

CMC Joint Stock Company

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No.: 19 /CBTT-CMC

Phu Tho, January 30, 2026

To: - State Securities Commission;

- Ho Chi Minh City Stock Exchange;

- Hanoi Stock Exchange.

Company Name: **CMC Joint Stock Company (“the Company”)**

Stock ticker: CVT

Head office address: Lot B10-B11 Thuy Van Industrial Zone, Nong Trang Ward, Phu Tho Province, Vietnam.

Phone number: 02103 991706

Person responsible for disclosing information: Mr. Nguyen Viet Cuong – Legal representative

Type of information to be disclosed : 24h 72h Irregular Requests Regular Requests

Content of the information released: Report on the company's governance situation in 2025.

This information is published on the company's website: <http://www.cmctiles.vn/cac-thong-tin-cong-bo/> on 30./01/2026.

We hereby declare that the information published above is true and accurate, and we assume full legal responsibility for its content.

Recipient:

- As above;
- Save: VT, TC.

REPRESENTATIVE OF THE ORGANIZATION

Legal representative



NGUYEN VIET CUONG

No.	Resolution Number Decision	Day	Content
			<p>the issuance of the full text of the amended Company Charter.</p> <ul style="list-style-type: none"> - Through a change in the title of the Company's legal representative; - Through the dismissal and election of additional members to the Company's Supervisory Board for the term 2021-2026 .
2	02/2025/NQ-ĐHĐCĐ	April 23, 2025	<p>Resolution of the General Meeting of Shareholders on the approval of matters within the authority of the General Meeting of Shareholders:</p> <ol style="list-style-type: none"> 1. Through the Report on the activities of the Board of Directors and the General Director of CMC Joint Stock Company regarding operations in 2024 and operational orientation for 2025; 2. Through the Company's Supervisory Board's Activity Report for 2024 and operational plan for 2025; 3. Through the Company's audited separate and consolidated financial statements for 2024; 4. Through the distribution of the Company's profits in 2024; 5. Through the payment of remuneration to members of the Board of Directors and Supervisory Board in 2024 and the remuneration plan for the Board of Directors and

No.	Resolution Number Decision	Day	Content
			<p>Supervisory Board in 2025 of the Company;</p> <p>6. Through the selection of an auditing firm for the Company's 2025 financial statements;</p> <p>7. Through the dismissal and election of additional members of the Board of Directors for the term 2021-2026.</p> <p>8. Through the dismissal and election of additional members to the Supervisory Board for the 2021-2026 term.</p>

II. Board of Directors:

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

No.	Board Member	Position	Date of commencement/cessation of membership on the Board of Directors/independent board member	
			Appointment date	Dismissal date
1	Mr. Tran Duc Huy	Board Member	August 30, 2021	On December 18, 2025, the Chairman of the Board of Directors was relieved of his duties.
2	Mr. Nguyen Van Quy	Board Member	April 27, 2022	April 23, 2025
3	Ms. Vu Thi Loan	Board Member	April 27, 2022	April 23, 2025
4	Mr. Tran Huy Anh	Board Member	April 27, 2022	April 23, 2025

5	Mr. Phan Anh Tuan	Independent Board Member	April 27, 2022	
6	Mr. Trinh Kien	Chairman of the Board	April 23, 2025 Appointment of Board of Directors members On December 18, 2025, the Chairman of the Board of Directors was appointed.	
7	Ms. Nguyen Thi Huyen	Vice Chairman of the Board of Directors	Appointment of Board of Directors members on April 23, 2025 On December 18, 2025, the position of Vice Chairman of the Board of Directors was appointed.	
8	Mr. Vu Quoc Toan	Board Member	Appointment of Board of Directors members on April 23, 2025	

2. Board of Directors meetings:

No.	Board Member	Number of Board of Directors meetings attended	Participation rate attend the meeting	Reasons for not participating attend the meeting
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1	Mr. Tran Duc Huy	16/16	100%	
2	Mr. Nguyen Van Quy	7/16	44%	Dismissal of Board Member effective April 23, 2025
3	Ms. Vu Thi Loan	7/16	44%	Dismissal of Board Member effective April 23, 2025
4	Mr. Tran Huy Anh	7/16	44%	Dismissal of Board Member effective April 23, 2025
5	Mr. Phan Anh Tuan	16/16	100%	
6	Mr. Trinh Kien	9/16	56%	Elections to the Board of Directors will begin on April 23, 2025.
7	Ms. Nguyen Thi Huyen	9/16	56%	Elections to the Board of Directors will begin on April 23, 2025.
8	Mr. Vu Quoc Toan	9/16	56%	Elections to the Board of Directors will begin on April 23, 2025.

