

CORPORATE GOVERNANCE REPORT
First 6 months of 2026

To: - State Securities Commission (SSC)
- Hanoi Stock Exchange (HNX)

- Name of Public Company: Phu Tho Cement Joint Stock Company
- Headquarters address: Khu 12 – Thanh Ba commune – Phu Tho province
- Tel: 02103.885.310 Fax: 02103.884.023
- Charter capital: 125,000,000,000.0 VND
- Securities code: PTE
- Corporate governance model:
 - + General Meeting of Shareholders, Board of Directors, Supervisory Board, and General Director

I. Activities of the General Meeting of Shareholders (GMS):

Information on meetings and Resolutions/Decisions of the General Meeting of Shareholders.

Shareholders.

No.	Resolution/Decision No.	Date	Content
1	01/2026/NQ-ĐHĐCĐ	June 30, 2026	Annual GMS approved - Report on BOD activities in 2025 - Report on production and business results in 2025, production and business plan for 2026 - Report on financial status in 2025, production and business plan for 2026 - Report on Supervisory Board activities in 2025

			- Proposal "On the selection of an auditing firm for 2026" - Proposal "On costs and remuneration for the BOD and SB in 2026" - The Meeting voted on the shareholder's opinion regarding: The GMS authorizes the BOD to research solutions to increase charter capital and mobilize capital
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II. Board of Directors for the first 6 months of 2026.

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

No.	BOD Member	Position	Start date/No longer a BOD/Independent BOD member	
1	Trieu Quang Thuan	Chairman of the BOD	July 05, 2017 (re-appointed on: June 20, 2022)	
2	Tran Tuan Dat	Executive BOD Member	July 05, 2017 (re-appointed on: June 20, 2022)	
3	Pham Quang Anh	Non-executive BOD Member	July 05, 2017 (re-appointed on: June 20, 2022)	
4	Nguyen Khac Lam	Non-executive BOD Member	July 05, 2017 (re-appointed on: June 20, 2022)	
5	Ta Trung Hieu	Independent BOD Member	June 20, 2022	

1.1. BOD meetings

No.	BOD Member	Number of meetings attended	Rate (%)	Reason for not attending
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				the full number of meetings
1	Trieu Quang Thuan	05/05	100	
2	Tran Tuan Dat	04/05	80	Busy with business trip
3	Pham Quang Anh	04/05	80	Busy with business trip
4	Nguyen Khac Lam	02/05	40	Busy with business trip
5	Ta Trung Hieu	05/05	100	

2. Supervisory activities of the BOD over the Board of Management

In the first 6 months of 2026, the Board of Directors regularly performed supervisory activities over the Board of Management. Through specific tasks, the BOD carried out supervision of the Board of Management in implementing and executing the BOD's resolutions. The monthly reporting regime on production and business results from the Board of Management to the BOD was maintained. At periodic meetings, the BOD reviewed the implementation status of resolutions, monthly, quarterly, and cumulative production and business situations, discussed and decided to pass resolutions to serve as a basis for the Board of Management to implement.

3. Resolutions/decisions of the Board of Directors.

No.	Resolution/Decision No.	Date	Content	Approval rate
1	01/BB-HĐQT	January 05, 2026	- General Director reported production and business results for December 2025 - BOD approved the production and business plan for January 2026 - BOD collected voting opinions from members on approving contracts and transactions with a total value	100% of BOD members present at the meeting

			of less than 35% of the total asset value recorded in the most recent financial statement of the Company with partners who are insiders and organizations, individuals related to insiders in 2026	
2	08/NQ-HĐQT	January 08, 2026	Approved contract for transactions between the Company and partners who are insiders and organizations, individuals related to insiders in 2026	
3	06/TrNQ-HĐQT	February 06, 2026	- Board of Management reported production and business results for January 2026. - BOD heard the Board of Management present the production and business plan for February 2026.	
4	57/BB-HĐQT	March 09, 2026	- Board of Management reported production and business results for February 2026. - BOD heard the Board of Management present the production and business plan for March 2026.	100% of BOD members present at the meeting
5	117/BB-HĐQT	May 11, 2026	- General Director reported production and business results for April 2026	

			- BOD heard the Board of Management present the production and business plan for May 2026. - BOD agreed on the time to hold the Annual General Meeting of Shareholders in 2026	
6	98/NQ-HĐQT	April 18, 2026	Extended the time to hold the Annual General Meeting of Shareholders in 2026	
7	133/NQ-HĐQT	June 01, 2026	Re-appointed Deputy General Director	
8	143/Tr.NQHĐQT	June 03, 2026	- General Director reported production and business results for May 2026 - BOD heard the Board of Management present the production and business plan for June 2026.	

