

**APPENDIX NO. V**  
**REPORT ON CORPORATE GOVERNANCE**  
*(Promulgated with the Circular No. 96/2020/TT-BTC on November 16, 2020 of the Minister of Finance)*

**LOGISTICS VICEM JOINT STOCK  
COMPANY**

**THE SOCIALIST REPUBLIC OF VIETNAM**  
**Independence – Freedom - Happiness**

**No: 07/2025/BC -REPORT**

**Ho Chi Minh City, January 16, 2025**

**REPORT ON CORPORATE GOVERNANCE FOR THE YEAR 2024**

**To:** - **The State Securities Commission;**  
- **The Ho Chi Minh City Stock Exchange**

- **Name of company: LOGISTICS VICEM JOINT STOCK COMPANY;**
- **Head Office Address: 405 Song Hanh Ha Noi Highway, Truong Tho Ward, Thu Duc City, Ho Chi Minh City, Vietnam;**
- **Phone: (028)37404061 Fax: (028) 37404062; Email: info@vantaihatien.com**
- **Charter Capital: VND 131,040,000,000;**
- **Stock Symbol: HTV;**
- **Corporate model: General Meeting of Shareholders, Board of Directors, Board of Supervisors, and General Director/Director.**
- **The implementation of internal audit:**
- + **The company has issued an Internal Audit Regulation**
- + **In 2024, the company conducted internal audits in accordance with regulations.**

**I. Activities of the General Meeting of Shareholders**

In 2024, the General Assembly of Shareholders will have 1 meeting on April 23, 2024 (the annual General Assembly of Shareholders for 2024), with the following contents:

No.	Resolution/ Decision No.	Date	Content
01	67/NQ- ĐHĐCĐ	April 23, 2024	Approval of the 2023 business performance report, the 2024 production, business, and construction investment plan, along with other matters within the authority of the General Meeting of Shareholders

**II. The Board of Directors:**

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

No.	BOD's 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	Date of reappointment
1	Mr. Ha Quang Hien	Chairman	May 5, 2022		
2	Mr. Do Van Huan	Executive Board member	April 25, 2016	June 25, 2021	June 25, 2021
3	Mr. Bui Nguyen Quynh	Non – executive Board Member	April 25, 2019	June 25, 2021	June 25, 2021

No.	BOD's 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	Date of reappointment
4	Mr. Ho Si An	Independent Board Member	April 25, 2019	June 25, 2021	June 25, 2021
5	Mr. Nguyen Van Hung	Non – executive Board Member	April 25, 2019	June 25, 2021	June 25, 2021

## 2. Meetings of the Board of Directors

No.	The Board of Directors' members	Number of meetings attended	Attendance Rate (%)	Reasons for absence
1	Mr. Ha Quang Hien	6/6	100%	
2	Mr. Do Van Huan	6/6	100%	
3	Mr. Bui Nguyen Quynh	6/6	100%	
4	Mr. Ho Si An	5/6	83%	Absence with reason (on business trip)
5	Mr. Nguyen Van Hung	6/6	100%	

**3. Supervising the Board of Management by the Board of Directors :** The activities of the General Director are in compliance with the resolutions of the Board of Directors/General Shareholders' Meeting;

**4. Activities of the Board of Directors' subcommittees:** The Board of Directors does not have any subcommittees ;

**5. Resolutions and Decisions of the Board of Directors:** In 2024, the Board of Directors held 06 meetings (on March 29, April 15, June 12, June 21, July 29, and October 10) and successfully organized the 2024 Annual General Meeting of Shareholders.

