh			Brother of Mr. Tran Khac Manh - Member of BOD, General director							
2.6	Ms. Tran Thi Loan			Sister of Mr. Tran Khac Manh - Member of BOD, General director							
2.7	Ms. Tran Thi Luyer			Sister of Mr. Tran Khac Manh - Member of BOD, General director							
2.8	Mr. Tran Viet Hong			Younger brother of Mr. Tran Khac Manh - Member of BOD, General director							
2.9	Mr. Tran Khac Dung			Younger brother of Mr. Tran Khac Manh - Member of BOD, General director							

2.10	Mr. Mai Xuan Quynh			Brother-in-law of Mr. Tran Khac Manh - Member of BOD, General director							
2.11	Ms. Nguyen Thi Ly			Sister-in-law of Mr. Tran Khac Manh - Member of BOD, General director							
2.12	Ms. Nguyen Thi Minh			Sister-in-law of Mr. Tran Khac Manh - Member of BOD, General director							
3	**Mr. Nguyen Danh Huyen**										
3.1	Ms. Huy Thi Hoa			Wife of Mr. Nguyen Danh Huyen - Member of BOD							
3.2	Mr. Nguyen Danh Nghi			Son of Mr. Nguyen Danh Huyen - Member of BOD							
3.3	Mr. Nguyen Danh Tri			Son of Mr. Nguyen Danh Huyen - Member of BOD							
3.4	Ms. Danh Thi Hong			Sister of Mr. Nguyen Danh Huyen - Member of BOD							
3.5	Mr. Nguyen Danh Hung			Brother of Mr. Nguyen Danh Huyen - Member of BOD							
3.6	Ms. Danh Thi Hoan			Sister of Mr. Nguyen Danh Huyen - Member of BOD							
3.7	Ms. Ngo Thi Tan			Mother-in-law of Mr. Nguyen Danh Huyen - Member of BOD							
3.8	VICEM Hoang Thach Cement Company Limited			Mr. Nguyen Danh Huyen - Members of the BOM							
4	**Mr. Tran Dinh Dung**										

4.1	Mr. Tran Dinh Duc			Father of Mr. Nguyen Danh Huyen - Member of BOD							
4.2	Ms. Nguyen Thi Huong			Mother of Mr. Nguyen Danh Huyen - Member of BOD							
4.3	Mr. Tran Tuan Anh			Brother of Mr. Nguyen Danh Huyen - Member of BOD							
4.4	Nguyen Thi Bach Ngoc			Sister-in-law of Mr. Nguyen Danh Huyen - Member of BOD							
4.5	Ms. Dinh Thi Huong Lam			Wife of Mr. Nguyen Danh Huyen - Member of BOD							
4.6	Ms. Tran Pham Ngoc Mai			Daughter of Mr. Nguyen Danh Huyen - Member of BOD							
4.7	Ms. Tran Pham Uyen Nhi			Daughter of Mr. Nguyen Danh Huyen - Member of BOD							
5	**Mr. Pham Van Phuong**										
5.1	Ms. Vu Thi Huong			Wife of Mr. Mr. Pham Van Phuong - Member of BOD							
5.2	Mr. Pham Xuan Bach			Son of Mr. Mr. Pham Van Phuong - Member of BOD							
5.3	Ms. Trinh Thi Hong			Daughter-in-law of Mr. Mr. Pham Van Phuong - Member of BOD							
5.4	Mr. Pham Vu Ban			Son of Mr. Mr. Pham Van Phuong - Member of BOD							
5.5	Ms. Pham Thi Nguyet			Sister of Mr. Mr. Pham Van Phuong - Member of BOD							
5.6	Mr. Pham Duc Cuong			Brother of Mr. Mr. Pham Van Phuong - Member of BOD							
5.7	Ms. Lai Thi Ngoc			Sister-in-law of Mr. Mr. Pham Van Phuong - Member of BOD							