III. Supervisory Board

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

No.	SB Member	Position	Start date/No longer SB member		Professional qualifications
			Start date	Date no longer	
1	Ta Duc Thiem	Head of Board KS	June 29, 2017		
2	Do Thi Thanh Yen	Member	June 29, 2017		
3	Trieu Quang Nhan	Member	June 17, 2022		

2. SB meetings

No.	Member BKS	Number of meetings attended	Attendance rate	Voting rate	Reason for not attending meeting
1	Ta Duc Thiem	1	100	100	
2	Do Thi Thanh Yen	1	100	100	
3	Trieu Quang Nhan	1	100	100	

3. Supervisory activities of the SB over the BOD, the Board of Management, and shareholders: In the first 6 months of 2026, the BOD and the Board of Management closely followed the objectives and directions and fully performed the tasks assigned by the General Meeting of Shareholders, specifically:

In the first 6 months of 2026, the Supervisory Board performed its supervisory function in accordance with the Law on Enterprises, the Company's Charter, and the Operating Regulations of the Supervisory Board, focusing on supervising management, executive activities, and the implementation of resolutions of the General Meeting of Shareholders and the Board of Directors.

The Supervisory Board performs supervision through the following forms:

- Attending BOD meetings as prescribed; monitoring the discussion process, issuance of resolutions, and the implementation of BOD resolutions.

Supervising the executive activities of the Board of Management through monitoring the implementation of production and business plans, the deployment of BOD resolutions, and the periodic reporting regime.

- Monitoring the financial situation, management, executive work, and compliance with the provisions of the law, the Company's Charter, and internal regulations during operation.

- Performing supervision through the management reporting system, financial statements, related documents, and exchanging with Independent Auditors when necessary.

- Monitoring the implementation of transactions under the authority of the Board of Directors and information disclosure in accordance with regulations.

3.1. Coordination between the SB and the activities of the BOD, the Board of Management, and other managers:

During the reporting period, the Supervisory Board maintained regular coordination with the Board of Directors, the Board of Management, and managers within the scope of assigned functions and tasks. The Head of the Supervisory Board attended BOD meetings as prescribed, provided opinions on contents under the BOD's authority to ensure that issued decisions comply with the provisions of the law and the Company's Charter, and protected the legitimate rights and interests of the Company and shareholders.

The Supervisory Board was provided with full reports, resolutions, decisions, and documents serving supervisory work; simultaneously, it maintained information exchange with the Board of Management and related units to promptly grasp the situation of production, business, finance, and corporate governance. During the reporting period, the Supervisory Board also received, discussed, and answered shareholders' opinions within the scope of its functions as prescribed.

3. Other activities of the SB (if any)

IV. Executive Board: Board of Management

Full name	Date of birth	Professional and technical qualification	Appointment/Dismissal date	
			Re-appointment date	Dismissal date
Tran Tuan Dat	August 08, 1973	Bachelor of Economics	June 27, 2022	
Nguyen Phi Tuyen	September 01, 1968	Silicate Engineer	August 25, 2022	
Tran Thi Phuong Linh	26/05/1969	Bachelor of Economics	25/08/2022	

V. Chief Accountant

Full name	Date of birth	Professional qualifications	Date of appointment/Dismissal	
			Date of appointment	Date of dismissal
Vu Anh Phuong	02/09/1972	Bachelor of Economics	25/08/2022	

VI. Corporate governance training:

Corporate governance training courses that BOD members, SB members, the General Director, other managers, and the Company Secretary have participated in according to corporate governance regulations: none

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

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

N o.	Name of organization/indi vidual	Relations hip with the Company	ID number	Headquarte rs address/con tact address	Time of transact ion with the Compan y	Number of the BOD Resoluti on approvi ng the transact ion	Content, quantity, total transactio n value	Not es
1	IDC Joint Stock Company	Mr. Nguyen Khac Lam - BOD member is the Director of the company	2600258 928	Song Thao Road - Tho Son Ward - Phu Tho Province	2026	08/NQ- HDQT January 8, 2026	- Payment and debt clearing: 806,700,0 00 VND	
2	Phuong Tung Trading and Construction Co., Ltd.	In-law of the Chairman of the BOD is the Director of the company	2601044 968	Residential Group No. 4 - Thanh Ba Commune - Phu Tho Province	2026	08/NQ- HDQT January 8, 2026	- Sale of cement: 7,575.9 tons; 7,621,485, 000 VND	

3. Transactions between company insiders, related persons of insiders, and subsidiaries controlled by the company: No transactions.