No.	Resolution/ Decision No.	Date	Content	Approval rate
1	Resolution 23/2024 of the Board of Directors	March 6, 2024	The Board of Directors has agreed and approved the following contents for organizing the 2024 Annual General Meeting of Shareholders of Logistics Vicem Joint Stock Company: - Last registration date: March 27, 2024 - Expected date for the shareholders' meeting: To be announced later - Location: To be announced later - Meeting format: To be announced late	100%
2	Resolution 31/2024 of the Board of Directors	March 29, 2024	- The Board of Directors has agreed and approved the following contents for organizing the 2024 Annual General Meeting of Shareholders of Logistics Vicem Joint Stock Company: - Expected date for the shareholders' meeting: April 23, 2024 - Location: Vicem Logistics Branch - Palace Saigon Hotel, 56-66 Nguyen Hue, Ben Nghe Ward, District 1, Ho Chi Minh City - Meeting format: In-person	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
			- Other contents	
3	Resolution 53/2024 of the Board of Directors	April 15, 2024	- The Board of Directors agreed on the results of business operations for Q1/2024 as reported by the General Director. - The Board of Directors agreed on the business objectives for Q2/2024 and the first half of 2024, as well as the implementation solutions reported by the General Director. - Other contents	100%
4	Resolution 88/2024 of the Board of Directors	June 12, 2024	- Several matters within the Board of Directors' authority concerning the investment project for waterway transport vehicles and Truong Tho Thu Duc Real Estate Investment Development Co., Ltd.	100%
5	Resolution 95/2024 of the Board of Directors	July 17, 2024	Implementation of dividend payment for 2023: - Shareholder list cutoff date: August 2024 - Dividend payment: Before October 23, 2024	100%
6	Resolution 111/2024 of the Board of Directors	July 29, 2024	- The Board of Directors agreed on the results of business operations for Q2/2024 as reported by the General Director. - The Board of Directors agreed on the business objectives for Q3/2024 and the first nine months of 2024, as well as the implementation solutions reported by the General Director. - Other matters were discussed.	100%
7	Resolution 115/2024 of the Board of Directors	August 28, 2024	The Board of Directors approved the internal audit plan and specialized topics for implementation in 2024 for the company	100%
8	Resolution 118/2024 of the Board of Directors	September 9, 2024	The Board of Directors agreed and approved the appointment of staff for business trips.	100%
9	Resolution 122/2024 of the Board of Directors	September 30, 2024	The Board of Directors agreed and approved the revised Regulation on Staff Management and Representatives of the Company's Capital, replacing the previous version issued with Decision No. 92/QĐ-LGSVICEM-HDQT dated May 30, 2023, by the Board of Directors of Logistics Vicem Joint Stock Company.	100%
10	Resolution 130/2024 of the Board of Directors	October 10, 2024	- The Board of Directors agreed on the results of business operations for Q3/2024 as reported by the General Director.	100%

No.	Resolution/ Decision No.	Date	Content	Approval rate
			- The Board of Directors agreed on the business objectives for Q4/2024 and the first nine months of 2024, as well as the implementation solutions reported by the General Director. - Other matters were discussed.	
11	Resolution 133/2024 of the Board of Directors	November 8, 2024	The Board of Directors agreed on the approval of the main targets and business plan for 2025 of Logistics Vicem Joint Stock Company	100%
12	Resolution 139/2024 of the Board of Directors	November 29, 2024	The Board of Directors agreed and approved the "Regulation on Investment Project Management" of Logistics Vicem Joint Stock Company	100%
13	Resolution 143/2024 of the Board of Directors	December 6, 2024	The Board of Directors agreed and approved the principle of signing an annex to the goods and services supply contract between Logistics Vicem Joint Stock Company and the Vietnam Cement Industry Corporation	100%
14	Resolution 145/2024 of the Board of Directors	December 6, 2024	The Board of Directors agreed and approved the principle of signing contracts and annexes for goods and services supply between Logistics Vicem Joint Stock Company and VICEM Ha Tien Cement Joint Stock Company.	100%
15	Resolution 147/2024 of the Board of Directors	December 6, 2024	The Board of Directors agreed and approved the principle of signing contracts for goods and services supply between Logistics Vicem Joint Stock Company and Ha Long Cement Joint Stock Company.	100%
16	Resolution 149/2024 of the Board of Directors	December 6, 2024	The Board of Directors agreed and approved the principle of signing goods and services supply contracts between Logistics Vicem Joint Stock Company and VICEM's member companies.	100%
17	Resolution 155/2024 of the Board of Directors	December 18, 2024	The Board of Directors agreed and approved the principle regarding the General Director of Logistics Vicem Joint Stock Company's leave of absence for a personal matter abroad.	100%
18	Resolution 159/2024 of the Board of Directors	December 24, 2024	The Board of Directors agreed and approved the internal audit plan and specialized topics for implementation in 2025 for Logistics Vicem Joint Stock Company.	100%

