

Number: 124/BTS-Board of Directors  
About: Corporate Governance  
Report 2024

*Ha Nam, January 16, 2025*

**CORPORATE GOVERNANCE REPORT 2024**

To:

- State Securities Commission;
- Hanoi Stock Exchange.

- Name of company: VICEM But Son Cement Joint Stock Company.
- Head office address: Thanh Son Commune - Kim Bang Town - Ha Nam

Province

- Telephone: 0226 3851323      Fax: 0226 3851320.
- Website: vicembutson.com.vn .
- Charter capital : 1.235.598.580.000 VND.
- Stock code: BTS .

**I. Activities of the Board of Shareholders:**

1. Meetings of shareholders: 02 meetings.

2. Resolutions/Decisions of the Board of Shareholders (Including Resolutions of the Board of Shareholders in the form of written opinions).

S TT	Resolution/Decision Number	Day	Content
1	760/BTS-ĐHĐCĐ	24/4/2024	<p>The 2024 Annual Resolution of the Board of Shareholders , approving the following contents:</p> <ul style="list-style-type: none"><li>- Approval of the Board of Directors' 2023 Operational Report and 2024 Operational Plan.</li><li>- Approval of the independent Board member's assessment report on the Board of Directors ' performance in 2023 .</li><li>- Approval of the Board of Supervisors ' 2023 Operational Report and 2024 Operational Plan.</li><li>- Approval of the Report on production and business results, construction investment in 2023 and the plan for 2024.</li><li>- Approval of audited financial statements for 2023.</li><li>- Approval of the Proposal on the 2023 profit distribution plan.</li><li>- Approve the Report on remuneration payment of the Board of Directors, Board of Supervisors,</li></ul>



S TT	Resolution/Decision Number	Day	Content
			Person in charge of administration, Company Secretary, salary of General Director and other managers in 2023 ; Remuneration payment plan in 2024 . - Approval of the Proposal on selecting an auditing unit for the 2024 Financial Statements.

## II. Board of Directors: .

### 1. Information about the members of the Board of Directors in 2024:

S TT	Board Member	Position	Date of starting/cease of membership in the Board of Directors	
			Date of appointment	Date of Dismissal/Cessation of Participation
1	Dao Tuan Khoi	Chairman of the Board	21/4/2023	
2	Do Tien Trinh	Board of Directors, General Director	22/4/2016	
3	Nguyen The Hung	Member of the Board	20/4/2018	01/6/2024
4	Nguyen Minh Tuan	Member of the Board	28/6/2021	
5	Le Thi Khanh	Member of the Board	24/6/2020	
6	Tran Viet Hong	Independent Member	28/6/2021	
7	Le Huy Quan	Independent Member	28/6/2021	

### 2. Meetings of Board of Directors in 2024:

STT	Member of the Board	Number of Board of Directors meetings attended	Meeting attendance rate	Reason for not attending the meeting
1	Mr. Dao Tuan Khoi	20	100%	
2	Mr. Do Tien Trinh	20	100%	
3	Mr. Nguyen The Hung	4	20%	Retired from Board of Directors from June 01/6/2024.
4	Mr. Nguyen Minh Tuan	20	100%	
5	Mrs. Le Thi Khanh	20	100%	
6	Mr. Tran Viet Hong	20	100%	
7	Mr. Le Huy Quan	20	100%	

### 3. Supervisory activities of the Board of Directors over the Board of Directors: Directors ' supervision of the Executive Board is carried out in accordance with the



Company Charter and the Board of Directors' Operating Regulations. The Board of Directors exercises its supervisory rights over the General Director and managers through regular reporting on the performance of assigned tasks in resolutions of meetings or extraordinary reports when requested.

The Board of Directors regularly follows the Company's production and business plans to issue Resolutions, Decisions and provide guidance to help the Executive Board come up with operational solutions, direct units within the Company to coordinate in handling issues in production, business and investment; Practice saving in production, strive to complete monthly, quarterly and yearly production plans .