5.8	Ms. Tran Thi Huong			Mother-in-law of Mr. Mr. Pham Van Phuong - Member of BOD							
5.9	Mr. Vu Dinh Chinh			Brother-in-law law of Mr. Mr. Pham Van Phuong - Member of BOD							
5.10	Ms. Vu Thi Huyen			Sister-in-law of Mr. Mr. Pham Van Phuong - Member of BOD							
5.11	Mr. Vu Van Chinh			Brother-in-law of Mr. Mr. Pham Van Phuong - Member of BOD							
5.12	Ms. Vũ Thị Hạt			Sister-in-law of Mr. Mr. Pham Van Phuong - Member of BOD							
6	**Mr. Trinh Cong Giang**										
6.1	Ms. Le Thi Hang			Wife of Mr. Trinh Cong Giang Deputy General director							
6.2	Ms. Trinh Le Hoai Thuong			Daughter of Mr. Trinh Cong Giang Deputy General director							
6.3	Mr. Trinh Cong Khoi Nguyen			Son of Mr. Trinh Cong Giang Deputy General director							
6.4	Mr. Trinh Cong Loan			Brother of Mr. Trinh Cong Giang Deputy General director							
6.5	Mr. Trinh Cong Phuong			Brother of Mr. Trinh Cong Giang Deputy General director							
6.6	Mr. Trinh Cong Hung			Brother of Mr. Trinh Cong Giang Deputy General director							

6.7	Mr. Trinh Cong Hai			Brother of Mr. Trinh Cong Giang Deputy General director							
6.8	Ms. Trinh Thi Ha			Sister of Mr. Trinh Cong Giang Deputy General director							
6.9	Ms. Trinh Thi Khoat			Sister-in-law of Mr. Trinh Cong Giang Deputy General director							
6.10	Ms. Le Thi Lam			Sister-in-law of Mr. Trinh Cong Giang Deputy General director							
6.11	Ms. Le Thi Tuyet			Sister-in-law of Mr. Trinh Cong Giang Deputy General director							
6.12	Ms. Le Thi Kieu			Sister-in-law of Mr. Trinh Cong Giang Deputy General director							
7	**Ms. Trinh Thi Hong**										
7.1	Mr. Trinh Cong Loan			Father of Ms. Trinh Thi Hong - Chief Accountant/Person Authorized to Disclose Information							
7.2	Ms. Trinh Thi Khoat			Mother of Ms. Trinh Thi Hong - Chief Accountant/Person Authorized to Disclose Information							
7.3	Mr. Nguyen Quang Trung			Husband of Ms. Trinh Thi Hong - Chief Accountant/Person Authorized to Disclose Information							
7.4	Mr. Nguyen Trinh Duc Minh			Son of Ms. Trinh Thi Hong - Chief Accountant/Person Authorized to Disclose Information							

7.5	Ms. Trinh Thi Huong			Sister of Ms. Trinh Thi Hong - Chief Accountant/Person Authorized to Disclose Information							
7.6	Mr. Nguyen Van Hieu			Brother-in-law of Ms. Trinh Thi Hong - Chief Accountant/Person Authorized to Disclose Information							
7.7	Ms. Trinh Thi Hien			Sister of Ms. Trinh Thi Hong - Chief Accountant/Person Authorized to Disclose Information							
7.8	Mr. Vu Hai Bang			Brother-in-law of Ms. Trinh Thi Hong - Chief Accountant/Person Authorized to Disclose Information							
7.9	Ms. Trinh Thi Kim Anh			Sister of Ms. Trinh Thi Hong - Chief Accountant/Person Authorized to Disclose Information							
7.10	Mr. Mai Tri Thuc			Brother-in-law of Ms. Trinh Thi Hong - Chief Accountant/Person Authorized to Disclose Information							
8	**Ms. Nguyen Thi Thu Ha**										
8.1	Mr. Nguyen Van Thuan			Father of Ms. Nguyen Thi Thu Ha -Head of BOS							
8.2	Ms. Tran Thi Nhung			Mother of Ms. Nguyen Thi Thu Ha -Head of BOS							
8.3	Mr. Nguyen Van Tan			Husband of Ms. Nguyen Thi Thu Ha - Head of BOS							