4. Transactions between the Company and other entities:

4.1. Transactions between the Company and companies where BOD members, SB

members, the General Director, and other managers have been or are founding members or BOD members, General Directors within the last three (03) years (calculated at the time of reporting):

No.	Name of organization/individual	Relationship with the Company	ID number	Headquarters address/contact address	Time of transaction with the Company	Number of the BOD Resolution approving the transaction	Content, quantity, total transaction value	Notes
1	IDC Joint Stock Company	Mr. Nguyen Khac Lam - BOD member is the Director of the company	2600258928	Song Thao Road - Ben Got Ward - Viet Tri City - Phu Tho Province	2024	02/NQ-HDQT, January 9, 2024	- Payment and debt clearing: 1,567,584,000 VND	
					2025	08/NQ-HDQT dated January 9, 2025	- Payment and debt clearing: 2,677,320,000 VND	
					2026	08/NQ-HDQT dated January 8, 2026	- Payment and debt clearing: 806,700,000 VND	

4.2. Transactions between the Company and companies where related persons of BOD members, SB members, the General Director, and other managers are BOD members or General Directors):

No.	Name of organization/individual	Relationship with the Company	ID number	Headquarters address/contact address	Time of transaction with the Company	Number of the BOD Resolution approving the transaction	Content, quantity, total transaction value	Notes
1	Phuong Tung Trading and	Daughter-in-law of	2601044968	Zone 12, Thanh Ba	2024	02/NQ-HDQT,	- Sale of cement:	

	Construction Co., Ltd.	the Chairman of the BOD is the Director of the company		Town - Thanh Ba District - Phu Tho Province		January 9, 2024	36,645.47 tons; 32,916,259,424 VND	
					2025	08/NQ-HĐQT January 9, 2025	- Sale of cement: 23,787 tons; 22,435,640,800 VND	
					2026	08/NQ-HĐQT January 8, 2026	- Sale of cement: 7,575.9 tons; 7,621,485,000 VND	

4.3. Other transactions of the Company (if any) that may bring material or non-material benefits to BOD members, SB members, the General Director, and other managers: No transactions

VIII. Share transactions of insiders and related persons of insiders

1. List of insiders and related persons of insiders (List attached.)
2. Transactions of insiders and related persons regarding company shares: no transactions

IX. Other issues to note: none

Recipient:

- As stated above;
- Office archive.

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



Trieu Quang Thuan

LIST OF RELATED PARTIES OF THE COMPANY

(Attached is the report on the management situation for the first 6 months of 2026, No: 210/BC-XMPT, dated July 27, 2026)

No.	Full name	Transaction account	Position at the Company (If any)	ID card/Passport number; date of issue, place of issue	Contact address	Start date as a related person related	End date as a related person related	Reason	Relationship with the Company
1	Trieu Quang Thuan		Chairman of the Board of Directors			14/02/2007			
1.1	Tran Thi Phuong Linh		Deputy General Director			14/02/2007			Wife of the Chairman of the Board of Directors
1.3	Trieu Quang Thang					14/02/2007			Biological child of the Chairman of the Board of Directors

1.3	Tran Thi Bich Ngoc		Head of Market						Daughter-in-law of the Chairman of the Board of Directors
1.4	Trieu Phuong Thanh					14/02/2007			Biological child of the Chairman of the Board of Directors
1.5	Trieu Thi Hong					14/02/2007			Older sister of the Chairman of the Board of Directors
1.6	Trieu Thi Van					14/02/2007			Elder sister of the Chairman of the Board of Directors
1.7	Trieu Thi Thoa					14/02/2007			Younger brother of the Chairman of the Board of Directors

1.8	Trieu Quoc Hung					14/02/2007			Younger brother of the Chairman of the Board of Directors
1.9	Trieu Thi Hoa					14/02/2007			Younger sister of the Chairman of the Board of Directors
1.10	Bui Duy Tua					14/02/2007			Brother-in-law of the Chairman of the Board of Directors
1.11	Nguyen Huy Ly					14/02/2007			Brother-in-law of the Chairman of the Board of Directors
1.12	Nguyen Van Suu					14/02/2007			Brother-in-law of the Chairman of the Board of Directors
1.13									Sister-in-law of the

	Nguyen Thi Dien					14/02/2007			Chairman of the Board of Directors
1.14	Pham Thi Thom					14/02/2007			Sister-in-law of the Chairman of the Board of Directors
1.15	Tran Xuan Tra					14/02/2007			Chairman's Father-in-law BOD
1.16	Vu Thi Thuy					14/02/2007			Chairman's Mother-in-law BOD
1.17	Tran Tuan Dat		Member of the BOD - CEO			14/02/2007			Chairman's Sister-in-law BOD
1.18	Tran Anh Son					14/02/2007			Chairman's Sister-in-law BOD
1.19	Tran Thi Thuy Lien					14/02/2007			Chairman's Sister-in-law BOD
2	Pham Quang Anh		Member of the BOD			01/10/2008			

2.1	Nguyen Thi Yen					01/10/2008			Board Member's Wife BOD
2.2	Pham Thi Thu Hang					01/10/2008			Biological Child Member of the BOD
2.3	Pham Thi Ngoc Mai					01/10/2008			Biological Child Member of the BOD
2.4	Pham Quang Minh								Biological Child Member of the BOD
2.5	Truong Hai Dang					01/10/2008			Board Member's Son-in-law BOD
2.6	Phan Van Trung					01/10/2008			Son-in-law of a Member of the Board of Directors Member of the Board of Directors