3. The Board of Directors' oversight of the General Management Board :

- Based on the Enterprise Law, the Articles of Organization and Operation, and the Internal Governance Regulations, the Board of Directors supervises the General Director's Board in implementing the policies and regulations of the Law and the Articles of Association and regulations of the Company.
- Directing the implementation and monitoring of the Board of Directors' resolutions and decisions in the Company's production and business activities.
- Complete, submit, and publish the audited financial statements for 2025, the financial statements for Quarters 1, 2, 3, and 4, and the semi-annual review report for 2025 on time as required .
- 2025 Annual General Meeting of Shareholders in accordance with the law, to be held on April 23, 2025.
- Supervise the implementation of procedures following the Shareholders' General Meeting as prescribed.

- The General Director's office monitored and supervised the business operations. The General Director's office complied with the regular reporting requirements.
- Evaluate the company's monthly and quarterly production and business performance to provide timely guidance to the Board of Directors to achieve the set plan objectives.
- Supervising the implementation of investment projects serving production and business activities.
- Supervise and direct the revision, supplementation, development, and improvement of several internal rules and regulations of the Company.
- Instruct the Board of Directors to negotiate with credit institutions regarding interest rate reductions and debt restructuring during this period of economic recession and hardship.
- Perform other duties as prescribed by law and the Articles of Association and regulations of the Company.

4. Activities of the Board of Directors' subcommittees:

The Board of Directors does not establish subordinate subcommittees.

5. Resolutions/Decisions of the Board of Directors:

No.	Resolution Number Decision	Day	Content	Approval rate
1	01/ 2025/QD - HDQT	January 14, 2025	Decision on the appointment and dismissal of the General Director	100%
2	02/ 2025 / NQ - HDQT	January 16, 2025	The Board of Directors' resolution approves the policy of conducting transactions with related parties in 2025.	100%
3	06/2025/ QD -HDQT	January 16, 2025	Decision approving the policy for transferring the project "Investment in the construction of a comprehensive service area"	100%
4	03/2025/NQ-HDQT	February 18, 2025	Resolution approving the appointment and dismissal of capital representatives at the CVT Investment and Development Limited Liability Company	100%
5	No. 04/ 2025/NQ- HDQT	February 19, 2025	The Board of Directors' resolution approves the organization of a public consultation process for bondholders of	100%

No.	Resolution Number Decision	Day	Content	Approval rate
			the CVT122009 bond (“Bond”) issued by the Company as the issuing organization.	
6	05/2025/NQ-HĐQT	March 3, 2025	Resolution approving the convening and holding of the 2025 Annual General Meeting of Shareholders .	100%
7	07/2025/NQ-HĐQT	April 22, 2025	Resolution approving borrowing, granting guarantees, L/C, and using banking services at Saigon Hanoi Commercial Joint Stock Bank .	100%
8	08/2025/NQ-HĐQT	1 2/05/2025	Resolution approving borrowing, granting guarantees, L/C, and using banking services at Vietnam International Commercial Bank .	100 %
9	09/2025 - NQ.HĐQT- CMC	June 2, 2025	Resolution approving the pledging/mortgaging of assets owned by CMC Joint Stock Company.	100%
10	10/2025/NQ-HĐQT	July 16, 2025	Resolution approving the final registration date for principal and interest payments on bonds.	100%
11	10.1/2025/NQ- HĐQT	August 4, 2025	Resolution approving refinancing loans from VietinBank.	100%
12	10.2/2025/QD- HDQT	August 10, 2025	Decision to approve the policy for implementing asset management	100%
1 3	11/2025/NQ-HĐQT	September 3, 2025	Resolution approving the restructuring of the Company	100%
1 4	12/2025/NQ-HĐQT	September 9, 2025	Resolution approving the refinancing loan from BIDV Bank.	100%