In 2024, the Board of Directors of VICEM But Son Cement Joint Stock Company has promoted the role of management and operation of the Company 's production and business activities. The members of the Board of Directors have promoted the spirit of responsibility, solidarity, maintained the principle of democratic centralism, enhanced the role of individual responsibility for each assigned field, promoted the role of leadership, management, and operation of all activities of the Company and closely directed the affiliated units to complete the Company's core tasks, closely organized and managed production and business activities, construction investment, ensuring economic efficiency and sustainable development, bringing benefits to the Company and shareholders.

4. Activities of subcommittees under the Board of Directors: The Board of Directors of the Company does not establish subcommittees.

5. Resolutions/Decisions of the Board of Directors of the year 2024:

STT	Resolution/Decision Number	Day	Content	Pass rate (%)
I	<b>RESOLUTION</b>			
1	59/BTS-HĐQT	08/01/2024	Resolution on approving the signing of a contract with VICEM Gypsum Cement Joint Stock Company	100%
2	60/BTS-HĐQT	08/01/2024	Resolution on approving the signing of a contract with VICEM Danang Construction Materials Joint Stock Company	100%
3	61/BTS-HĐQT	08/01/2024	Resolution on approving the signing of a contract with VICEM But Son Packaging Joint Stock Company	100%
4	62/BTS-HĐQT	08/01/2024	Resolution on approving the signing of a contract with VICEM Bim Son Packaging Joint Stock Company	100%
5	66/BTS-HĐQT	08/01/2024	Resolution on approving the signing of a contract with VICEM Energy and Environment Joint Stock Company	100%



STT	Resolution/Decision Number	Day	Content	Pass rate (%)
6	165/BTS-HĐQT	17/01/2024	Resolution on approving the signing of a clinker purchase and sale contract with VICEM Energy and Environment Joint Stock Company	100%
7	166/BTS-HĐQT	17/01/2024	Resolution on approving the signing of a clinker purchase and sale contract with VICEM Song Thao Cement Joint Stock Company	100%
8	250/BTS-HĐQT	30/01/2024	Resolution on the appointment of Chief Accountant of Vicem But Son Cement Joint Stock Company	100%
9	300/BTS-HĐQT	02/02/2024	Resolution of the Board of Directors meeting in the first quarter of 2024	100%
10	301/BTS-HĐQT	02/02/2024	Resolution on approving the signing of a contract with VICEM Energy and Environment Joint Stock Company	100%
11	302/BTS-HĐQT	02/02/2024	Resolution on approving the signing of a contract with VICEM Gypsum Cement Joint Stock Company	100%
12	303/BTS-HĐQT	02/02/2024	Resolution on the use of the Company's manager bonus fund	100%
13	437/BTS-HĐQT	04/03/2024	Resolution on approving the signing of a contract for processing Vicem Hai Phong cement at Vicem But Son Cement Joint Stock Company with Vicem Hai Phong Cement One Member Co., Ltd.	100%
14	514/BTS-HĐQT	15/03/2024	Resolution on approving the salary fund implemented in 2023	100%
15	517/BTS-HĐQT	18/03/2024	Resolution on implementing the production and consumption plan of the new product "But Son Xanh Multi-purpose Cement PCB30"	100%
16	562/BTS-HĐQT	26/03/2024	Resolution of the Board of Directors on organizing the 2024 General Meeting of Shareholders	100%
17	698/BTS-HĐQT	12/04/2024	Resolution on approving the signing of a clinker purchase and sale contract with Vicem Gypsum Cement Joint Stock Company	100%
18	759/BTS-HĐQT	23/04/2024	Resolution of the Board of Directors meeting in the second quarter of 2024	100%
19	760/BTS-HĐQT	24/04/2024	Resolution of the 2024 Annual General	100%