2.7	Nguyen Thi Cai					01/10/2008			Mother of a Member of the Board of Directors Member of the Board of Directors
2.8	Pham Thi Thanh Nguyet					01/10/2008			Sister of a Member of the Board of Directors
2.9	Pham Quang Duc					01/10/2008			Sibling of a Member of the Board of Directors
2.10	Pham Thi Yen					01/10/2008			Sibling of a Member of the Board of Directors
2.11	Pham Quang Thanh					01/10/2008			Sibling of a Member

									of the Board of Directors
2.12	Pham Thi Vuong					01/10/2008			Sibling of a Member of the Board of Directors
2.13	Mai Ngoc Quang					01/10/2008			Brother-in- law of a Member of the Board of Directors Member of the Board of Directors
2.14	Do Duc Hung					01/10/2008			Brother-in- law of a Member of the Board of Directors Member of the Board of Directors
2.15	Luu Thanh Do					01/10/2008			Brother-in- law of a Member of

									the Board of Directors Member of the Board of Directors
2.16	Ha Thi Kim Hai					01/10/2008			Spouse's Sister BOD
2.17	Tran Thi Ha					01/10/2008			Spouse's Sister BOD
3	Tran Tuan Dat		BOD Member, General Director			16/07/2012			
3.1	Tran Xuan Tra					16/07/2012			Father of BOD Member - General Director
3.2	Vu Thi Thuy					16/07/2012			Mother of BOD Member - General Director
3.3	Tran Thi Phuong Linh		Deputy General			16/07/2012			Older Sister BOD

			Director						Member - General Director
3.4	Tran Anh Son					16/07/2012			Younger Brother BOD Member - General Director
3.5	Tran Thi Thuy Lien					16/07/2012			Younger Brother BOD Member - General Director
3.6	Trieu Quang Thuan		Chairman of the Board			16/07/2012			Brother- in-law of BOD Member - General Director
3.7	Nguyen Thi Hong					Issued: March 29, 2021; Issuing Authority: Department of Social Order Administrativ e Management Police.			Sister-in- law of the Chairman of the Board of Directors - General Director
	Nguyen Hong Anh					16/07/2012			Brother- in-law of

3.8									the Chairman of the Board of Directors - General Director
3.9	Hoang Thi Hoa Ly					16/07/2012			Wife of the Chairman of the Board of Directors - General Director
3.10	Tran Linh Trang					16/07/2012			Biological child Member of the Board of Directors - General Director
3.11	Tran Tran Thanh					16/07/2012			Biological child Member of the Board of Directors - General Director
									Biological

3.12	Tran Ngoc Diep					16/07/2012			child Member of the Board of Directors - General Director
4	Nguyen Khac Lam		Member Board of Directors			29/06/2017			
4.1	Le Thi Minh Ha					29/06/2017			Wife of Board Member
4.2	Nguyen Quynh Hoa					29/06/2017			Biologica l child Board Member
4.3	Nguyen Khac Viet					29/06/2017			Biologica l child Board Member
4.4	Kieu Thi Due					29/06/2017			Mother of the Board Member BOD
4.5	Nguyen Thi Bich Hue					29/06/2017			Younger sibling Board

									Member
4.6	Cap Van Hoa					29/06/2017			Brother-in-law of the Board Member BOD
4.7	Nguyen Thi Thuy Ha					29/06/2017			Younger sibling Board Member
4.8	Do Ngoc Lam					29/06/2017			Brother-in-law of the Board Member BOD
4.9	Nguyen Khac Vinh					29/06/2017			Younger sibling Board Member
4.10	Tran Thai Ha					29/06/2017			Sister-in-law of the Board Member BOD
4.11	Nguyen Thi Minh Xuan					29/06/2017			Mother-in-law of the

									Board Member BOD
4.12	IDC Joint Stock Company					29/06/2017			Company related to the Board Member
5	Ta Trung Hieu		Member BOD			17/06/2022			
5.1	Nguyen Thi Hao					17/06/2022			Spouse of the Member of the Board of Directors Member of the Board of Directors
5.2	Ta Nhan Kiet					17/06/2022			Son of the Member of the Board of Directors
5.3	Ta Thu Huong					17/06/2022			Daughter of the Member of the Board of Directors
5.4	Ta Thuy Duong					17/06/2022			Daughter of the

									Member of the Board of Directors
5.5	Ta Dinh Khang					17/06/2022			Father of the Member of the Board of Directors Member of the Board of Directors
5.6	Nguyen Thi Thu					17/06/2022			Mother of the Member of the Board of Directors Member of the Board of Directors
5.7	Ta Thi Thu Thuy					17/06/2022			Younger Sister of the Member of the Board of Directors Member of the