### III. The Board of Supervisors:

#### 1. Information about members of The Board of Supervisors

No.	Members of The Board of Supervisors	Position	The date becoming/ceasing to be the member of The Board of Supervisors	Qualification
1	Mr. Ha Minh Ngoc	Head of Board	June 25, 2021	University of Civil Engineering University of Languages
2	Mrs. Nguyen Thi Hue	Member	April 9, 2007	University of Economics
3	Mrs. Pham Thi Thai Ha	Member	May 12, 2022	University of Commerce

## 2. Meetings of Board of Supervisors

No.	Members of The Board of Supervisors	Number of Meetings Attended	Attendance Rate	Voting Rate	Reasons for Absence
1	Mr. Ha Minh Ngoc	2/2	100%	100%	
2	Mrs. Nguyen Thi Hue	2/2	100%	100%	
3	Mrs. Pham Thi Thai Ha	2/2	100%	100%	

## 3. Supervising the Board of Directors, the Board of Management and shareholders by the Board of Supervisors or Audit Committee:

- Regularly monitoring and reviewing the company's quarterly and annual financial reports.
- Advising the company in selecting the auditing firm.
- Reviewing the management letter from the independent auditor and the feedback from the company's management.
- Discussing any challenges and issues found from interim or year-end audit results, as well as any matters raised by the auditors.

**4. The coordination among the Board of Supervisors, Audit Committee, the Board of Management, the Board of Directors and other managers:** In accordance with the provisions of the Enterprise Law, the Company's Charter, the internal regulations on corporate governance, and applicable guiding documents.

**5. Other Activities of the Board of Supervisors:** None.

## 6. Internal Audit:

No.	Internal Auditor	Position	The date becoming to be the Head of Internal Audit	Qualification
1	Mrs. Tran Thi Ly	Head of Internal Audit	August 19, 2024	Master's in Business Administration (MBA), Bachelor's in Foreign Languages (English)

## IV. The Board of Management

No.	Members of The Board of Management	Date of Birth	Qualification	Date of appointment / dismissal of members of the Board of Management
1	Mr. Do Van Huan	April 8, 1981	Master's in Organization Management and Transport	Appointed on January 4, 2019
2	Mr. Dam Minh Tien	October 19, 1965	Bachelor's in Business Administration	Appointed on January 14, 2022
3	Mr. Pham Ba Trung	August 10, 1984	Transport Economics Engineer	Appointed on July 20, 2022

#### V. Chief Accountant, Accounting Manager

Name	Date of Birth	Qualification	Date of appointment/ dismissal
Mrs. Pham Thi Ngoc	February 13, 1983	Bachelor's in Economics	Appointed on June 26, 2023

#### VI. Training courses on corporate governance

Training courses on corporate governance were involved by members of The Board of Directors, the Board of Supervisors, Director (General Director), other managers and secretaries in accordance with regulations on corporate governance.

VII. The list of affiliated persons of the public company 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	Relationshi p with the Company
1	Mr. Ha Quang Hien		Chairman of the Board of Directors			May 12, 2022		Supplemen -tary appointmen t	Related person
<i>And the related persons of Mr. Ha Quang Hien as specified in Section 1, Part VIII attached to this report</i>									
2	Mr. Do Van Huan		Board Member / CEO			April 25, 2016			Related person
<i>And the related persons of Mr. Do Van Huan as specified in Section 1, Part VIII attached to this report</i>									
3	Mr. Bui Nguyen Quynh		Board Member			April 25, 2019			Related person
<i>And the related persons of Mr. Bui Nguyen Quynh as specified in Section 1, Part VIII attached to this report</i>									
4	Mr. Ho Si An		Board Member			April 25, 2019			Related person
<i>And the related persons of Mr. Ho Si An as specified in Section 1, Part VIII attached to this report</i>									
5	Mr. Nguyen Van Hung		Board Member			April 25, 2019			Related person
<i>And the related persons of Mr. Nguyen Van Hung as specified in Section 1, Part VIII attached to this report</i>									
6	Mr. Ha Minh Ngoc		Head of Supervisory Board			June 25, 2021			Related person
<i>And the related persons of Mr. Ha Minh Ngoc as specified in Section 1, Part VIII attached to this report</i>									
7	Mrs. Nguyen Thi Hue		Member of the Supervisory Board			April 9, 2007			Related person
<i>And the related persons of Mrs. Nguyen Thi Hue as specified in Section 1, Part VIII attached to this report</i>									

