

**REPORT ON CORPORATE GOVERNANCE**  
(2026 Semi-Annual Report - Abridged Version)

To: - State Securities Commission of Viet Nam;  
- Ha Noi Stock Exchange.

- Name of company: Bim Son Cement JSC.
- Address of headoffice: 7 quarter, Bim Son Ward, Thanh Hoa Province.
- Telephone: 0237 3 824 242 Fax: 0237 3 824 046
- Email: [contact@ximangbimson.com.vn](mailto:contact@ximangbimson.com.vn)
- Charter capital: **1.232.098.120.000 VND**
- Stock Code: **BCC**
- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors, General Director.
- The implementation of internal audit: Implemented.

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

*1. Meeting of Shareholders: 01 meeting.*

**2. Resolutions and decisions of the General Meeting of Shareholders**

| No. | Resolution/Decision No. | Date      | Content                                                       |
|-----|-------------------------|-----------|---------------------------------------------------------------|
| 1   | 2768-2026/NQ-ĐHĐCĐ      | 18/6/2026 | Resolution of the 2026 Annual General Meeting of Shareholders |

**II. Board of Directors**

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

| No. | Board of Directors' members | Independent members of the Board of Directors, Non-executive members of the Board of Directors | The date becoming/ceasing to be the member of the Board of Directors |                   |
|-----|-----------------------------|------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|-------------------|
|     |                             |                                                                                                | Date of appointment                                                  | Date of dismissal |
| 1   | Le Huu Ha                   | Chairman of the Board of Directors                                                             | 29/7/2021                                                            | 18/6/2026         |
| 2   | Le Huy Quan                 | Members of the Board of Directors                                                              | 29/6/2021                                                            | 18/6/2026         |

| No. | Board of Directors' members | Independent members of the Board of Directors, Non-executive members of the Board of Directors | The date becoming/ceasing to be the member of the Board of Directors |                   |
|-----|-----------------------------|------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|-------------------|
|     |                             |                                                                                                | Date of appointment                                                  | Date of dismissal |
| 3   | Nguyen Truong Thu           | <i>Members of the Board of Directors</i>                                                       | 27/4/2023                                                            | 18/6/2026         |
| 4   | Ngo Duc Viet                | <i>Independent members of the Board of Directors</i>                                           | 29/6/2021                                                            | 18/6/2026         |
| 5   | <b>Le Trung Kien</b>        | <b><i>Chairman of the Board of Directors</i></b>                                               | <b>18/6/2026</b>                                                     |                   |
| 6   | Nguyen Sy Cuong             | <i>Members of the Board of Directors</i>                                                       | 18/6/2026                                                            |                   |
| 7   | Nguyen Chi Thuc             | <i>Members of the Board of Directors</i>                                                       | 18/6/2026                                                            |                   |
| 8   | Nguyen Minh Duc             | <i>Members of the Board of Directors</i>                                                       | 29/6/2021                                                            |                   |
| 9   | Le Thi Khanh                | <i>Independent members of the Board of Directors</i>                                           | 29/6/2021                                                            |                   |

## 2. Meetings of the Board of Directors

| No. | Board of Director' member | Number of meetings attended by Board of Directors | Attendance rate | Reasons for absence                                                              |
|-----|---------------------------|---------------------------------------------------|-----------------|----------------------------------------------------------------------------------|
| 1   | Le Huu Ha                 | 26                                                | 100 %           |                                                                                  |
| 2   | Le Huy Quan               | 26                                                | 100 %           |                                                                                  |
| 3   | Nguyen Truong Thu         | 25                                                | 96 %            | Excused absence from one meeting (business trip to the Ministry of Construction) |
| 4   | Ngo Duc Viet              | 26                                                | 100 %           |                                                                                  |
| 5   | Le Trung Kien             | 2                                                 | 100 %           |                                                                                  |
| 6   | Nguyen Sy Cuong           | 2                                                 | 100 %           |                                                                                  |
| 7   | Nguyen Chi Thuc           | 2                                                 | 100 %           |                                                                                  |
| 8   | Nguyen Minh Duc           | 28                                                | 100 %           |                                                                                  |
| 9   | Le Thi Khanh              | 28                                                | 100 %           |                                                                                  |

### **3. Supervising the Board of Management by the Board of Directors:**

Approve the reports of the Board of Directors, the Supervisory Board, and the Executive Board on the Company's operation and production and business situation in 2025.

### **4. Activities of the Board of Directors' subcommittees (if any)**

On 31/03/2026, the Company's Internal Audit Department issued Report No. 02/BC-KTNB regarding the results of the review of the implementation of internal audit recommendations from 2025.