									Board of Directors
5.8	Nguyen Tuan Thanh					17/06/2022			Brother-in-Law of the Member of the Board of Directors Member of the Board of Directors
5.9	Nguyen Huy Ly					17/06/2022			Father-in-Law of the Member of the Board of Directors Member of the Board of Directors
5.10	Trieu Thi Van					17/06/2022			Mother-in-Law of the Member of the Board of Directors Member of the Board of Directors
5.11	Nguyen Thi Hai Yen					17/06/2022			Older

									Sister of the Member of the Board of Director's Spouse Member of the Board of Directors
5.12	Nguyen Dinh Dung					17/06/2022			Younger Brother of the Member of the Board of Director's Spouse Member of the Board of Directors
5.13	Nguyen Thi Dao					17/06/2022			Younger Sister of the Member of the Board of Director's Spouse Member of the Board of

									Directors
6	Ta Duc Thiem		Head of the Supervisory Board			29/06/2017			
6.1	Nguyen Thi Vuong					29/06/2017			Wife of the Head of the Supervisory Board
6.2	Ta Duc Dung					29/06/2017			Biological child of the Head of the Supervisory Board KS
6.3	Cao Thi Thu Trang					29/06/2017			Daughter-in-law of the Head of the Supervisory Board KS
6.4	Ta Duc Nam					29/06/2017			Biological child of the Head of the Supervisory Board KS
									Daughter-

6.5	Tran Bich Hanh					29/06/2017			in-law of the Head of the Supervisory Board KS
6.6	Ta Thi Dan					29/06/2017			Older sister of the Head of the Supervisory Board KS
6.7	Dao Thi Xuan					29/06/2017			Sister-in-law of the Head of the Supervisory Board KS
6.8	Ta Duc Tho					29/06/2017			Younger sibling of the Head of the Supervisory Board KS
6.9	Nguyen Thi Thoa					29/06/2017			Sister-in-law of the Head of the Supervisory Board KS
6.10	Nguyen Quang Dao					29/06/2017			Brother-in-law of

									the Head of the Board KS
6.11	Duong Thi Tam					29/06/2017			Sister-in-law of the Head of the Board
6.12	Nguyen Quoc Yen					29/06/2017			Brother-in-law of the Head of the Board KS
6.13	Vu Thi Xuan					29/06/2017			Sister-in-law of the Head of the Board KS
6.14	Nguyen Duc Thinh					29/06/2017			Brother-in-law of the Head of the Board KS
6.15	Dang Thi Thu					29/06/2017			Sister-in-law of the Head of the Board KS
7	Do Thi Thanh Yen		Member of the Supervisory Board			29/06/2017			

7.1	Nguyen Thi Tinh					29/06/2017			Biological mother of Supervisory Board Member
7.2	Nguyen Do Mai Anh					29/06/2017			Biological child of Supervisory Board Member
7.3	Nguyen Thi Phuong Mai					29/06/2017			Stepchild of Supervisory Board Member
7.4	Do Thanh Hai					29/06/2017			Brother of Supervisory Board Member
7.5	Do Thi Duyen					29/06/2017			Sister of Supervisory Board Member
7.6	Do Thi Uyen					29/06/2017			Sister of Supervisory Board Member
7.7	Do Trong Bang					29/06/2017			Younger sibling of Supervisory Board Member
7.8	Bui Thi Hue					29/06/2017			Sister-in-law of Supervisory Board

									Member
7.9	Huynh Thi Loc					29/06/2017			Sister-in-law of Supervisory Board Member
7.10	Tong Ba Tam					29/06/2017			Brother-in-law of Supervisory Board Member
7.11	Nguyen Hong Sy					29/06/2017			Brother-in-law of Supervisory Board Member
8	Trieu Quang Nhan		Member Supervisory Board Inspection			17/06/2022			
8.1	Nguyen Thi Dien					17/06/2022			Mother of Supervisory Board Member
8.2	Ngo Thien Tao					17/06/2022			Father-in-law of a Member of the Board of Supervisors
8.3	Nguyen Thi Kim Thanh					17/06/2022			Mother-in-law of a Member of the Board of Supervisors
8.4	Ngo Thi Thu Huong					17/06/2022			Wife of a Member of the Board of

									Supervisors
8.5	Trieu Quang Anh					17/06/2022			Child of a Member of the Board of Supervisors
8.6	Trieu Quang Nhat					17/06/2022			Child of a Member of the Board of Supervisors
8.7	Trieu Thi Sinh					17/06/2022			Sibling of a Member of the Board of Supervisors
8.8	Dao Chi Cong					17/06/2022			Brother-in-law of a Member of the Board of Supervisors
9	Nguyen Lam		Administrator/Secretary/Authorized Information Disclosure Officer			06/11/2017			
9.1	Nguyen Van Long					06/11/2017			Father
9.2	Nguyen Thi Thin					06/11/2017			Mother
9.3	Nguyen Thi Thu Hien					06/11/2017			Older sister
9.4						06/11/2017			