STT	Resolution/Decision Number	Day	Content	Pass rate (%)
			Meeting of Shareholders	
20	947/BTS-HĐQT	27/05/2024	Resolution on Mr. Nguyen The Hung's resignation from the position of Deputy General Director and his resignation from the Company's Board of Directors	100%
21	962/BTS-HĐQT	28/05/2024	Resolution on planning of leadership and management staff for the 2021-2026 and 2026-2031 periods under the management of VICEM	100%
22	963/BTS-HĐQT	28/05/2024	Resolution on adjusting functions and tasks of units under the Company	100%
23	960/BTS-HĐQT	28/05/2024	Resolution on unifying the personnel work of Vicem But Son	100%
24	961/BTS-HĐQT	28/05/2024	Resolution on the agreement on the appointment of Head of Materials Department	100%
25	1019/BTS-HĐQT	31/05/2024	Resolution on appointment of officials	100%
26	1065/BTS-HĐQT	10/06/2024	Resolution of the Board of Directors meeting in the third quarter of 2024	100%
27	1510/BTS-HĐQT	27/08/2024	Resolution on approving the labor and salary plan for 2024	100%
28	1593/BTS-HĐQT	04/09/2024	Resolution on promulgating Internal Audit Regulations	100%
29	1594/BTS-HĐQT	05/09/2024	Resolution on approving the production and consumption plan of But Son green multi-purpose cement PCB40	100%
30	1616/BTS-HĐQT	09/09/2024	Resolution on increasing the rate of use of alternative fuels using external combustion chambers	100%
31	1618/BTS-HĐQT	09/09/2024	Resolution on clay materials for production and business	100%
32	1780/BTS-HĐQT	04/10/2024	Resolution of the Board of Directors meeting in the fourth quarter of 2024	100%
33	1838/BTS-HĐQT	17/10/2024	Resolution on unifying the personnel work of Vicem But Son	100%
34	1865/BTS-HĐQT	22/10/2024	Resolution on the agreement on the appointment policy of the City of Information Technology	100%
35	1873/BTS-HĐQT	22/10/2024	Resolution on the appointment of Head of Information Technology Department	100%
36	1980/BTS-HĐQT	05/11/2024	Resolution on approving the signing of a	100%



STT	Resolution/Decision Number	Day	Content	Pass rate (%)
			consulting contract with Cement Development Investment Consulting Company	
37	2002/BTS-HĐQT	08/11/2024	Resolution on the appointment of Deputy General Director of Vicem But Son Cement Joint Stock Company	100%
38	2219/BTS-HĐQT	05/12/2024	Resolution on reviewing and supplementing the planning of the position of Head of Units of the Company for the period 2021-2026 and the period 2026-2031	100%
39	2364/BTS-HĐQT	23/12/2024	Resolution on reviewing and supplementing the planning of leadership and management staff for the 2021-2026 period and the 2026-2031 period under VICEM's management	100%
40	2365/BTS-HĐQT	23/12/2024	Resolution on approving the signing of a cement purchase and sale contract with Vicem Cement Trading Joint Stock Company	100%
41	2340/BTS-HĐQT	19/12/2024	Resolution on promulgating the Regulation on management of construction investment projects	100%
42	2480/BTS-HĐQT	30/12/2024	Resolution on approving the signing of a contract with VICEM Energy and Environment Joint Stock Company	100%
43	2481/BTS-HĐQT	30/12/2024	Resolution on approving the signing of a contract to supply Thai gypsum, Lao gypsum, and Oman gypsum for production with VICEM Gypsum Cement Joint Stock Company	100%
44	2482/BTS-HĐQT	30/12/2024	Resolution on approving the signing of a contract to supply cement bags for production with VICEM Da Nang Construction Materials Joint Stock Company	100%
<b>II</b>	<b>DECISION:</b>			
1	158/BTS-HĐQT	30/01/2024	Decision on the appointment of Chief Accountant of Vicem But Son Cement Joint Stock Company	100%
2	284/BTS-HĐQT	15/03/2024	Decision on approving the salary fund implemented in 2023	100%
3	308/BTS-HĐQT	26/03/2024	Decision on convening the 2024 General Meeting of Shareholders	100%