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
8	Mr. Dam Minh Tien		Deputy General Director			January 14, 2022			Related Person
<i>And the related persons of Mr. Dam Minh Tien as specified in Section 1, Part VIII attached to this report</i>									
9	Mr. Pham Ba Trung		Deputy General Director			July 20, 2022			Related Person
<i>And the related persons of Mr. Pham Ba Trung as specified in Section 1, Part VIII attached to this report</i>									
10	Mrs Nguyen Thi Thu		Acting Legal Representative; Company Secretary			June 23, 2022			Related person
<i>And the related persons of Mrs. Nguyen Thi Thu as specified in Section 1, Part VIII attached to this report</i>									
11	Mrs Pham Thi Ngoc		Chief Accountant			June 26, 2023		Appointed	Related person
<i>And the related persons of Mrs. Pham Thi Ngoc as specified in Section 1, Part VIII attached to this report</i>									
12	Mrs Pham Thi Thai Ha		Member of the Supervisory Board			May 12, 2022			Related person
<i>And the related persons of Mrs. Pham Thi Thai Ha as specified in Section 1, Part VIII attached to this report</i>									
13	Vietnam Cement Corporation (VICEM)		Parent company			Since the company became a joint stock company			Parent company
14	VICEM Ha Tien Cement Joint Stock Company		Affiliate company			Since the company became a joint stock company			Affiliate 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
15	Truong Th Thu Duc Real Estate Development Co., Ltd		Subsidiary company			March 7, 2017			Subsidiary company
16	Ha Long Cement Joint Stock Company		Affiliate company			September 5, 2017			Affiliate company
17	Vicem Energy and Environment Joint Stock Company		Affiliate company						Affiliate company

Note: NSH\* No.: ID card/Passport number (for individuals) or Company Registration Certificate, Business License, or equivalent legal document number (for organizations).

## 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	Relations hip with the Company	NSH No.*, Date of Issue, Place of Issue	Address	Time of Transac- tions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors	Content, Quantity, Total Transaction Value (in VND, excluding VAT)	Note
1	Vietnam Cement Corporation	Parent Company			From when the company transitioned to a joint-stock company - Present	174/2023/NQ- HDQT, December 27, 2023	1,379,033,816	
2	VICEM Ha Tien Cement Joint Stock Company	Affiliate Company			From when the company transitioned to a joint-stock company - Present	176/2023/NQ- HDQT, December 27, 2023	127,709,044,657	Transportation services and supply of construction materials



3	Ha Long Cement Joint Stock Company	Affiliate Company		September 5, 2017	178/2023/NQ-HDQT, December 27, 2023	The debt recovery during the year amounted to VND 350,000,000. No transactions occurred in 2024, and the balance as of December 31, 2024, was VND 4,588,839,722.
4	Truong Tho Thu Duc Real Estate Development LLC	Subsidiary Company		March 7, 2017	03/2017/QD-CTHĐQT	The value of capital contribution as of December 31, 2024: VND 13,000,000,000 (No changes during 2024)
5	VICEM Energy and Environment Joint Stock Company	Affiliate Company		From when the company transitioned to a joint-stock company - Present	180/2023/NQ-HDQT, December 27, 2023	The debt recovery during the year amounted to VND 928,640,636, with transactions in 2024 totaling VND 14,962,774. The balance as of December 31, 2024, was VND 0.

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 the 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 the Board of Directors, the Board of Supervisors, Director (General Director) and other managers as a member of the Board of Directors, Director (General Director or CEO): Transactions are listed in Section 2, Part VII of this Report;

4.3. Other transactions of the Company (if any) may bring material or non- material benefits for members of the 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 person and their affiliated persons.**