### **5. Resolutions/Decisions of the Board of Directors.**

| <i>No.</i> | <i>/Resolution/<br/>Decision No.</i> | <i>Date</i> | <i>Content</i>                                                                                                                                                                                                                                                                                     | <i>Approval<br/>rate</i> |
|------------|--------------------------------------|-------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|
| 1          | 200/NQ-HĐQT                          | 22/01/2026  | Re: Approval to sign a clinker sale and purchase contract between the Company and VICEM Hai Phong Cement One Member Limited Liability Company.                                                                                                                                                     | 100%                     |
| 2          | 213/NQ-HĐQT                          | 23/01/2026  | Re: Approval to sign a clinker purchase and sale contract between the Company and VICEM Energy and Environment Joint Stock Company.                                                                                                                                                                | 100%                     |
| 3          | 224/NQ-HĐQT                          | 23/01/2026  | Regarding the regular meeting for the first quarter of 2026.                                                                                                                                                                                                                                       | 100%                     |
| 4          | 233/NQ-HĐQT                          | 23/01/2026  | Regarding the decision to award the contract for the package "Preparation of the evaluation report on the upgrade and optimization of Kilns No. 2 & 3 at Bim Son Cement Plant" to the Cement Investment and Development Consultancy Company (a subsidiary of Vietnam Cement Industry Corporation). | 100%                     |
| 5          | 267/NQ-HĐQT                          | 26/01/2026  | Regarding the adjustment of the appointment term for the Company's Deputy General Director.                                                                                                                                                                                                        | 100%                     |
| 6          | 450/NQ-HĐQT                          | 05/02/2026  | Regarding the wage fund for 2026 implementation.                                                                                                                                                                                                                                                   | 100%                     |
| 7          | 624/NQ-HĐQT                          | 26/02/2026  | Regarding the issuance of the Company's salary regulations.                                                                                                                                                                                                                                        | 100%                     |
| 8          | 660/NQ-HĐQT                          | 27/02/2026  | Regarding the addition of functions and tasks for the repair workshop and the laboratory.                                                                                                                                                                                                          | 100%                     |
| 9          | 826/NQ-HĐQT                          | 05/03/2026  | Regarding approval for the signing of a gypsum purchase contract between the Company and VICEM Gypsum and Cement Joint Stock Company.                                                                                                                                                              | 100%                     |
| 10         | 827/NQ-HĐQT                          | 05/03/2026  | Regarding approval for the signing of a coal fines purchase contract between the Company and VICEM Energy and Environment Joint Stock Company.                                                                                                                                                     | 100%                     |
| 11         | 828/NQ-HĐQT                          | 05/03/2026  | Regarding approval for the signing of a contract for processing services with Vicem Hai Van Cement Joint Stock Company (HVX).                                                                                                                                                                      | 100%                     |

| <i>No.</i> | <i>/Resolution/<br/>Decision No.</i> | <i>Date</i> | <i>Content</i>                                                                                                                                                                                                      | <i>Approval<br/>rate</i> |
|------------|--------------------------------------|-------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|
| 12         | 926/NQ-HĐQT                          | 11/03/2026  | Approval of the cost plan for the investment preparation phase of the project to convert the electrostatic precipitators of Kiln No. 2 (36.20) and Kiln No. 3 (36.1-06) into bag filters.                           | 100%                     |
| 13         | 999/NQ-HĐQT                          | 18/03/2026  | Regarding the nomination of personnel for appointment as Deputy Director of Central Region Cement Joint Stock Company.                                                                                              | 100%                     |
| 14         | 1213/NQ-HĐQT                         | 31/03/2026  | Regarding the agreement on the appointment of the Deputy Director of Central Region Cement Joint Stock Company.                                                                                                     | 100%                     |
| 15         | 1352/NQ-HĐQT                         | 06/04/2025  | Regarding the extension of the time for holding the 2026 Annual General Meeting of Shareholders.                                                                                                                    | 100%                     |
| 16         | 1393/NQ-HĐQT                         | 08/04/2026  | Regarding approval for the signing of a contract for the purchase of cement bags between the Company and VICEM Da Nang Construction Materials Joint Stock Company.                                                  | 100%                     |
| 17         | 1483/NQ-HĐQT                         | 14/04/2026  | Regarding approval for the signing of a clinker purchase contract between the Company and VICEM Tam Diep Cement One Member Limited Liability Company.                                                               | 100%                     |
| 18         | 1521/NQ-HĐQT                         | 16/04/2026  | Regarding the approval of the debt repayment extension for Vietnam Cement Industry Corporation.                                                                                                                     | 100%                     |
| 19         | 1154/NQ-HĐQT                         | 17/04/2026  | Regarding the regular meeting for the second quarter of 2026.                                                                                                                                                       | 100%                     |
| 20         | 1549/NQ-HĐQT                         | 17/04/2026  | Regarding approval for the signing of a clinker purchase contract between the Company and VICEM Hai Phong Cement One Member Limited Liability Company.                                                              | 100%                     |
| 21         | 1666/NQ-HĐQT                         | 23/04/2026  | Regarding approval for the Company to sign a clinker purchase contract with Ha Long Cement Joint Stock Company.                                                                                                     | 100%                     |
| 22         | 1742/NQ-HĐQT                         | 29/04/2026  | Regarding the policy on procuring non-consulting services for the following bid packages: Contracting for the extraction, loading, and transportation of limestone and clay for production operations in 2026–2027. | 100%                     |
| 23         | 1890/NQ-HĐQT                         | 05/05/2026  | Approval of the investment policy for the project to convert the electrostatic precipitators of Kiln No. 2 (36.20) and Kiln No. 3 (36.1-06) into bag filters.                                                       | 100%                     |
| 24         | 2186/NQ-HĐQT                         | 20/05/2026  | Regarding personnel matters.                                                                                                                                                                                        | 100%                     |
| 25         | 2306/NQ-HĐQT                         | 26/05/2026  | Regarding the proposal to sign a contract for Package No. 1 "Preparation of the feasibility study for the project to convert the electrostatic                                                                      | 100%                     |