STT	Resolution/Decision Number	Day	Content	Pass rate (%)
4	309/BTS-HĐQT	26/03/2024	Decision on the establishment of the Organizing Committee of the 2024 General Meeting of Shareholders	100%
5	947/BTS-HĐQT	27/05/2024	Decision on Mr. Nguyen The Hung's resignation from the position of Deputy General Director and his resignation from the Company's Board of Directors	100%
6	519/BTS-HĐQT	28/05/2024	Decision on planning of leadership and management staff for the 2021-2026 and 2026-2031 periods under VICEM's management	100%
7	520/BTS-HĐQT	28/05/2024	Decision on adjusting functions and tasks of units under the Company	100%
8	584/BTS-HĐQT	10/06/2024	Decision on assigning tasks to members of the Company's Board of Directors	100%
9	871/BTS-HĐQT	27/08/2024	Decision on approving the labor and salary plan for 2024	100%
10	953/BTS-HĐQT	04/09/2024	Decision on promulgating Internal Audit Regulations	100%
11	1041/BTS-HĐQT	04/10/2024	Decision on evaluating and classifying the quality of Company managers in 2023	100%
12	1188/BTS-HĐQT	08/11/2024	Decision on the appointment of Deputy General Director of Vicem But Son Cement Joint Stock Company	100%
13	1265/BTS-HĐQT	29/11/2024	Decision on approving the cost plan for implementing the work in the project preparation phase to renovate the dust filtration system of the Furnace - Material Grinding stage for line 1 and line 2	100%
14	1388/BTS-HĐQT	23/12/2024	Decision on reviewing and supplementing the planning of leadership and management staff for the 2021-2026 period and the 2026-2031 period under VICEM's management	100%
15	1404/BTS-HĐQT	24/12/2024	Decision on promulgating the Regulation on management of construction investment projects	100%
16	1353/BTS-HĐQT	17/12/2024	Decision approving investment in the Project to remove T and equip SCADA system for 110 kV power station	100%
17	1374/BTS-HĐQT	20/12/2024	Decision approving the contractor selection plan for the T Removal Project and SCADA	100%



STT	Resolution/Decision Number	Day	Content	Pass rate (%)
			system equipment for the 110 kV power station	

### III. Board of Control :

#### 1. Information about the members of the Board of Supervisors (BOS) :

STT	Board Member	Position	Date of starting/no longer being a member of the Board of Supervisors	Professional qualifications
1	Doan Huu Phong	Leader	20/4/2018	Bachelor of Accounting, Master of Banking and Finance
2	Dang Vu Hai	Member	22/4/2016	Bachelor of Accounting
3	Tran Ngoc Hai	Member	20/4/2018	Bachelor of Accounting

#### 2. Meeting of the Board of Supervisors:

STT	Board Member	Number of meetings attended by the Board of Supervisors	Meeting attendance rate	Voting ratio	Reason for not attending the meeting
1	Doan Huu Phong	04	100%	100%	
2	Dang Vu Hai	04	100%	100%	
3	Tran Ngoc Hai	04	100%	100%	

#### 3. Supervisory activities of the Board of Supervisors towards the Board of Directors, Executive Board and shareholders:

In 2024, the Board of Supervisors held 04 meetings to evaluate the implementation of legal provisions and the Company's Charter in the activities of the Board of Directors; Evaluate the implementation of Resolutions issued by the General Meeting of Shareholders and the Board of Directors, the Board of Directors of the Company; In addition, the Head of the Board of Supervisors participated in the briefing meetings, monthly and quarterly reports of the company, participated in a number of meetings of the Board of Directors of the company and many other meetings. The members of the Supervisory Board carried out the work of the Supervisory Board approved by the General Meeting of Shareholders, contributing many practical ideas in the management of the Company.



The Board of Supervisors has inspected and supervised mainly focusing on the following contents: Inspecting and supervising the preservation of capital, the efficiency of the Company's production and business activities, supervising the implementation of the Charter, the Resolutions of the General Meeting of Shareholders, documents and Decisions of the Vietnam Cement Corporation regarding VICEM But Son Cement Joint Stock Company.

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

The Supervisory Board has closely coordinated with the Board of Directors and the Board of Management in performing assigned functions and tasks, and in coordinating inspection and supervision activities according to regulations. The Board of Directors and the Board of Management have created favorable conditions for the Supervisory Board to perform its duties, such as providing information and documents, and participating in meetings of the Board of Directors and the Company.