No.	Resolution Number Decision	Day	Content	Approval rate
1 5	13/2025/NQ-HĐQT	December 18, 2025	The resolution approves several matters within the authority of the company's Board of Directors.	100%
1 6	14/2025/NQ_HĐQT	December 22, 2025	Resolution on the dismissal and appointment of the General Director	100%

III. Supervisory Board :

1. Information about the members of the Supervisory Board:

No.	Supervisory Board Member	Position	Date of commencement/cessation of membership in the Supervisory Board	Professional qualifications
1	Ms. Nguyen Thi Huyen	Head of the Supervisory Board	Dismissal date: January 14, 2025	Master of Accounting and Auditing
2	Mr. Tran Duc Thanh	Supervisory Board Member	Dismissal date: April 23, 2025	Master of Economics
3	Ms. Nguyen Thi Minh Huyen	Supervisory Board Member	Dismissal date: January 14, 2025	Bachelor
4	Ms. Nguyen Thi Ngan Ha	Supervisory Board Member	Appointment dated January 14, 2025	Bachelor
5	Ms. Pham Thi Thu Hang	Head of the Supervisory Board	Appointment dated January 14, 2025	Bachelor
6	Mr. Tran The Su	Supervisory Board Member	Appointment dated April 23, 2025	Engineer

2. Supervisory Board Meeting

No.	Supervisory Board Member	Number of meetings attended	Meeting attendance rate	Voting ratio	Reasons for not attending the meeting.
1	Ms. Nguyen Thi Huyen	01/03	33.3 %	100% approved	The Supervisory Board will be dissolved from January 14, 2025.
2	Mr. Tran Duc Thanh	01/03	33.3 %	100% approved	The position of Supervisory Board Member will be terminated effective April 23, 2025.
3	Ms. Nguyen Thi Minh Huyen	01/03	33.3 %	100% approved	The position of Supervisory Board Member will be terminated effective January 14, 2025.
4	Ms. Nguyen Thi Ngan Ha	02 / 03	66.7 %	100% approved	Appointment of Supervisory Board Member on January 14, 2025
5	Ms. Pham Thu Hang	0 2 / 03	66.7 %	100% approved	Appointment of the Head of the Supervisory Board on January 14, 2025
6	Mr. Tran The Su	0 2 / 0 3	66.7 %	100% approved	Appointment of Supervisory Board Member on April 23, 2025

3. Supervisory activities of the Supervisory Board over the Board of Directors, the General Management Board, and shareholders:

3.1 Regarding the activities of the Board of Directors

- The Supervisory Board has overseen and advised on the strategic planning, management, operation, and decision-making of the Board of Directors;
- Results of monitoring the Board of Directors' activities:
 - (i) The Board of Directors' activities always comply with the provisions of the law, the Company's Articles of Association, and the Company's Corporate Governance Regulations in corporate governance.
 - (ii) The Board of Directors proactively and promptly updated itself on developments in the domestic and international economic and political situation, especially the economic downturn and difficulties. Therefore, the Board of Directors was able to promptly adjust the production and business strategy to suit the new situation, enabling the Company to proactively develop business plans and response scenarios early on.
 - (iii) There is no conflict of interest among the members of the Board of Directors, or between the members of the Board of Directors and the interests of the Company.
 - (iv) Controlling the company's information disclosure ensures compliance with legal regulations.
 - (v) 2025 financial statements , Q1, Q2, Q3, and Q4 financial statements , and the 2025 semi-annual review report . The purpose is to assess the accuracy and reasonableness of financial data, in accordance with current Vietnamese accounting standards, regulations, and financial policies.