| <i>No.</i> | <i>/Resolution/<br/>Decision No.</i> | <i>Date</i> | <i>Content</i>                                                                                                                                                  | <i>Approval<br/>rate</i> |
|------------|--------------------------------------|-------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|
|            |                                      |             | precipitators of Kiln No. 2 (36.20) and Kiln No. 3 (36.1-06) to bag filters" with the Cement Investment and Development Consultancy Company.                    |                          |
| 26         | 2390/NQ-HĐQT                         | 29/05/2026  | Regarding approval for the signing of a toll manufacturing contract between the Company and VICEM Tam Diep Cement Joint Stock Company.                          | 100%                     |
| 27         | 2769/NQ-HĐQT                         | 18/06/2026  | Regarding the election of the Chairman of the Board of Directors for the 2026–2030 term.                                                                        | 100%                     |
| 28         | 2849/NQ-HĐQT                         | 24/06/2026  | Regarding the production and business plan and the organization of the 2026 Annual General Meeting of Shareholders of Central Cement Joint Stock Company (CRC). | 100%                     |

### III. Supervisory Board

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

| <i>No.</i> | <i>Member of the<br/>Supervisory<br/>Board</i> | <i>Position</i>                  | <i>Start / End Date</i>          | <i>Qualification</i>            |
|------------|------------------------------------------------|----------------------------------|----------------------------------|---------------------------------|
| 1          | Ta Huu Hien                                    | Head of the Supervisorys Board   | 27/4/2023;.../<br>18/6/2026; ... | Bachelor of Accounting          |
| 2          | Pham Thi Thuy                                  | Member of the Supervisorys Board | 29/6/2021; .../<br>18/6/2026;... | Bachelor of Finance and Banking |
| 3          | Nguyen Sy Linh                                 | Head of the Supervisorys Board   | 18/6/2026;...                    | Bachelor of Accounting          |
| 4          | Le Trong Thanh                                 | Member of the Supervisorys Board | 26/4/2024; ...                   | Bachelor of Economics           |
| 5          | Chu The Tuấn                                   | Member of the Supervisorys Board | 18/6/2026;...                    | Bachelor of Laws                |

#### 2. Meetings of Board of Supervisors

| <i>No.</i> | <i>Members of Board of<br/>Supervisors/Audit<br/>Committee</i> | <i>Number of<br/>meetings<br/>attended</i> | <i>Attendance<br/>rate</i> | <i>Voting<br/>rate</i> | <i>Reasons for<br/>absence</i> |
|------------|----------------------------------------------------------------|--------------------------------------------|----------------------------|------------------------|--------------------------------|
| 1          | Ta Huu Hien                                                    | 02                                         | 100%                       | 100%                   |                                |
| 2          | Pham Thi Thuy                                                  | 02                                         | 100%                       | 100%                   |                                |

|   |                |    |      |      |  |
|---|----------------|----|------|------|--|
| 3 | Nguyen Sy Linh | 02 | 100% | 100% |  |
| 4 | Le Trong Thanh | 04 | 100% | 100% |  |
| 5 | Chu The Tuan   | 02 | 100% | 100% |  |

**3. Supervising Board of Directors, Board of Management and shareholders by Board of Supervisors or Audit Committee.**

- The Supervisory Board acknowledges that the Board of Directors and the General Director have effectively fulfilled their roles in managing and operating the Company; the Board of Directors and the Executive Board have essentially achieved the key objectives set forth while ensuring the safety of the Company's assets and the interests of shareholders.