#### **IV. Executive Board:**

<b>STT</b>	<b>Board Member</b>	<b>Date of birth</b>	<b>Professional qualifications</b>	<b>Date of appointment</b>	<b>Dismissal Date</b>
1	Do Tien Trinh	14/6/1979	Technology Engineer ; Master of Business Administration	19/4/2018	
2	Nguyen The Hung	21/7/1980	Chemical Engineering , Master of Business Administration	17/12/2017	1/6/2024
3	Le Thi Khanh	05/10/1974	Bachelor of Economics in Credit Finance , Master of Banking Finance	14/3/2023	
4	Luu Vu Cam	28/01/1972	Electrical Engineer, Master of Business Administration	14/3/2023	
5	Nguyen Manh Tuong	05/9/1978	Engineer of Silicate Materials Technology, Master of Chemical Materials Technology	9/11/2024	

#### **V. Chief Accountant**



STT	Full name	Date of birth	Professional qualifications	Date of appointment
1	Pham Tran Viet	23/9/1981	Bachelor of Accounting, Master of Economics	30/01/2024

#### **VI. Training on Corporate Governance:**

Training courses on corporate governance that members of the Board of Directors, members of the Supervisory Board, the General Director, other managers and the Company Secretary have participated in according to regulations on corporate governance: Due to difficulties in the situation of raw materials for production (increasing prices and scarcity of supply, especially coal fuel) and market pressure; members of the Board of Directors, the Supervisory Board, the Executive Board and other managers are focusing on solutions to maintain stable production and business, and have not had the opportunity to participate in courses on corporate governance.

#### **VII. List of related persons of VICEM But Son Cement Joint Stock Company and transactions of related persons of the Company with the Company itself.**

1. List of related persons of the Company: Attached appendix.
2. Transactions between the Company and related persons of the Company; or between the Company and major shareholders, insiders, and related persons of insiders:

ST T	Name of organization/individual	Relationship with the company	NSH Certificate Number*, date of issue, place of issue	Head office address/Contact address	Time of transaction with the company	Resolution Number of the Board of Directors approved (if any, specify date of issue)	Content, quantity, total transaction value
1	VICEM Energy and Environment Joint Stock Company	Both are subsidiaries of Vietnam Cement Corporation	0100106352	No. 21B Cat Linh, Cat Linh, Dong Da, Hanoi City, Vietnam	08/01/2024	66/BTS-Board of Directors	Contract for Supply of Industrial Waste Type 5 for Use as Alternative Fuel No. 21/BTS-VT Value: 14.126.400.000 VND
2	VICEM Energy and Environment Joint Stock Company	Both are subsidiaries of Vietnam Cement Corporation.	0100106352	No. 21B Cat Linh, Cat Linh, Dong Da, Hanoi City, Vietnam	08/01/2024	66/BTS-Board of Directors	Contract for Supply of Coal Dust for Production No. 09/BTS-VT Value: 38.940.000.000



8	VICEM Energy and Environment Joint Stock Company	Both are subsidiaries of Vietnam Cement Corporation.	0100106352	No. 21B Cat Linh, Cat Linh, Dong Da, Hanoi City, Vietnam	17/01/2024	165/BTS-HĐQT	Clinker Sales Contract No. 50/BTS-XNTT dated January 18, 2024
9	VICEM Song Thao Cement Joint Stock Company	Both are subsidiaries of Vietnam Cement Corporation.	2600279082	Ninh Dan Commune, Thanh Ba District, Phu Tho Province, Vietnam	17/01/2024	166/BTS-HĐQT	Clinker Sales Contract No. 48/BTS-XNTT dated January 17, 2024
10	VICEM Gypsum Cement Joint Stock Company	Both are subsidiaries of Vietnam Cement Corporation.	3300101300	No. 24 Hanoi, Phu Nhuan, Hue City, Thua Thien - Hue Province, Vietnam	02/2/2024	302/BTS-HĐQT	Contract for supplying Oman gypsum for production No. 70/BTS-VT Value: 8.899.000.000 VND
11	VICEM Energy and Environment Joint Stock Company	Both are subsidiaries of Vietnam Cement Corporation.	0100106352	No. 21B Cat Linh, Cat Linh, Dong Da, Hanoi City, Vietnam	05/2/2024	301/BTS-HĐQT	Contract for Supply of coal dust 4b.1 used as fuel for furnace No. 72/BTS-VT Value: 127.699.000.000 VND
12	Vicem Hai Phong Cement Company Limited	Both are subsidiaries of Vietnam Cement Corporation.	0200155219	Trang Kenh, Minh Duc, Thuy Nguyen, Hai Phong, Vietnam	04/3/2024	437/BTS-HĐQT	Contract for processing Vicem Hai Phong cement at Vicem But Son Cement Joint Stock Company No. 93/BTS-XNTT
13	VICEM Gypsum Cement Joint Stock Company	Both are subsidiaries of Vietnam Cement Corporation.	3300101300	No. 24 Hanoi, Phu Nhuan, Hue City, Thua Thien - Hue Province, Vietnam	12/4/2024	698/BTS-HĐQT	Clinker Sales Contract No. 122/BTS-XNTT dated April 12, 2024
14	Cement Investment and Development Consulting Company	Both are subsidiaries of Vietnam Cement Corporation.	0100106320004	No. 60, Lane 122 Vinh Tuy, Hai Ba Trung, Hanoi, Vietnam	5/11/2024	1980/BTS-HĐQT	Consulting contract No. 323/BTS-QLDA Value: 206.967.273 VND