	Nguyen Thi Huong Giang								Older sister
9.5	Nguyen Bao Trung					06/11/2017			Brother-in-law
9.6	Nguyen Thi Ngoc Lan					06/11/2017			Wife
9.7	Nguyen Van Ha					06/11/2017			Biological Child
9.8	Nguyen Van Binh					06/11/2017			Biological Child
9.9	Nguyen Thi Hien					06/11/2017			Mother-in-law
9.10	Nguyen Thi Thanh Thuy					06/11/2017			Sister-in-law
9.11	Nguyen Thi Cham					06/11/2017			Sister-in-law
9.12	Nguyen Thi Thuy Linh					06/11/2017			Sister-in-law
10	Vu Anh Phuong		Chief Accountant						
10.1	Dao Thi Hoa								Mother
10.2	Nguyen Thi Ngoc Linh								Wife

10.3	Vu Manh Hung								Son
10.4	Nguyen Manh Truong								Father-in-law
10.5	Le Thi Anh Hoa								Mother-in-law
10.6	Vu Anh Tuan								Brother
10.7	Ngo Thi Hien								Sister-in-law
10.8	Vu Thi Thu Hien								Sister
10.9	Tran Quoc Khanh								Brother-in-law
11	Tran Thi Phuong Linh		Deputy General Director						
11.1	Trieu Quang Thuan		Chairman of						Husband

			the Board of Directors						
11.2	Trieu Quang Thang								Biological child
11.3	Tran Thi Bich Ngoc		Head of Market						Daughter-in-law
11.4	Trieu Phuong Thanh								Biological child
11.5	Tran Xuan Tra								Biological father
11.6	Vu Thi Thuy								Biological mother
11.7	Tran Tuan Dat		Member of the Board of Directors - General Director						Biological younger brother
11.8	Tran Anh Son								Biological younger

									brother
11.9	Tran Thi Thuy Lien								Biological younger sister
11.10	Nguyen Thi Hong								Sister-in- law
11.11	Nguyen Hong Anh								Brother-in- law
11.12	Hoang Thi Hoa Ly								Sister-in- law
12	Nguyen Phi Tuyen		Deputy General Director						
12.1	Do Thi Cham								Wife
12.2	Nguyen Ngoc Minh Chau								Biological child
12.3	Nguyen Anh Kiet								Biological child

12.4	Nguyen Quoc Hung								Biological brother
12.5	Bui Thi Hoang Anh								Sister-in-law
12.6	Nguyen Thi Le Mai								Biological sister
12.7	Nguyen Dich Khoa								Brother-in-law
12.8	Nguyen Thi Hang								Biological sister
12.9	Nguyen Thi Phi Nga								Sister-in-law
12.10	Dang Thi Kim Ngan								Sister-in-law

LIST OF INSIDERS AND RELATED PARTIES OF INSIDERS

(Attached is the report on the management situation for the first 6 months of 2026, No: 210/BC-XMPT, dated July 27, 2026)

No.	Full Name	Relationship	Transaction Account	Position in the Company (If any)	ID Card/Passport Number; Date of issue, Place of issue	Contact Address	Number of shares held at the end of the period	Ownership Ratio of shares at the end of the period (%)
1	Trieu Quang Thuan			Chairman BOD			1.451.650	11,97
1.1	Tran Thi Phuong Linh	Wife		Deputy General Director			180.560	1,48
1.3	Trieu Quang Thang	Biological Child					176.500	1,45
1.3	Tran Thi Bich Ngoc	Daughter-in-law		Head of Market			0	

1.4	Trieu Phuong Thanh	Biological child Biological					0	
1.5	Trieu Thi Hong	Biological sister					0	
1.6	Trieu Thi Van	Biological sister					0	
1.7	Trieu Thi Thoa	Biological younger sister Biological					0	
1.8	Trieu Quoc Hung	Biological younger brother Biological					1.500	0,012
1.9	Trieu Thi Hoa	Biological younger sister Biological					0	

1.10	Bui Duy Tua	Brother-in-law Brother-in-law					0	
1.11	Nguyen Huy Ly	Brother-in-law Brother-in-law					0	
1.12	Nguyen Van Suu	Brother-in-law					750	0,006
1.13	Nguyen Thi Dien	Sister-in-law					0	
1.14	Pham Thi Thom	Sister-in-law					0	
1.15	Tran Xuan Tra	Father-in-law					0	
1.16	Vu Thi Thuy	Mother-in-law					0	