- In addition, the Supervisory Board has not received any comments from shareholders regarding the activities of the Board of Directors and the Company's Executive Board.

**4. The coordination among the Board of Supervisors, the Board of Management, Board of Directors and Other Managers**

The Board of Directors and the General Director support and facilitate the Supervisory Board in effectively performing its functions, ensuring the Supervisory Board receives full documentation regarding Board meetings. Opinions submitted by the Supervisory Board to the Board of Directors and the General Director are distributed fully and in a timely manner.

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

**IV. Board of Management**

| No. | Member of the Executive Board | Date of Birth | Qualification                                                  | Date of Appointment/ Dismissal                                             |
|-----|-------------------------------|---------------|----------------------------------------------------------------|----------------------------------------------------------------------------|
| 1   | Nguyen Sy Cuong               | 12/5/1976     | Bachelor of Economics                                          | 26/6/2023; ---<br>(Appointment of General Director effective May 20, 2026) |
| 2   | Le Huy Quan                   | 01/10/1965    | Bachelor of Accounting, Master of Business Administration      | 26/7/2019; ---                                                             |
| 3   | Pham Van Phuong               | 14/11/1965    | Mechanical Engineer                                            | 01/12/2019; ---                                                            |
| 4   | Nguyen Chi Thuc               | 23/5/1980     | Engineer in Silicate Materials Technology / Master of Chemical | 26/6/2023; ---                                                             |

**V. Chief Accountant**

| Name | Date of birth | Educational Background | Date of appointment/ dismissal |
|------|---------------|------------------------|--------------------------------|
|------|---------------|------------------------|--------------------------------|

|                |            |                        |                 |
|----------------|------------|------------------------|-----------------|
| Nguyen Duc Son | 23/03/1983 | Bachelor of Accounting | 07/10/2021; --- |
|----------------|------------|------------------------|-----------------|

#### **VI. Training courses on corporate governance**

Corporate Governance Training Programs Attended by Members of the Board of Directors, Supervisory Board, General Director, Other Managerial Personnel, and the Company Secretary (as required by corporate governance regulations): None

#### **VII. The list of affiliated persons of the public company and transactions of affiliated persons of the company**

##### **1. The List of affiliated persons of the Company**

| <i>No.</i> | <i>Name of Organization/Individual</i>                  | <i>Position in the Company (if any)</i>                     | <i>Time of Ceasing to Be a Related Party</i> | <i>Reason</i> | <i>Nature of Relationship with the Company</i> |
|------------|---------------------------------------------------------|-------------------------------------------------------------|----------------------------------------------|---------------|------------------------------------------------|
| 1          | Vietnam National Cement Corporation                     |                                                             |                                              |               | Parent company                                 |
| 2          | Mien Trung Cement JSC.                                  |                                                             |                                              |               | A subsidiary company                           |
| 3          | Vicem Hoang Thach Cement One member Co., Ltd.           |                                                             |                                              |               | Related party                                  |
| 4          | Vicem Tam Diep Cement One member Co.,Ltd.               |                                                             |                                              |               | Related party                                  |
| 5          | VICEM But Son Cement JSC.                               |                                                             |                                              |               | Related party                                  |
| 6          | VICEM Bim Son Packaging JSC.                            |                                                             |                                              |               | Related party                                  |
| 7          | VICEM Energy & Environment JSC.                         |                                                             |                                              |               | Related party                                  |
| 8          | VICEM Cement and Gypsum JSC.                            |                                                             |                                              |               | Related party                                  |
| 9          | Da Nang Building Material VICEM JSC.                    |                                                             |                                              |               | Related party                                  |
| 10         | Cement Investment Development Consulting Company (CCID) |                                                             |                                              |               | Related party                                  |
| 11         | Le Huu Ha                                               | Chairman of the Board of Directors                          |                                              |               | Related party                                  |
| 12         | Nguyen Minh Duc                                         | Members of the Board of Directors                           |                                              |               | Related party                                  |
| 13         | Le Huy Quan                                             | Members of the Board of Directors; Acting General Director. |                                              |               | Related party                                  |
| 14         | Ngo Duc Viet                                            | Independent members of the Board of Directors               |                                              |               | Related party                                  |
| 15         | Le Thi Khanh                                            | Independent members of the Board of Directors               |                                              |               | Related party                                  |