1 5	Vicem Cement Trading Joint Stock Company	Both are subsidiaries of Vietnam Cement Corporation.	0100105 694	No. 348, Giai Phong, Phuong Liet, Thanh Xuan, Hanoi, Vietnam	26/12/202 4	2365/BTS-HĐQT	Cement sales contract No. 387/BTS-XNTT Value: 43.743.807.000 VND
1 6	VICEM Energy and Environment Joint Stock Company	Both are subsidiaries of Vietnam Cement Corporation.	0100106 352	No. 21B Cat Linh, Cat Linh, Dong Da, Hanoi City, Vietnam	31/12/202 4	2480/BTS-HĐQT	Contract for the supply of coal dust for use as fuel for furnaces Value: 20.363.400.000 VND
1 7	VICEM Energy and Environment Joint Stock Company	Both are subsidiaries of Vietnam Cement Corporation.	0100106 352	No. 21B Cat Linh, Cat Linh, Dong Da, Hanoi City, Vietnam	31/12/202 4	2480/BTS-HĐQT	Contract for supplying industrial waste type 5 for use as alternative fuel Value: 11.664.400.000 VND
1 8	VICEM Gypsum Cement Joint Stock Company	Both are subsidiaries of Vietnam Cement Corporation.	3300101 300	No. 24 Hanoi, Phu Nhuan, Hue City, Thua Thien - Hue Province, Vietnam	31/12/202 4	2481/BTS-HĐQT	Contract to supply Thai gypsum, Lao gypsum, Oman gypsum for production Value: 33.261.800.000 VND
1 9	VICEM Danang Construction Materials Joint Stock Company	Both are subsidiaries of Vietnam Cement Corporation.	0400101 820	Floor 06, DITP Building, Lot A2-19, Hoa Hiep Nam, Lien Chieu, Da Nang City	31/12/202 4	2482/BTS-HĐQT	Contract for supplying cement bags for production Value: 18.497.160.000 VND

3. Transactions between insiders of the Company, related persons of insiders and Subsidiaries, Companies controlled by the Company: No transactions occurred during the period.

4. Transactions between the Company and other entities:

4.1. Transactions between the Company and companies in which members of the Board of Directors, members of the Board of Supervisors, General Director and other managers have been and are founding members or members of the Board of Directors, Directors (General Directors) in the past three (03) years (as of the time of reporting): There were no transactions during the period.



4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director (General Director) and other managers as a member of Board of Directors, Director (General Director or CEO): No.

4.3. Other transactions of the Company (if any) may bring material or non-material benefits for members of Board of Directors, members of the Board of Supervisors, Director (General Director) and other managers: No.

**VIII. Share transactions of internal persons and their affiliated persons**

1. The list of internal persons and their affiliated persons: attached appendix.
2. Transactions of internal persons and affiliated persons with shares of the Company: No.

**IX. Other significant issues: No**

**Recipients:**

- Archived: Clerical, Board of Directors.

