

Hanoi, April , 2026

**REPORT ON THE ACTIVITIES OF THE INDEPENDENT MEMBERS OF
THE BOARD OF DIRECTORS AND THE RESULTS OF THE INDEPENDENT
MEMBERS' EVALUATION OF THEIR ACTIVITIES OF THE 2025 BOARD**

The Board of Directors of Vicem Energy and Environment Joint Stock Company (hereinafter referred to as "BOD") for the term 2021-2026 consists of 05 members, including 01 independent member. Below is the Report on the activities of the independent members of the BOD and the results of the evaluation of the independent members of the BOD on the activities of the BOD in 2025.

1. Activities of independent members of the BOD in 2025

In 2025, independent members of the Board of Directors participated in 05/05 meetings of the BOD (reaching 100% of the meetings). Independent members of the BOD have considered, commented and voted on issues under their jurisdiction with an approval rate of 100% for the contents approved by the BOD.

In addition, independent members of the BOD have performed the functions and tasks of supervising the activities of the BOD through meetings, exchanges, methods of issuing Resolutions of the BOD, and at the same time supervising the activities of the BOM through the observance of Resolutions of the BOD. Specific activities of independent members of the BOD such as:

- Supervise and inspect the compliance with the law, the Company's Charter and the implementation of the Resolutions of the General Meeting of Shareholders (AGM), the BOD and the BOM.

- Report to Shareholders at the Annual General Meeting of Shareholders on the activities of independent members of the Board of Directors and monitoring results in 2025.

- Attend regular/extraordinary meetings of the BOD and independently give opinions on the contents presented at the meetings of the BOD during the year.

- Inspect and supervise the Company's operation as well as the Company's development strategy and business plan to make adjustments in accordance with reality.



- Based on the proposal of the BOS, the independent members together with other members of the BOD voted to select An Viet Auditing Co., Ltd. as the auditing unit of the Company's financial statements.

- In the process of performing tasks, independent members of the BOD always coordinate well with other members of the BOD, members of the BOM and managers in the Company.

2. Evaluation of independent members of the BOD on the activities of the BOD

- Members of the BOD attended 05/05 meetings to discuss and approve the contents under the jurisdiction of the BOD. The resolutions of the BOD at meetings are approved by the BOD on the principle of majority, the minutes of the meeting are fully prepared and signed by the members of the BOD attending the meeting. The approval rate of the contents of the BOD reached 100%.

- BOD has well performed its role in implementing the plans, guidelines and strategic orientations set out by the General Meeting of Shareholders. The BOD has complied with the provisions of the law, regulations on corporate governance, convened periodic meetings and consulted the BOD in writing to promptly handle issues arising, as well as adopt decisions in accordance with the actual situation to ensure the interests of the Company.

- The BOD has supervised and evaluated transactions with related parties arising in 2025. Contracts and transactions between the Company and related people are disclosed fully and on time as prescribed.

- In 2025, the BOD has properly performed its roles and responsibilities in directing, supporting and supervising the BOM to implement the contents approved by the General Meeting of Shareholders and the BOD, ensuring compliance with the provisions of law.

The above is the Activity Report of the Independent Member of the BOD, which is submitted to the General Meeting of Shareholders for consideration and approval.

Independent Member of the BOD

Pham Van Phuong