| <i>No.</i> | <i>Name of Organization/Individual</i> | <i>Position in the Company (if any)</i>                      | <i>Time of Ceasing to Be a Related Party</i> | <i>Reason</i> | <i>Nature of Relationship with the Company</i> |
|------------|----------------------------------------|--------------------------------------------------------------|----------------------------------------------|---------------|------------------------------------------------|
| 16         | Nguyen Truong Thu                      | Members of the Board of Directors                            |                                              |               | Related party                                  |
| 17         | Pham Van Phuong                        | Deputy director general                                      |                                              |               | Related party                                  |
| 18         | Nguyen Chi Thuc                        | Deputy director general                                      |                                              |               | Related party                                  |
| 19         | Nguyen Sy Cuong                        | Deputy director general                                      |                                              |               | Related party                                  |
| 20         | Nguyen Duc Son                         | Chief Accountant                                             |                                              |               | Related party                                  |
| 21         | Ta Huu Hien                            | Head of the Supervisorys Board                               |                                              |               | Related party                                  |
| 22         | Pham Thi Thuy                          | Member of the Supervisorys Board                             |                                              |               | Related party                                  |
| 23         | Le Trong Thanh                         | Member of the Supervisorys Board                             |                                              |               | Related party                                  |
| 24         | Nguyen Cong Kinh                       | Person in charge of company governance and Company Secretary |                                              |               | Related party                                  |
| 25         | Nguyen Van Phan                        | Company Internal Auditor                                     |                                              |               | Related party                                  |

**2. Transactions between the Company and its affiliated persons or between the Company and its major Shareholders, internal persons and affiliated persons**

| <i>No.</i> | <i>Name of Organization/Individual</i>    | <i>Nature of Relationship with the Company</i> | <i>Transaction Period</i> | <i>Resolution No. of the GMS/BOD, etc.</i> | <i>Description, Quantity, Total Transaction Value</i> | <i>Notes</i> |
|------------|-------------------------------------------|------------------------------------------------|---------------------------|--------------------------------------------|-------------------------------------------------------|--------------|
| 1          | Vietnam National Cement Corporation       | Parent company                                 | 01/01/2025 to 30/06/2025  |                                            | Consulting contract; Value: VND 9,622,239,404         |              |
| 2          | Mien Trung Cement JSC.                    | A subsidiary company                           | 01/01/2025 to 30/06/2025  | 3582/NQ-HĐQT dated 11/12/2024              | Cement processing contract; Value: VND 8,175,909,184  |              |
| 3          | Vicem Tam Diep Cement One member Co.,Ltd. | Related party                                  | 01/01/2025 to 30/06/2025  | 3581/NQ-HĐQT dated 11/12/2024              | Cement processing contract; Value: VND 92,103,002,469 |              |
| 4          | Vicem Tam Diep Cement One member Co.,Ltd. | Related party                                  | 30/06/2025                | 2091/NQ-HĐQT dated 30/06/2025              | Clinker sales contract; Value: VND 1,043,135,694      |              |
| 5          | VICEM Cement and Gypsum JSC.              | Related party                                  | 01/01/2025 to 30/06/2025  | 3580/NQ-HĐQT dated 11/12/2024              | Cement sales contract; Value: VND 27,562,875,826      |              |