8.4	Ms. Nguyen Ha My			Daughter of Ms. Nguyen Thi Thu Ha - Head of BOS							
8.5	Ms. Nguyen Diem Quynh			Daughter of Ms. Nguyen Thi Thu Ha - Head of BOS							
8.6	Mr. Nguyen Minh Duc			Son of Ms. Nguyen Thi Thu Ha -Head of BOS							
8.7	Ms. Nguyen Thi Thu Hien			Sister of Ms. Nguyen Thi Thu Ha -Head of BOS							
8.8	Mr. Nguyen Son Hiep			Brother of Ms. Nguyen Thi Thu Ha -Head of BOS							
8.9	Ms. Ngo Thi Minh Hai			Sister-in-law of Ms. Nguyen Thi Thu Ha - Head of BOS							
9	**Mr. Mai Thanh Hai**										
9.1	Ms. Buî Le Phuong Anh			Wife of Mr. Mai Thanh Hai - Member of BOS							
9.2	Mr. Mai Xuan Quynh			Father of Mr. Mai Thanh Hai - Member of BOS							
9.3	Ms. Tran Thi Luyen			Mother of Mr. Mai Thanh Hai - Member of BOS							
9.4	Ms. Mai Ngoc Bao Khanh			Daughter of Mr. Mai Thanh Hai - Member of BOS							
9.5	Mr. Mai Nhat Dang			Son of Mr. Mai Thanh Hai - Member of BOS							
9.6	Mr. Bui Danh Tu			Father-in-law of Mr. Mai Thanh Hai - Member of BOS							
9.7	Ms. Le Thi Viet Hoa			Mother-in-law of Mr. Mai Thanh Hai - Member of BOS							

10	**Ms. Nguyen Thi Kim Oanh**										
10.1	Mr. Pham Ha Huy			Husband of Ms. Nguyen Thi Kim Oanh - Member of BOS							
10.2	Ms. Pham Ha My Khanh			Daughter Ms. Nguyen Thi Kim Oanh - Member of BOS							
10.3	Mr. Nguyen Van Hung			Father Ms. Nguyen Thi Kim Oanh - Member of BOS							
10.4	Ms. Nguyen Thi Hang			Mother Ms. Nguyen Thi Kim Oanh - Member of BOS							
10.5	Mr. Nguyen Tuan Anh			Brother Ms. Nguyen Thi Kim Oanh - Member of BOS							
10.6	Ms. Nguyen Thi Hong Hanh			Sister-in-law Ms. Nguyen Thi Kim Oanh - Member of BOS							
10.7	Ms. Ha Thi Huong			Mother-in-law Ms. Nguyen Thi Kim Oanh - Member of BOS							
11	**Mr. Pham Ngoc Duc**										
11.1	Mr. Pham Van Dien			Father of Mr. Pham Ngoc Duc - Person in charge of Corporate Administration/ Company Secretary							
11.2	Ms. Bui Thi Son			Mother of Mr. Pham Ngoc Duc - Person in charge of Corporate Administration/ Company Secretary							
11.3	Ms. Pham Quynh Trang			Wife of Mr. Pham Ngoc Duc - Person in charge of Corporate Administration/ Company Secretary							
11.4	Phạm Ngọc Nhi			Daughter of Mr. Pham Ngoc Duc - Person in charge of Corporate Administration/							

				Company Secretary							
11.5	Ms. Pham Ngoc Anh			Sister of Mr. Pham Ngoc Duc - Person in charge of Corporate Administration/ Company Secretary							
11.6	Mr. Luong Bao Lam			Brother-in-law of Mr. Pham Ngoc Duc - Person in charge of Corporate Administration/ Company Secretary							
11.7	Mr. Pham Van Hien			Father-in-law of Mr. Pham Ngoc Duc - Person in charge of Corporate Administration/ Company Secretary							
11.8	Ms. Le Thi Lan			Mother-in-law of Mr. Pham Ngoc Duc - Person in charge of Corporate Administration/ Company Secretary							