3.2 For the Board of Directors

- Activities already undertaken:
 - (i) Overseeing the business planning and decision-making activities of the Board of Directors;
 - (ii) Evaluating the Company's performance;
 - (iii) Conduct a review of quarterly financial statements before publishing them externally;
 - (iv) Ensure that information disclosed externally is always complete, timely, and accurate, reflecting the actual management, operation, and business activities of the Company.
- Results of monitoring the activities of the Board of Directors:
 - (i) In the context of difficult economic conditions, the Board of Directors' acumen and decisiveness in management and operation have helped the Company stabilize production and business in 2025;
 - (ii) The Board of Directors complies with current legal regulations and adheres to the procedures and regulations in the operation of the enterprise in accordance with the Company's Charter and governance regulations;

- (iii) There is no conflict of interest between the Board of Directors and the General Director, or between the interests of the Board of Directors and the interests of the Company;
- (iv) The payment of salaries and bonuses to members of the Board of Directors shall be in accordance with the employment contracts and the decisions, regulations, and rules of the Company.

3.3 For shareholders

The Supervisory Board has regularly updated the changes in the list of major shareholders, monitored and addressed issues of concern submitted by shareholders to the company.

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

- The Supervisory Board always receives complete information on the Company's business plan and its implementation status, updated regularly each month.
- The Supervisory Board proactively coordinates closely and regularly with the Board of Directors and the Executive Board in the process of implementing professional activities.

5. Other activities of the Supervisory Board: None.

IV. Board of Directors

No.	Member of the Board of Directors	Date of birth	Professional qualifications	Date of appointment/dismissal of members of the Board of Directors
1	Mr. Tran Duc Huy			Appointed on December 15, 2021 Ceased to be the legal representative as of January 14, 2025; Removed from the position of Chairman of the Board of Directors on December 18, 2025.
2	Ms. Vu Thi Loan			Dismissal date: May 6, 2025
3	Mr. Nguyen Van Quy			Dismissal date: January 14, 2025

4	Mr. Vu Quoc Toan		Appointed on March 1, 2022
5	Nguyen Thi Huyen		Appointment dated January 14, 2025 Miễn nhiệm TGD ngày 22/12/2025, hiệu lực từ ngày 01/01/2026
6	Nguyen Ngoc Tan		Appointment dated January 22, 2025
7	Nguyen Viet Cuong		Appointment of the General Director from December 22, 2025, effective from January 1, 2026

V. Chief Accountant

No.	Full name	Date of birth	Professional qualifications	Date of appointment/dismissal
1	Nguyen Hoang Son			Appointed on April 10, 2024

VI. Corporate governance training: In 2025, members of the Board of Directors, members of the Supervisory Board, the General Management Board, and management staff attended workshops on corporate governance.

VII. List of related parties of the company in 2025 and transactions of related parties with the Company itself.

1. List of company associates

No.	Name of organization/individual	Securities trading account	Job title at the company (if any)	NSH Certificate Number*, Date of Issue, Place of Issue	Head office address/Contact address	The starting point is the person involved.	The point at which one is no longer involved.	Reason	Relationship with the company
1	Tran Duc Huy								
2	Vu Thi Loan						3, 1e of 5: 1e of	According to personal wishes	

3	Nguyen Van Quy							According to personal wishes	
4	Phan Anh Tuan								

5	Vu Quoc Toan					April 23, 2025: Election of Board Members
6	Nguyen Thi Huyen					January 14, 2025: Appointment of CEO; April 23, 2025: Election. Board of Directors ; On December 18, 2025, elected as Vice Chairman of the Board of Directors
7	Trinh Kien					April 23, 2025: Election of Board Members On December 18, 2025, he/she was elected Chairman of the Board of Directors.

8	Tran Duc Thanh					April 23, 2025: Dismissal of the Supervisory Board Member		
9	Nguyen Thi Minh Huyen					January 14, 2025: Dismissal of the Supervisory Board Member		
10	Nguyen Thi Ngan Ha							On January 14, 2025, the election of the Supervisory Board will take place.
11	Pham Thi Thu Hang							On January 14, 2025, the election of the Supervisory

								Board will take place.
12	Tran The Su							On April 23, 2025, the election of the Supervisory Board will take place.
13	Nguyen Thi Nguyet							
14	Nguyen Hoang Son							
15	CVT Investment and Development Company Limited			License number 2601064731 issued by the Department of Planning and Investment of Phu Tho Province on	Lots B10 - B11, Thuy Van Industrial Park, Nong Trang Ward , Phu Tho Province	August 2, 2021		Subsidiary company