**CHAIRMAN OF THE BOARD OF  
DIRECTORS**



**Dao Tuan Khoi**



VIETNAM CEMENT CORPORATION  
JSC XM VICEM BUT SON  
STOCK CODE: BTS

SOCIALIST REPUBLIC OF VIETNAM  
Independence - Freedom - Happiness

Appendix 01

LIST OF COMPANY RELATED PERSONS

( Attached to document No. 24/BTS-HĐQT dated / 01 / 2025 )

TT	Name of organization/individual	TK Securities transaction (if any)	Position in the company (if any)	ID number/Business registration number	Head office addresses	The starting point is the person concerned.	Time is no longer relevant	Reason	Relationship with the Company
1	Vietnam Cement Corporation								Holding Company
2	Vicem Hai Phong Cement Company Limited								the subsidiaries of VICEM.
3	Vicem Hoang Thach Cement Company Limited								the subsidiaries of VICEM.
4	Vicem Tam Diep Cement Company Limited								the subsidiaries of VICEM.
5	Bim Son Cement Joint Stock Company								the subsidiaries of VICEM.
6	Vicem Hoang Mai Cement Joint Stock Company								the subsidiaries of VICEM.
7	Ha Tien 1 Cement Joint Stock Company								the subsidiaries of VICEM.
8	Vicem Gypsum Cement Joint Stock Company								the subsidiaries of VICEM.
9	Vicem Hai Van Cement Joint Stock Company								the subsidiaries of VICEM.
10	Ha Long Cement Joint Stock Company								the subsidiaries of VICEM.
11	Vicem Song Thao Cement Joint Stock Company								the subsidiaries of VICEM.



[illegible]



**STOCK CODE: BTS**

## Independence - Freedom - Happiness

## LIST OF INSIDERS AND RELATED PERSONS OF INSIDERS

(Attached to document No.124/BTS-HĐQT dated 16/01/2025)

[illegible]



ST T	Full name	Stock trading account	Position in the company	ID card number/Passport number/Business registration number	Date of issue of ID card/Passport /Business registration certificate	Place of issuance of ID card/Passport/ Business registration certificate	Head office address/Contact address	Number of shares owned at the end of the period	End of period share ownership ratio	Note
	Dao Khanh Linh									
	Dao Dang Khoa									
	Dao Thi Hanh									
	To Manh Thuong									
	Tran Thi Ngoc Anh									
2	<b>Do Tien Trinh</b>		<b>Board Member/ General Director</b>					VICEM representati ve owns: 19,650,000 shares	15.90%	
	Do Ngoc Thoa									
	Nguyen Thi Sam									
	Trinh Quang Dan									
	Nguyen Thi Nhi									



ST T	Full name	Stock trading account	Position in the company	ID card number/Passport number/Business registration number	Date of issue of ID card/Passport /Business registration certificate	Place of issuance of ID card/Passport/ Business registration certificate	Head office address/Contact address	Number of shares owned at the end of the period	End of period share ownership ratio	Note
	Trinh Thanh Nga									
	Do Minh Thu									
	Do Nhat Minh									
	Do Ngoc Thanh									
	Do Thanh Chinh									
	Phan Thi Hoa									
	Cao Thi Hoat									
3	Nguyen The Hung		Member of the Board of Directors, Deputy General Director							



[illegible]



ST T	Full name	Stock trading account	Position in the company	ID card number/Passport number/Business registration number	Date of issue of ID card/Passport /Business registration certificate	Place of issuance of ID card/Passport/ Business registration certificate	Head office address/Contact address	Number of shares owned at the end of the period	End of period share ownership ratio	Note
	Nguyen Thi Thu Huyen									
	Pham Thi Le Thu									
	Nguyen Dong Minh									
	Nguyen Bao Han									
	Nguyen Truong Giang									
4	<b>Nguyen Minh Tuan</b>		<b>Board Member</b>							
	Nguyen Thanh Lam									
	Nguyen Thi Xuan Thanh									
	Nguyen Minh Hai									
	ACB Real Estate Joint Stock Company							133,240	0.11%	



ST T	Full name	Stock trading account	Position in the company	ID card number/Passport number/Business registration number	Date of issue of ID card/Passport /Business registration certificate	Place of issuance of ID card/Passport/ Business registration certificate	Head office address/Contact address	Number of shares owned at the end of the period	End of period share ownership ratio	Note
	Asia Financial Investment Company Limited, Hanoi							3,916,894	3.17%	
5	Le Thi Khanh		Member of Board of Directors, Deputy General Director					- VICEM representa tive owns: 19,650,000 shares - Individual owns: 2,719 shares	- VICEM representativ e owns: 15.9% - Individual owns: 0.0022%	
	Bim Son Cement Joint Stock Company									
	Le Van Bat									
	Le Thi Thuoc									
	Pham Xuan Le									
	Vuong Thi Dong									
	Pham Van Nham							4,532	0.004%	