1.17	Tran Tuan Dat	Sibling Spouse		Member of the Board of Directors - General Director			885.550	7,3
1.18	Tran Anh Son	Sibling Wife					0	
1.19	Tran Thi Thuy Lien	Sibling Wife					0	
2	Pham Quang Anh			Member of the Board of Directors			125.682	1,03
2.1	Nguyen Thi Yen	Wife					0	
2.2	Pham Thi Thu Hang	Biological Child					0	
2.3	Pham Thi Ngoc Mai	Biological Child					0	

2.4	Pham Quang Minh	Biological Child					0	
2.5	Truong Hai Dang	Son-in-law					0	
2.6	Phan Van Trung	Son-in-law					0	
2.7	Nguyen Thi Cai	Mother					0	
2.8	Pham Thi Thanh Nguyet	Older Sister					7.543	0,06
2.9	Pham Quang Duc	Younger Brother					1.800	0,014
2.10	Pham Thi Yen	Younger Sister					0	
2.11	Pham Quang Thanh	Younger Brother					1.600	0,012

2.12	Pham Thi Vuong	Younger Sister					0	
2.13	Mai Ngoc Quang	Brother-in-law					0	
2.14	Do Duc Hung	Brother-in-law					1.450	0,012
2.15	Luu Thanh Do	Brother-in-law					0	
2.16	Ha Thi Kim Hai	Sister-in-law					0	
2.17	Tran Thi Ha	Sister-in-law					0	
3	Tran Tuan Dat			Member of the Board of Directors, General Director			885.550	7,3

3.1	Tran Xuan Tra	Father					0	
3.2	Vu Thi Thuy	Mother					0	
3.3	Tran Thi Phuong Linh	Sister		Deputy General Director			180.560	1,48
3.4	Tran Anh Son	Brother					0	
3.5	Tran Thi Thuy Lien	Sister					0	
3.6	Trieu Quang Thuan	Brother-in-law		Chairman of the Board of Directors			1.451.650	11,97%
3.7	Nguyen Thi Hong	Sister-in-law					0	
3.8	Nguyen Hong Anh	Brother-in-law					0	

3.9	Hoang Thi Hoa Ly	Wife					0	
3.10	Tran Linh Trang	Daughter					0	
3.11	Tran Tran Thanh	Son					0	
3.12	Tran Ngoc Diep	Daughter					0	
4	Nguyễn Khắc Lâm			Member Board of Directors			145.000	1,19
4.1	Lê Thị Minh Hà	Wife					0	
4.2	Nguyễn Quỳnh Hoa	Biological child					0	
4.3	Nguyễn Khắc Việt	Biological					0	

		child						
4.4	Kiều Thị Duệ	Biological mother					0	
4.5	Nguyễn Thị Bích Huệ	Biological sibling					0	
4.6	Cáp Văn Hoà	Brother-in-law					0	
4.7	Nguyễn Thị Thuý Hà	Biological sibling					0	
4.8	Đỗ Ngọc Lâm	Brother-in-law					0	
4.9	Nguyễn Khắc Vinh	Biological sibling					0	

4.10	Trần Thái Hà	Sister-in-law					0	
4.11	Nguyễn Thị Minh Xuân	Mother-in-law					0	
4.12	IDC Joint Stock Company	Related Company					0	
5	Ta Trung Hieu			Member Board of Directors			05	
5.1	Nguyen Thi Hao	Wife					0	
5.2	Ta Nhan Kiet	Son					0	
5.3	Ta Thu Huong	Daughter					0	
5.4	Ta Thuy Duong	Daughter					0	

5.5	Ta Dinh Khang	Father					0	
5.6	Nguyen Thi Thu	Mother					0	
5.7	Ta Thi Thu Thuy	Sister					0	
5.8	Nguyen Tuan Thanh	Brother-in-law					0	
5.9	Nguyen Huy Ly	Father-in-law					0	
5.10	Trieu Thi Van	Mother-in-law					0	
5.11	Nguyen Thi Hai Yen	Sister-in-law					0	

5.12	Nguyen Dinh Dung	Brother-in-law					0	
5.13	Nguyen Thi Dao	Sister-in-law					0	
6	Ta Duc Thiem			Head of Control Board			36.309	0,29
6.1	Nguyen Thi Vuong	Wife					0	
6.2	Ta Duc Dung	Biological Child					0	
6.3	Cao Thi Thu Trang	Daughter-in-law					0	
6.4	Ta Duc Nam	Biological Child					0	
6.5	Tran Bich Hanh	Daughter-in-law					0	

6.6	Ta Thi Dan	Older Sister					0	
6.7	Dao Thi Xuan	Sister-in-law					0	
6.8	Ta Duc Tho	Younger Brother					0	
6.9	Nguyen Thi Thoa	Sister-in-law					0	
6.10	Nguyen Quang Dao	Brother-in-law					0	
6.11	Duong Thi Tam	Sister-in-law					0	
6.12	Nguyen Quoc Yen	Brother-in-law					0	
6.13	Vu Thi Xuan	Sister-in-law					0	