				August 2, 2021.					
16	DNP Holding Joint Stock Company			License number 3600662561 issued by the Department of Planning and Investment of Dong Nai Province on [date]	Dong Nai Province	March 25, 2021			Parent company
17	PT Industrial Infrastructure Investment and Development Company Limited			License number 2601101292 issued by the Department of Planning and Investment of Phu Tho province on	Lots B10, B11, Thuy Van Industrial Park, Nong Trang Ward, Phu Tho Province	January 19, 2024			Subsidiary company

				January 19, 2024.					
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2. **Transactions between a company and its related parties; or between a company and major shareholders, insiders, or related parties of insiders: Không có.**
3. **Transactions between company insiders, related parties of insiders, and subsidiaries or companies controlled by the company: None**
4. **Transactions between the company and other parties.**
 - 4.1. Transactions between the company and companies in which members of the Board of Directors, members of the Supervisory Board, Directors (General Directors) and other managers have been founding members or members of the Board of Directors, Directors (General Directors) in charge during the past three (03) years (calculated at the time of report preparation):
 - 4.2. Transactions between the company and companies where related parties of Board of Directors members, Supervisory Board members, Directors (General Directors), and other managers are members of the Board of Directors or Directors (General Directors): **None**
 - 4.3. Other transactions of the company (if any) that may provide material or non-material benefits to members of the Board of Directors, members of the Supervisory Board, Directors (General Director) and other managers: **None**

VIII. Insider and Related Party Stock Transactions (2025 Report)

1. List of insiders and related parties of insiders

No.	Stock Code	Full name	Securities trading account (if any)	Job title at the company (if any)	Relationship with the company/insiders	Type of Paper NSH (*)	NSH Certificate Number (*)	Date issued	Issuing authority	Head office address/ Contact addresses	Number of shares held at the end of the period	Ending stock ownership ratio	The starting point is when the person is a company associate/insider.	The point at which one is no longer an affiliated person/insider of the company.	Reasons (when changes related to sections 13 and 14 occur)	Notes (regarding the absence of the NSH certificate number and other notes)	
						(ID card)											
						Business Registration Certificate											
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	
1	CV T	Tran Duc Huy		Board Member													On December 18, 2025, the Chairman of the Board of Directors will be relieved of his duties.
1.1	CV T	Nguyen Nhat Linh															

1.6	CV T	Nguyen Mong Giao					
1.7	CV T	Bui Xuan Huong					
1.8	CV T	Tran Thuan Phuoc					
1.9	CV T	Tran Huyen					
1.10	CV T	Tasco Joint Stock Compan y					Dismiss al date: May 29, 2025

1.1 3	CV T	DNP Holding Joint Stock Compan y						
1.1 4	CV T	Tan Phu Vietnam Joint Stock Compan y						
2	CV T	Vu Quoc Toan		Board Member Kiêm Phó Tổng Giám đốc				