No.	Full Name	Securities trading account (if any)	Position at the Company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
<b>A</b>	<b>THE BOARD OF DIRECTORS</b>							
<b>1</b>	<b>MR. HA QUANG HIEN</b>		<b>CHAIRMAN</b>			3,281,161	25.04	VICEM Capital Representative
1.1	Mrs. Vu Thi Thu Thuy		None					Wife
1.2	Mr. Ha Quang Minh		None					Biological Son
1.3	Mr. Ha Minh Thanh		None					Biological Son
1.4	Mr. Ha Quang Bay		None					Father
1.5	Mrs. Pham Thi Binh		None					Mother
1.6	Mr. Ha Quang Hieu		None					Older Brother
1.7	Mrs. Pham Thi Hang		None					Sister-in-law
1.8	Mr. Ha Quang Hao		None					Younger Brother
1.9	Mr. Vu Cong An		None					Father-in-law
1.10	Mrs. Nguyen Thi Mai		None					Mother-in-law
1.11	Mr. Vu Cong Toan		None					Brother-in-law
1.12	Mrs. To Thi Dung		None					Sister-in-law (wife's)

No.	Full Name	Securities trading account (if any)	Position at the Company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
1.13	Mrs. Vu Thi Huong Giang		None					Sister-in-law (wife's)
<b>2</b>	<b>MR. DO VAN HUAN</b>		<b>EXECUTIVE BOARD MEMBER /CEO</b>			<b>1,643,200</b>	<b>12.5398</b>	<b>Representative of VICEM (*)</b>
2.1	Mrs. Nguyen Thi Hien		None					Mother
2.2	Mr. Do Van Hoan		None					Older Brother
2.3	Mrs. Tran Thi Thom		None					Sister-in-law
2.4	Mrs. Do Thi Oanh		None					Older Sister
2.5	Mr. Nguyen Van Troi		None					Brother-in-law
2.6	Mrs. Nguyen Thi Thuoc		None					Mother-in-law
2.7	Mrs. Huynh Thi Van Thu		None					Wife
2.8	Mr. Do Thai Binh		None					Child
2.9	Mr. Do Thai Bao		None					Child
2.10	Mr. Do Huu Luong		None					Child
2.11	Mr. Vo Cong Thuong		None					Brother-in-law

No.	Full Name	Securities trading account (if any)	Position at the Company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
2.12	Mr. Nguyen Bao Giang		None					Brother-in-law
2.13	Mrs. Chung Thi Anh Tuyet		None					Sister-in-law
3	<b>MR. BUI NGUYEN QUYNH</b>		<b>NON - EXECUTIVE BOARD MEMBER</b>			<b>1,640,600</b>	<b>12.52</b>	<b>VICEM representative</b>
3.1	Mr. Bui Nguyen Dong		None					Father
3.2	Mrs. Do Thi Minh Duc		None					Mother
3.3	Mrs. Pham Quynh Nga		None					Wife
3.4	Mrs. Bui Quynh Khue		None					Child
3.5	Mr. Bui Nguyen Duc Khanh		None					Child
3.6	Mrs. Bui Nguyen Thao		None					Younger sibling
3.7	Mr. Pham Van Giap		None					Father-in-law
3.8	Mrs. Nguyen Quynh Chi		None					Mother-in-law
4	<b>MR. HO SI AN</b>		<b>INDEPENDENT BOARD MEMBER</b>					

No.	Full Name	Securities trading account (if any)	Position at the Company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
4.1	Mrs. Ho Si Thu	None	None					Father
4.2	Mrs. Do Thi Mo	None	None					Mother
4.3	Mrs. Dao Thi Ngoc Anh	None	None					Wife
4.4	Mr. Ho Sy Khang	None	None					Child
4.5	Mr. Ho Sy Lam	None	None					Child
4.6	Mr. Ho Si Thuan	None	None					Older brother
4.7	Mrs. Ho Thi Thanh Huyen	None	None					Older sister
4.8	Mr. Do Trong Quang	None	None					Brother-in-law
4.9	Mrs. Vo Thi Minh Ngoc	None	None					Sister-in-law
4.10	Mrs. Dao Thi Ngoc Anh	None	None					Mother-in-law

No.	Full Name	Securities trading account (if any)	Position at the Company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
5	MR. NGUYEN VAN HUNG		NON - EXECUTIVE BOARD MEMBER					
5.1	Mr. Nguyen Xuan Ha	None	None					Father
5.2	Mrs. Nguyen Thi Nuong	None	None					Mother
5.3	Mrs. Nguyen Thi Xuan Thanh	None	None					Wife
5.4	Mr. Nguyen Hung Thinh	None	None					Child
5.5	Mr. Nguyen Trong Thang	None	None					Child
5.6	Mrs. Nguyen Thi Hang	None	None					Younger sibling
5.7	Mr. Nguyen Son	None	None					Father-in-law
5.8	Mrs. Tran Thi Em	None	None					Mother-in-law
B	<b>THE BOARD OF SUPERVISORS</b>							
1	MR. HA MINH NGOC	None	Head of the Board					