|    |                                      |               |                                |                                  |                                                                                 |  |
|----|--------------------------------------|---------------|--------------------------------|----------------------------------|---------------------------------------------------------------------------------|--|
| 6  | VICEM Cement and Gypsum JSC.         | Related party | 07/03/2025<br>to<br>30/06/2025 | 634/NQ-HĐQT<br>dated 07/03/2025  | Clinker sales contract; Value: VND 12,738,377,595                               |  |
| 7  | VICEM Cement and Gypsum JSC.         | Related party | 29/04/2025<br>to<br>30/06/2025 | 1256/NQ-HĐQT<br>dated 28/04/2025 | Natural gypsum purchase contract; Value (excl. VAT): VND 8,963,440,425          |  |
| 8  | VICEM Cement and Gypsum JSC.         | Related party | 29/04/2025<br>to<br>30/06/2025 | 1256/NQ-HĐQT<br>dated 28/04/2025 | Synthetic gypsum purchase contract; Value (excl. VAT): VND 6,438,762,000        |  |
| 9  | VICEM Energy & Environment JSC.      | Related party | 08/01/2025<br>to<br>30/06/2025 | 63/NQ-HĐQT<br>dated 08/01/2025   | Clinker purchase contract; Value (excl. VAT): VND 30,187,057,508                |  |
| 10 | VICEM Energy & Environment JSC.      | Related party | 20/01/2025                     | 227/NQ-HĐQT<br>dated 20/01/2025  | Coal (dust coal) purchase contract; Value (excl. VAT): VND 51,689,852,500       |  |
| 11 | VICEM Energy & Environment JSC.      | Related party | 28/05/2025                     | 1245/NQ-HĐQT<br>dated 28/05/2025 | Dust coal ( $\geq 5,600$ cal/g) purchase; Value (excl. VAT): VND 50,177,387,550 |  |
| 12 | VICEM Energy & Environment JSC.      | Related party | 28/05/2025                     | 1245/NQ-HĐQT<br>dated 28/05/2025 | Dust coal ( $\geq 5,200$ cal/g) purchase; Value (excl. VAT): VND 50,177,387,550 |  |
| 13 | Da Nang Building Material VICEM JSC. | Related party | 01/01/2025<br>to<br>30/06/2025 | 3580/NQ-HĐQT<br>dated 11/12/2024 | Cement sales contract; Value: VND 415,129,624                                   |  |
| 14 | Da Nang Building Material VICEM JSC. | Related party | 09/01/2025                     | 64/NQ-HĐQT<br>dated 08/01/2025   | Cement bag purchase contract; Value (excl. VAT): VND 622,284,000                |  |
| 15 | Da Nang Building Material VICEM JSC. | Related party | 28/03/2025                     | 870/NQ-HĐQT<br>dated 27/03/2025  | Cement bag purchase contract; Value (excl. VAT): VND 1,816,100,000              |  |

**3. Transactions between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power:**  
None

**4. Transactions between the company and other objects:**

**4.1.** Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, Director (General Director) have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting): **None**

**4.2.** Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director (General Director) and other managers as a member of Board of Directors, Director (General Director or CEO): **None**

**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: **None**

### **VIII. Shares transactions of internal persons and their affiliated persons**

#### **1. The list of internal persons and their affiliated persons of the company**

| <b>No.</b> | <b>Full Name</b>                 | <b>Position in the company</b>                        | <b>Number of shares owned at the end of the period</b> | <b>Percentage of share ownership at the end of the period</b> | <b>Note</b>      |
|------------|----------------------------------|-------------------------------------------------------|--------------------------------------------------------|---------------------------------------------------------------|------------------|
| <b>1</b>   | <b>Lê Trung Kiên</b>             | <b>Chairman of the BOD</b>                            | <b>45.065.515</b>                                      | <b>36,58%</b>                                                 | <b>18/6/2026</b> |
| 1.01       | Lê Ngọc Thành                    |                                                       |                                                        |                                                               |                  |
| 1.02       | Lương Thị Tuyết                  |                                                       |                                                        |                                                               |                  |
| 1.03       | Trần Thị Thi                     |                                                       |                                                        |                                                               |                  |
| 1.04       | Lê Trần Đại Nghĩa                |                                                       |                                                        |                                                               |                  |
| 1.05       | Lê Trần Đại Bảo                  |                                                       |                                                        |                                                               |                  |
| 1.06       | Lê Trung Dũng                    |                                                       |                                                        |                                                               |                  |
| 1.07       | Lê Trung Phong                   |                                                       |                                                        |                                                               |                  |
| 1.08       | Nguyễn Thị Bích Thủy             |                                                       |                                                        |                                                               |                  |
| 1.09       | Phan Thị Tân                     |                                                       |                                                        |                                                               |                  |
| 1.10       | Công ty CP Xi măng VICEM Hải Vân |                                                       |                                                        |                                                               |                  |
| <b>2</b>   | <b>Nguyễn Sỹ Cường</b>           | <b>Members of the BOD;<br/>General Director</b>       | <b>15.020.144</b>                                      | <b>12,19%</b>                                                 | <b>18/6/2026</b> |
| 2.01       | Phạm Thị Xuân                    |                                                       |                                                        |                                                               |                  |
| 2.02       | Nguyễn Sỹ Hòa                    |                                                       |                                                        |                                                               |                  |
| 2.03       | Nguyễn Sỹ Dũng                   |                                                       |                                                        |                                                               |                  |
| 2.04       | Nguyễn Sỹ Linh                   |                                                       |                                                        |                                                               |                  |
| 2.05       | Nguyễn Sỹ Thịnh                  |                                                       |                                                        |                                                               |                  |
| 2.06       | Nguyễn Sỹ Bình                   |                                                       |                                                        |                                                               |                  |
| 2.07       | Lê Thị Chuyên                    |                                                       |                                                        |                                                               |                  |
| 2.08       | Hồ Thị Huyền                     |                                                       |                                                        |                                                               |                  |
| 2.09       | Đỗ Thị Tuyết                     |                                                       |                                                        |                                                               |                  |
| 2.10       | Đỗ Thị Nhung                     |                                                       |                                                        |                                                               |                  |
| 2.11       | Công ty CP XM Miền Trung         |                                                       |                                                        |                                                               |                  |
| <b>3</b>   | <b>Nguyễn Chí Thức</b>           | <b>Member of the BOD;<br/>Deputy General Director</b> | <b>15.020.155</b>                                      | <b>12,19%</b>                                                 | <b>18/6/2026</b> |
| 3.01       | Nguyễn Thị Sáp                   |                                                       |                                                        |                                                               |                  |
| 3.02       | Nguyễn Phú Quý                   |                                                       |                                                        |                                                               |                  |
| 3.03       | Nguyễn Thị Nhân                  |                                                       |                                                        |                                                               |                  |
| 3.04       | Lê Thị Nhung                     |                                                       |                                                        |                                                               |                  |
| 3.05       | Nguyễn Thanh Trúc                |                                                       |                                                        |                                                               |                  |
| 3.06       | Nguyễn Hải Phong                 |                                                       |                                                        |                                                               |                  |