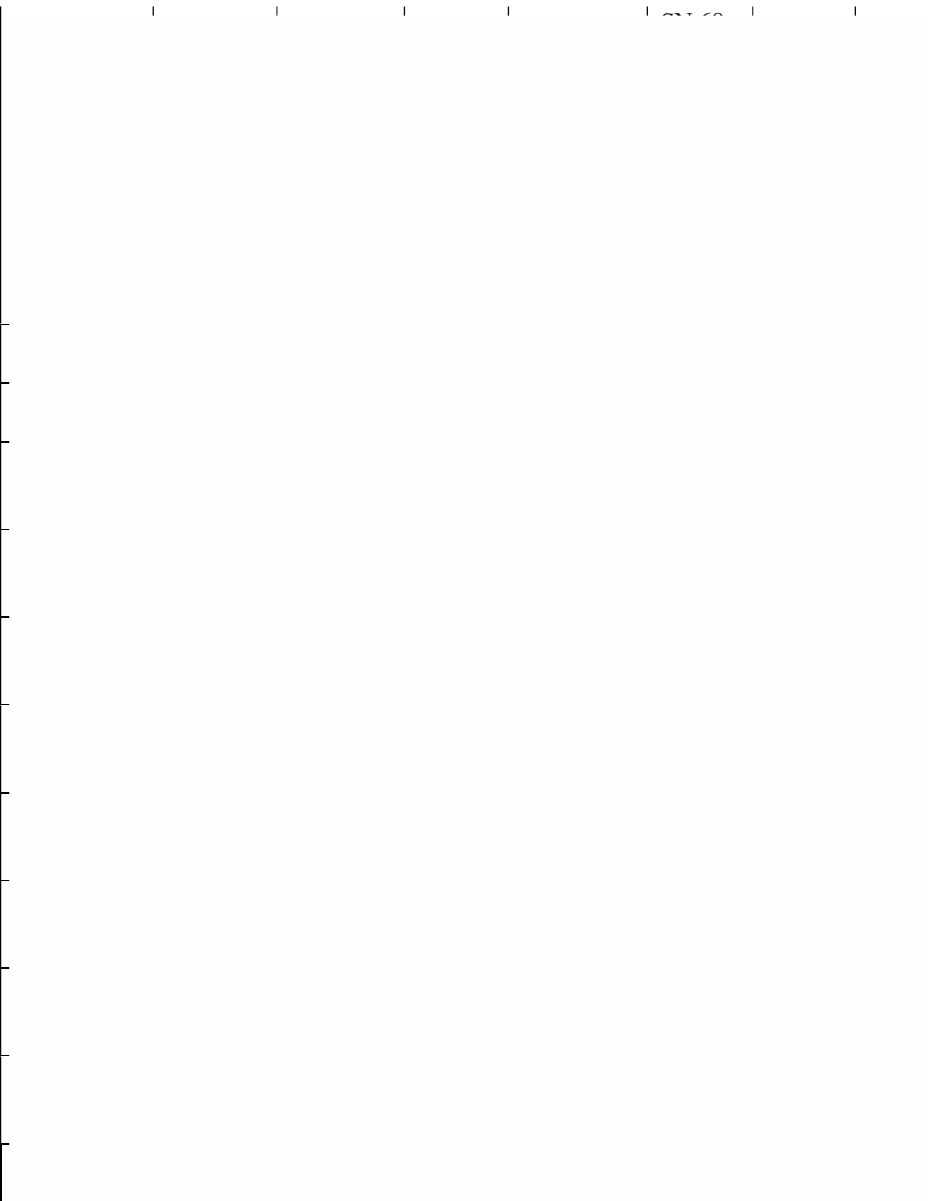
2.1	CV T	Nguyen Thanh Phu				January 3, 2022		
2.2	CV T	Trinh Quang Nghia				January 3, 2022		
2.3	CV T	Truong Thi Muoi Hai				January 3, 2022		
2.4	CV T	Trinh Truong Hai Bang				January 3, 2022		
2.5	CV T	Vu Anh Truc				January 3, 2022		No Citizen Identific ation Card yet.
2.6	CV T	Vu Anh Quan				January 3, 2022		No Citizen Identific ation Card yet.
2.7	CV T	Vu Quoc Thong				January 3, 2022		
3	CV T	Phan Anh Tuan		Independ ent Board Member		April 27, 2022		

3.1	CV T	Phan Van Hung			April 27, 2022			
3.2	CV T	Pham Thi Ty			April 27, 2022			
3.3	CV T	Khuc Thi Nhung			April 27, 2022			
3.4	CV T	Phan Duy Nhat Minh			April 27, 2022			No Citizen Identific ation Card yet.
3.5	CV T	Phan Ngoc Khanh Linh			April 27, 2022			No Citizen Identific ation Card yet.
3.6	CV T	Phan Thi Ngoc Anh			April 27, 2022			

3.7	CV T	Khuc Ngoc Dat		
3.8	CV T	Vu Thi Roan		
3.9	CV T	Mac Thanh Tung		
3.1 0	CV T	Tan Phu Vietnam Joint Stock Compan y		
4	CV T	Nguyen Thi Huyen		Vice Chairma n of the Board of Directors of the Company