6.14	Nguyen Duc Thinh	Brother-in-law					1.587	0,012
6.15	Dang Thi Thu	Sister-in-law					0	
7	Nguyen Lam			Administrator/Secretary/Authorized Information Disclosure Officer			0	
7.1	Nguyen Van Long	Father					0	
7.2	Nguyen Thi Thin	Mother					0	
7.3	Nguyen Thi Thu Hien	Older sister					0	
7.4	Nguyen Thi Huong Giang	Older sister					0	

7.5	Nguyen Bao Trung	Brother-in-law					0	
7.6	Nguyen Thi Ngoc Lan	Wife					0	
7.7	Nguyen Van Ha	Biological Child					0	
7.8	Nguyen Van Binh	Biological Child					0	
7.9	Nguyen Thi Hien	Mother-in-law					0	
7.10	Nguyen Thi Thanh Thuy	Sister-in-law					0	
7.11	Nguyen Thi Cham	Sister-in-law					0	
7.12	Nguyen Thi Thuy Linh	Sister-in-law					0	

8	Do Thi Thanh Yen			Member Supervisory Board			0	
8.1	Nguyen Thi Tinh	Biological Mother					0	
8.2	Nguyen Do Mai Anh	Biological Child					0	
8.3	Nguyen Thi Phuong Mai	Stepchild					0	
8.4	Do Thanh Hai	Biological Brother					0	
8.5	Do Thi Duyen	Biological Sister					0	
8.6	Do Thi Uyen	Elder Sister					0	
8.7	Do Trong Bang	Younger Brother					0	

8.8	Bui Thi Hue	Sister-in-law					0	
8.9	Huynh Thi Loc	Sister-in-law					0	
8.10	Tong Ba Tam	Brother-in-law					0	
8.11	Nguyen Hong Sy	Brother-in-law					0	
9	Trieu Quang Nhan		026C020503	Member Inspection Committee			89.200	0,74
9.1	Nguyen Thi Dien	Mother					0	
9.2	Ngo Thien Tao	Father-in-law					0	
9.3	Nguyen Thi Kim Thanh	Mother-in-law					0	
9.4	Ngo Thi Thu Huong	Wife					0	
9.5	Trieu Quang Anh	Child					0	
9.6	Trieu Quang Nhat	Child					0	
9.7								

	Trieu Thi Sinh	Younger Sister					0	
9.8	Dao Chi Cong	Brother-in-law					0	
10	Vu Anh Phuong			Chief Accountant			2.450	0,019
10.1	Dao Thi Hoa	Mother					0	
10.2	Nguyen Thi Ngoc Linh	Wife					0	
10.3	Vu Manh Hung	Son					0	
10.4	Nguyen Manh Truong	Father-in-law					0	
10.5	Le Thi Anh Hoa	Mother-in-law					0	
10.6	Vu Anh Tuan	Brother					0	
10.7	Ngo Thi Hien	Sister-in-law					0	
10.8	Vu Thi Thu Hien	Sister					0	
10.9	Tran Quoc Khanh	Brother-in-					0	

		law						
11	Tran Thi Phuong Linh			Deputy General Director			180.560	1,48
11.1	Trieu Quang Thuan	Husband		Chairman of the Board of Directors			1.451.650	11,97
11.2	Trieu Quang Thang	Biological child					176.500	1,45
11.3	Tran Thi Bich Ngoc	Daughter-in- law		Head of Market			0	
11.4	Trieu Phuong Thanh	Biological child					0	
11.5	Tran Xuan Tra	Biological father					0	
11.6	Vu Thi Thuy	Biological mother					0	
11.7	Tran Tuan Dat	Biological younger		Member of the Board of			885.550	7,3%

		brother		Directors - General Director				
11.8	Tran Anh Son	Biological younger brother					0	
11.9	Tran Thi Thuy Lien	Biological younger sister					0	
11.10	Nguyen Thi Hong	Sister-in-law					0	
11.11	Nguyen Hong Anh	Brother-in- law					0	
11.12	Hoang Thi Hoa Ly	Sister-in-law					0	
12	Nguyen Phi Tuyen			Deputy General Director			5.050	0,041
12.1	Do Thi Cham	Wife					0	
12.2	Nguyen Ngoc Minh Chau	Biological child					0	

12.3	Nguyen Anh Kiet	Biological child					0	
12.4	Nguyen Quoc Hung	Biological brother					0	
12.5	Bui Thi Hoang Anh	Sister-in-law					0	
12.6	Nguyen Thi Le Mai	Biological sister					0	
12.7	Nguyen Dich Khoa	Brother-in-law					0	
12.8	Nguyen Thi Hang	Biological sister					0	
12.9	Nguyen Thi Phi Nga	Sister-in-law					0	
12.10	Dang Thi Kim Ngan	Sister-in-law					0	