| No.      | Full Name                                 | Position in the company               | Number of shares owned at the end of the period | Percentage of share ownership at the end of the period | Note                                              |
|----------|-------------------------------------------|---------------------------------------|-------------------------------------------------|--------------------------------------------------------|---------------------------------------------------|
| 3.07     | Lê Thị Dung                               |                                       |                                                 |                                                        |                                                   |
| 3.08     | Tạ Văn Kiên                               |                                       |                                                 |                                                        |                                                   |
| 3.09     | Lê Huy Huyền                              |                                       |                                                 |                                                        |                                                   |
| 3.10     | Công ty CP Năng lượng và Môi trường VICEM | <b>Independent members of the BOD</b> |                                                 |                                                        | <b>03/6/2026</b>                                  |
| <b>4</b> | <b>Nguyễn Minh Đức</b>                    | <b>Members of the BOD</b>             | <b>15.019.500</b>                               | <b>12,19%</b>                                          |                                                   |
| 4.01     | Nguyễn Quốc Tuy                           |                                       |                                                 |                                                        |                                                   |
| 4.02     | Nguyễn Thị Hoài An                        |                                       |                                                 |                                                        |                                                   |
| 4.03     | Nguyễn Thị Phương Loan                    |                                       |                                                 |                                                        |                                                   |
| 4.04     | Nguyễn Hoàng Hải                          |                                       |                                                 |                                                        |                                                   |
| 4.05     | Nguyễn Hoàng Phúc                         |                                       |                                                 |                                                        |                                                   |
| 4.06     | Nguyễn Ngọc Hà                            |                                       |                                                 |                                                        |                                                   |
| 4.07     | Công ty CP Bao bì Hoàng Thạch             | <b>Chairman of the BOD</b>            |                                                 |                                                        |                                                   |
| 4.08     | Công ty CP Xi măng VICEM Hoàng Mai        | <b>Members of the BOD</b>             |                                                 |                                                        |                                                   |
| <b>5</b> | <b>Lê Thị Khanh</b>                       | <b>Independent members of the BOD</b> |                                                 |                                                        |                                                   |
| 5.01     | Lê Văn Bát                                |                                       |                                                 |                                                        |                                                   |
| 5.02     | Phạm Xuân Lê                              |                                       |                                                 |                                                        |                                                   |
| 5.03     | Vương Thị Đông                            |                                       |                                                 |                                                        |                                                   |
| 5.04     | Phạm Văn Nhâm                             |                                       |                                                 |                                                        |                                                   |
| 5.05     | Phạm Gia Khánh                            |                                       |                                                 |                                                        |                                                   |
| 5.06     | Phạm Thanh Huyền                          |                                       |                                                 |                                                        |                                                   |
| 5.07     | Lê Thị Thuý Anh                           |                                       |                                                 |                                                        |                                                   |
| 5.08     | Lê Văn Hữu                                |                                       |                                                 |                                                        |                                                   |
| 5.09     | Lê Văn Thọ                                |                                       |                                                 |                                                        |                                                   |
| 5.10     | Đoàn Văn Lợi                              |                                       |                                                 |                                                        |                                                   |
| 5.11     | Nguyễn Thị Thanh Hương                    |                                       |                                                 |                                                        |                                                   |
| 5.12     | Nguyễn Thị Mai Phương                     |                                       |                                                 |                                                        |                                                   |
| 5.13     | Công ty Cổ phần Xi măng VICEM Bút Sơn     | <b>Members of the BOD</b>             |                                                 |                                                        |                                                   |
| <b>6</b> | <b>Lê Huy Quân</b>                        | <b>Deputy General Director</b>        | <b>04</b>                                       | <b>---</b>                                             | Dismissal of Board Member effective June 18, 2026 |
| 6.01     | Lê Đình Ngay                              |                                       |                                                 |                                                        |                                                   |
| 6.02     | Vương Thị Miến                            |                                       |                                                 |                                                        |                                                   |
| 6.03     | Trần Thị Nhung                            |                                       |                                                 |                                                        |                                                   |
| 6.04     | Lê Thị Thu                                |                                       | 3.348                                           | 0,003%                                                 |                                                   |
| 6.05     | Lê Thị Thư                                |                                       |                                                 |                                                        |                                                   |
| 6.06     | Lê Thị Thúy                               |                                       |                                                 |                                                        |                                                   |
| 6.07     | Ngô Văn Dũng                              |                                       |                                                 |                                                        |                                                   |