April 27, 2022			
April 27, 2022			
April 27, 2022			
April 27, 2022			
April 23, 2024			On Decemb er 18, 2025, he was elected as Vice Chairm

4.3	CV T	Nguyen Ngoc Linh		
4.4	CV T	Luu Thi Du		
4.5	CV T	Nguyen Van Ban		
4.6	CV T	Nguyen Dat Dinh		
4.7	CV T	Trinh Thi Ich		
4.8	CV T	Nguyen Tuan Khanh		
4.9	CV T	Nguyen Thi Hang		
4.1 0	CV T	Nguyen Thi Lan		
4.1 1	CV T	Nguyen Thi Hue		
4.1 2	CV T	Nguyen Thuy Hong		
4.1 3	CV T	Nguyen Thanh Tai		
4.1 4	CV T	Mai Van Lam		



April 23, 2024			
April 23, 2024			Lost
April 23, 2024			Lost
April 23, 2024			
April 23, 2024			
April 23, 2024			Lost
April 23, 2024			
April 23, 2024			
April 23, 2024			
April 23, 2024			
April 23, 2024			Lost

4.1 5	CV T	DNP Holding Joint Stock Compan y				April 23, 2024			
4.1 7	CV T	Dong Nai Plastic Joint Stock Compan y				April 23, 2025			
5	CV T	Trinh Kien		Chairma n of the Board		April 23, 2025		Electi on to add memb ers to the Board of Direct ors on April 23, 2025	On Decemb er 18, 2025, he was elected Chairm an of the Board of Directo rs of the compan y.

5.1	CV T	Trinh Van Khiem						April 23, 2025			
5.2	CV T	Nguyen Thi Vu						April 23, 2025			
5.3	CV T	Trinh Trung						April 23, 2025			
5.4	CV T	Phan Thi Thanh Binh						April 23, 2025			
5.5	CV T	Trinh Phan Truc Linh						April 23, 2025			Still young

5.6	CV T	Trinh Bao Nam						April 23, 2025	Still young
5.7	CV T	Trinh Phan Thuc Anh						April 23, 2025	Still young
5.8	CV T	DNP Hawaco Joint Stock Compan y						April 23, 2025	Mr. Trinh Kien is a member of the Board of Director s.

5.9	CV T	Dong Nai Plastic Joint Stock Compan y				April 23, 2025			Mr. Trinh Kien is the Chairma n of the Board of Director s.
5.1 0	CV T	Bac Giang Clean Water Joint Stock Compan y				April 23, 2025			Mr. Trinh Kien is a member of the Supervis ory Board.

5.1 1	CV T	DNP Holding Joint Stock Compan y								April 23, 2025			Mr. Trinh Kien is the General Director and a member of the Board of Director s of the compan y.
5.1 2	CV T	Ninh Hoa Urban Develop ment Joint Stock Compan y								April 23, 2025	S		Mr. Trinh Kien is a member of the compan y's Board of Director s.
6	CV T	Tran The Su			Member of the Superviso ry Board					April 23, 2025			

									Social Order								
7	CV T	Pham Thi Thu Hang		Head of the Supervisory Board		Citizen Identification Card	38186042200	August 31, 2021	Department of Police for Registration and Management of Residence and National	157/11 KP2 Tan Phong Ward, Bien Hoa, Dong Nai	0	0%	January 14, 2025				
7.1	CV T	Pham Van Hanh											January 14, 2025				
7.2	CV T	Le Thi Hue											January 14, 2025				

7.3	CV T	Tran Tung Dien				January 14, 2025			
7.4	CV T	Tran Gia Linh				January 14, 2025			
7.5	CV T	Tran Ha Linh				January 14, 2025			
7.6	CV T	Tran Tuan Minh				January 14, 2025			

7.7	CV T	DNP Holding Joint Stock Compan y				January 14, 2025			
8	CV T	Nguyen Thi Ngan Ha		Member of the Superviso ry Board		January 14, 2025			
8.1	CV T	Nguyen Huu Ich				January 14, 2025			

8.2	CV T	Duong Thi Binh				January 14, 2025			
8.3	CV T	Ho Viet Dung				January 14, 2025			
8.4	CV T	Ho Ngan Giang				January 14, 2025			
8.5	CV T	Ho Ha My				January 14, 2025			
8.6	CV T	Ho Viet Anh Khoi				January 14, 2025			No Citizen Identific ation Card yet.