No.	Full Name	Securities trading account (if any)	Position at the Company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
1.1	Mrs. Mai Thi Linh	None	None					Mother
1.2	Mr. Ha Minh Tuan	None	None					Older brother
1.3	Mr. Ha Manh Tan	None	None					Older brother
1.4	Mrs. Ha Thi Ngan	None	None					Older sister
1.5	Mr. Thieu Quang Hao	None	None					Father-in-law
1.6	Mrs. Le Thi Linh	None	None					Mother-in-law
1.7	Mrs. Thieu Thi Hai	None	None					Wife
1.8	Mrs. Ha Dinh Vy	None	None					Child
1.9	Mr. Ha Dinh Phuc	None	None					Child
1.10	Mrs. Nguyen Thi Hong Cuc	None	None					Sister-in-law
1.11	Mrs. Mai Thi Van	None	None					Sister-in-law

No.	Full Name	Securities trading account (if any)	Position at the Company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
1.12	Mr. Trinh Ba Han	None	None					Brother-in-law
<b>2</b>	<b>MRS. NGUYEN THI HUE</b>	<b>None</b>	<b>MEMBER</b>					
2.1	Mr. Nguyen Xuan Hieu	None	None					Father
2.2	Mrs. Nguyen Thi Bich	None	None					Mother
2.3	Mrs. Nguyen Thi Huong	None	None					Younger sibling
2.4	Mr. Nguyen Xuan Dinh	None	None					Younger sibling
2.5	Mr. Phan Dang Ngoc Hoi	None	None					Brother-in-law
2.6	Mr. Hoang Xuan Thung	None	None					Father-in-law
2.7	Mrs. Pham Thi Phuong Thao	None	None					Mother-in-law
2.8	Mr. Hoang Phu Cuong	None	None					Husband
2.9	Mrs. Hoang Thuy Duong	None	None					Child
2.10	Mrs. Hoang Moc Anh	None	None					Child

No.	Full Name	Securities trading account (if any)	Position at the Company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
2.11	Mrs. Pham Thi Phuong Nhung	None	None					Sister-in-law
2.12	Mrs. Dao Thi Minh Tam	None	None					Sister-in-law
3	<b>MRS. PHAM THI THAI HA</b>	<b>None</b>	<b>MEMBER</b>					
3.1	Mr. Khoa Anh Toan	None	None					Husband
3.2	Mr. Khoa Bao Thang	None	None					Child
3.3	Mr. Khoa Khanh Mai	None	None					Child
3.4	Mr. Pham Van Dinh	None	None					Father
3.5	Mrs. Truong Thi Huong	None	None					
3.6	Mr. Pham Danh Hung	None	None					Older brother
3.7	Mrs. Pham Thi Dieu Linh	None	None					Sister-in-law
3.8	Khoa Nang Tuyen	None	None					Father-in-law
3.9	Vu Thi Anh Dao	None	None					Mother-in-law

No.	Full Name	Securities trading account (if any)	Position at the Company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
3.10	Nguyen Tien Khoa	None						Brother-in-law
<b>C. THE BOARD OF MANAGEMENT</b>								
1	<b>MR. DO VAN HUAN</b>		<b>CEO</b>					
	Same as A2							
2	<b>MR. DAM MINH TIEN</b>		<b>DEPUTY GENERAL DIRECTOR</b>					
2.1	Mrs. Do Thi Hang		None					Wife
2.2	Mr. Dam Minh Hieu		None					Child
2.3	Mr. Dam Minh Duc		None					Child
2.4	Mrs. Pham Thi Dao		None					Mother-in-law
2.5	Mrs. Dam Thi Bong		None					Older sister
2.6	Mrs. Dam Thi Thao		None					Older sister
2.7	Mrs. Dam Minh Thuy		None					Older sister
2.8	Mr. Nguyen Quoc Le		None					Brother-in-law
2.9	Mrs. Dam Thi Van		None					Older sister
2.10	Mr. Pham Dinh Phong		None					Brother-in-law
2.11	Mrs. Luu Thi Oanh		None					Sister-in-law