[illegible]



[illegible]



[illegible]



ST T	Full name	Stock trading account	Position in the company	ID card number/Passport number/Business registration number	Date of issue of ID card/Passport /Business registration certificate	Place of issuance of ID card/Passport/ Business registration certificate	Head office address/Contact address	Number of shares owned at the end of the period	End of period share ownership ratio	Note
	Hoang Thi Quynh Phuong									
	Nguyen Phuong Anh									
	Nguyen Minh Tung									
	Nguyen Minh Khue									
	Nguyen Manh Trinh									
	Nguyen Thi Hoa									
	Hoang Dinh Bang									
	Nguyen Thi Huyen									
9	<b>Luu Vu Cam</b>		<b>Deputy General Manager</b>							
	Luu Vu Giong									
	Nguyen Thi Minh									
	Trinh Xuan Hai									



[illegible]



[illegible]



ST T	Full name	Stock trading account	Position in the company	ID card number/Passport number/Business registration number	Date of issue of ID card/Passport /Business registration certificate	Place of issuance of ID card/Passport/ Business registration certificate	Head office address/Contact address	Number of shares owned at the end of the period	End of period share ownership ratio	Note
	Hoang Hai Thanh									
	Doan Thi Lien									
	Doan Huu Canh									
	Dang Thi Thu Hien									
11	<b>Dang Vu Hai</b>		<b>Board of Supervisors</b>							
	Dang Chi Hien									
	Tran Thi Luyen									
	Le Anh Sam									
	Dinh Thi My									
	Dang Vu Hiep									
	Nguyen Minh Nguyet									
	Le Hong Nhunh									



ST T	Full name	Stock trading account	Position in the company	ID card number/Passport number/Business registration number	Date of issue of ID card/Passport /Business registration certificate	Place of issuance of ID card/Passport/ Business registration certificate	Head office address/Contact address	Number of shares owned at the end of the period	End of period share ownership ratio	Note
	Dang Thu Thao									
	Dang Minh Tri									
12	<b>Tran Ngoc Hai</b>		<b>Board of Supervisors</b>							
	Tran Ngoc Chuong									
	Hoang Thi Ha									
	Nguyen Huy Tuan									
	Dang Thi Hong Loan									
	Tran Thi Bich									
	Tran Ngoc Truong									
	Tran Thi Lanh									
	Nguyen Thi Ha Giang									



[illegible]



ST T	Full name	Stock trading account	Position in the company	ID card number/Passport number/Business registration number	Date of issue of ID card/Passport /Business registration certificate	Place of issuance of ID card/Passport/ Business registration certificate	Head office address/Contact address	Number of shares owned at the end of the period	End of period share ownership ratio	Note
	Do Thi Dung									
13	Pham Thi Van		Administrato r and Secretary							
	Pham Van Dan									
	Nguyen Thi Giang									
	Tran Huu Chi									
	Tran Ngoc Linh									
	Tran Tue Lam									
	Pham Thi Ly									
	Pham Thi Thu									
	Tran Van Xuat									



ST T	Full name	Stock trading account	Position in the company	ID card number/Passport number/Business registration number	Date of issue of ID card/Passport /Business registration certificate	Place of issuance of ID card/Passport/ Business registration certificate	Head office address/Contact address	Number of shares owned at the end of the period	End of period share ownership ratio	Note
	Pham Thi Hanh									
	Vu Thanh Tung									
	Nguyen Van Quan									
14	Nguyen Duy Tiep		Company Secretary							
	Nguyen Van Lam							2,492	0.002%	
	Vu Thi Chien							56	0.0001%	
	Vu Hong Son									
	Bui Thi Oanh									
	Vu Lan Anh							700	0.0006%	
	Nguyen Hai Dang									Young
	Nguyen Vu Nam Khanh									Young
	Nguyen Vu Thanh Xuan							113	0.0001%	



[illegible]