8.7	CV T	Tran Duc Trung				January 14, 2025			
8.8	CV T	Nguyen Thi Hang Nga				January 14, 2025			
8.9	CV T	Nguyen Quoc Tuan				January 14, 2025			
8.1 0	CV T	Nguyen Hung Dung				January 14, 2025			

8.1 1	CV T	Nguyen Nhi Ha						January 14, 2025	
8.1 2	CV T	Hoang Gia Luong						January 14, 2025	
8.1 3	CV T	Nguyen Thi Bach Yen						January 14, 2025	

8.1 4	CV T	Le Thi Bich Phuong				January 14, 2025		
9	CV T	Nguyen Ngoc Tan				January 22, 2025		
9.1	CV T	Nguyen Van Tam				January 22, 2025		
9.2	CV T	Nguyen Thi Xuan				January 22, 2025		
9.3	CV T	Nguyen Thi Thu				January 22, 2025		

10	CV T	Nguyen Thi Nguyet		Administ rative person		June 21, 2024			
10.1	CV T	Nguyen Van Dung				June 21, 2024			Lost
10.2	CV T	Ha Thi Hong Quang				June 21, 2024			
10.3	CV T	Nguyen Thi Van Anh				June 21, 2024			
10.4	CV T	Nguyen Thi Phuong Lan				June 21, 2024			
10.5	CV T	Nguyen Thi Hong Anh				June 21, 2024			

10.6	CV T	Nguyen Manh Cuong							June 21, 2024			
10.7	CV T	Hoang Anh Tam							June 21, 2024			
10.8	CV T	Hoang Dang Duong							June 21, 2024			No Citizen Identific ation Card yet.
10.9	CV T	Hoang Hai Dang							June 21, 2024			No Citizen Identific ation Card yet.
11	CV T	Nguyen Hoang Son		Chief Accounta nt					October 4, 2024			

11.1	CV T	Nguyen Cong Khanh						October 4, 2024			
11.2	CV T	Ngo Thi Hoang An						October 4, 2024			
11.3	CV T	Hoang Thi Ha Nhung						October 4, 2024			

11. 4	CV T	Hoang Nhuan		
11. 5	CV T	Dong Thi Thanh Nhi		
11. 6	CV T	Hoang Thi Thanh Nhan		

October 4, 2024			
October 4, 2024			
October 4, 2024			

11.7	CV T	Nguyen Hoang Khanh Lam									October 4, 2024			
11.8	CV T	Nguyen Hoang Bao Minh									October 4, 2024			No Citizen Identific ation Card yet.
11.9	CV T	Nguyen Hoang Bao Anh									October 4, 2024			No Citizen Identific ation Card yet.
12	CV T	Nguyen Viet Cuong									December 22, 2025			Appoint ed as General Directo r as of Decemb er 22, 2025, effective from January 1, 2026
12.1	CV T	Nguyen Thanh Tung									December 22, 2025			

12. 2	CV T	Ho Thi Hue						December 22, 2025			
12. 3	CV T	Nguyen Thi Thanh Van						December 22, 2025			
12. 4	CV T	Nguyen Ho Nam Trung						December 22, 2025			
12. 5	CV T	Ha Thi Thu Trang						December 22, 2025			
12. 6	CV T	Trinh Thi Sen						December 22, 2025			

12.7	CV T	Nguyen Viet Hung						December 22, 2025			
12.8	CV T	Nguyen Ho Phuong Lan						December 22, 2025			
12.9	CV T	Nguyen Ho Thao Nguyen						December 22, 2025			
12.10	CV T	Nguyen Ho Chi Kien						December 22, 2025			
12.11	CV T	Constru ction JSC No. 9 (VC9)						December 22, 2025			Mr. Nguyen Viet Cuong is an Indepen dent Member

Recipient:

- As above
- Save: VT, PC.

CHAIRMAN OF THE BOARD OF DIRECTORS

(Signature, full name, and seal)



TRINH KIEN