No.	Full Name	Securities trading account (if any)	Position at the Company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
2.12	Mrs. Nguyen Thi Thuy		None					Sister-in-law
<b>3</b>	<b>MR. PHAM BA TRUNG</b>		<b>DEPUTY GENERAL DIRECTOR</b>					
3.1	Mr. Pham Ba Cam		None					Father
3.2	Mrs. Ta Thi Nguyet		None					Mother
3.3	Mrs. Nguyen Thi Hang		None					Wife
3.4	Mrs. Pham Nguyen Kim Ngan		None					Child
3.5	Mrs. Pham Nguyen Gia Han		None					Child
3.6	Mr. Pham Ba Gia Thuan		None					Child
3.7	Mrs. Pham Thi Thanh Thuy		None					Older sister
3.8	Mr. Pham Ba Thanh Nam		None					Younger sibling
3.9	Mr. Nguyen Ngoc Vinh		None					Brother-in-law

No.	Full Name	Securities trading account (if any)	Position at the Company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
3.10	Mr. Nguyen Xuan Ha		None					Father-in-law
3.11	Mrs. Nguyen Thi Nhung		None					Mother-in-law
3.12	Mrs. Nguyen Thi Thanh		None					Sister-in-law
4	<b>MRS. PHAM THI NGOC</b>		<b>Chief Accountant</b>					
4.1	Mr. Tran Duc Huu		None					Husband
4.2	Mr. Tran Tuan Dung		None					Child
4.3	Mrs. Tran Hoai Anh		None					Child
4.4	Mr. Pham Ngoc Toan		None					Father
4.5	Mrs. Truong Thi Phuong		None					Mother
4.6	Mrs. Pham Thi Ha		None					Younger sibling

No.	Full Name	Securities trading account (if any)	Position at the Company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
4.7	Mr. Ta Van Hao		None					Brother-in-law
4.8	Mr. Tran Van Hung		None					Father-in-law
4.9	Mrs. Do Thi Loc		None					Mother-in-law
4.10	Mr. Dinh Xuan Truong		None					Brother-in-law
5	MRS. NGUYEN THI THU	003C307755	Person in charge of business management Company Secretary ement					
5.1	Mrs. Phung Thi Minh		None					Mother
5.2	Mr. Khieu Quang Huy		None					Child
5.3	Mr. Khieu Quang Anh		None					Child
5.4	Mrs. Nguyen Thi Binh		None					Biological sister
5.5	Mrs. Nguyen Thi Thanh		None					Biological sister

No.	Full Name	Securities trading account (if any)	Position at the Company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
5.6	Mrs. Nguyen Thi Thanh Thuy		None					Biological sister
5.7	Mr. Nguyen Hong Duc		None					Younger sibling
5.8	Mrs. Nguyen Thi Vinh		None					Younger sibling
5.9	Mrs. To Hong Lan		None					Brother-in-law
5.10	Mr. Do Van Bien		None					Brother-in-law
5.11	Mr. Tran Van Thanh		None					Brother-in-law
5.12	Mrs. Chu Thi Phuong Dung		None					Sister-in-law
5.13	Mr. Le Trung Kien		None					Em r�
6	<b>MRS. TRAN THILY</b>		Person in charge of internal accounting					
6.1	Mr. Tran Van Huy		None					Father
6.2	Mr. Tran Van Sai		None					Older brother



No.	Full Name	Securities trading account (if any)	Position at the Company (if any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period (%)	Note
6.3	Mr. Tran Van Buoc		None					Older brother
6.4	Mrs. Tran Thi Lien		None					Older sister
6.5	Mrs. Ho Thanh Van		None					Sister-in-law
6.6	Mrs. Nguyen Thi Le		None					Sister-in-law
6.7	Mr. Nguyen Van Thuy		None					Brother-in-law

**Among them (\*):** Mr. Do Van Huan holds::

- Personal: 2,600 shares, equivalent to 0.0198% of the charter capital;
- Representative of VICEM's capital: 1,640,600 shares, equivalent to 12.52% of the charter capital.

**2. Transactions of insiders and related parties with the company's shares: None.**

**IX. Other significant issues: None**

**Recipients:**

- As above;
- Archived: BOD

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

*(Sign, full name, and seal)*



**Mr. Ha Quang Hien**