| No.  | Full Name                            | Position in the company        | Number of shares owned at the end of the period | Percentage of share ownership at the end of the period | Note                     |
|------|--------------------------------------|--------------------------------|-------------------------------------------------|--------------------------------------------------------|--------------------------|
| 6.08 | Đỗ Ngọc Thi                          |                                |                                                 |                                                        |                          |
| 6.09 | Nguyễn Văn Dur                       |                                |                                                 |                                                        |                          |
| 6.10 | Trần Thị Hà                          |                                |                                                 |                                                        |                          |
| 6.11 | Lê Huy Tùng                          |                                |                                                 |                                                        |                          |
| 6.12 | Nguyễn Minh Châu                     |                                |                                                 |                                                        |                          |
| 6.13 | Lê Thanh Tâm                         |                                |                                                 |                                                        |                          |
| 7    | <b>Phạm Văn Phương</b>               | <b>Deputy General Director</b> |                                                 |                                                        |                          |
| 7.01 | Vũ Thị Hương                         |                                |                                                 |                                                        |                          |
| 7.02 | Phạm Xuân Bách                       |                                |                                                 |                                                        |                          |
| 7.03 | Trịnh Thị Hồng                       |                                |                                                 |                                                        |                          |
| 7.04 | Phạm Vũ Ban                          |                                |                                                 |                                                        |                          |
| 7.05 | Phạm Thị Nguyệt                      |                                |                                                 |                                                        |                          |
| 7.06 | Phạm Đức Cường                       |                                |                                                 |                                                        |                          |
| 7.07 | Lại Thị Ngọc                         |                                |                                                 |                                                        |                          |
| 7.08 | Trần Thị Hương                       |                                |                                                 |                                                        |                          |
| 7.09 | Vũ Đình Chinh                        |                                |                                                 |                                                        |                          |
| 7.10 | Vũ Thị Huyền                         |                                |                                                 |                                                        |                          |
| 7.11 | Vũ Văn Chính                         |                                |                                                 |                                                        |                          |
| 7.12 | Vũ Thị Hạt                           |                                |                                                 |                                                        |                          |
| 8    | <b>Nguyễn Đức Sơn</b>                | <b>Chief Accountant</b>        | <b>901</b>                                      | <b>0,0007%</b>                                         |                          |
| 8.01 | Nguyễn Văn Linh                      |                                |                                                 |                                                        |                          |
| 8.02 | Nguyễn Thị Thuần                     |                                |                                                 |                                                        |                          |
| 8.03 | Nguyễn Thị Nam Lê                    |                                |                                                 |                                                        |                          |
| 8.04 | Nguyễn Thị Thu Giang                 |                                |                                                 |                                                        |                          |
| 8.05 | Nguyễn Thị Hoa                       |                                |                                                 |                                                        |                          |
| 8.06 | Nguyễn Bảo Khanh                     |                                |                                                 |                                                        |                          |
| 8.07 | Nguyễn Thanh Tú                      |                                |                                                 |                                                        |                          |
| 8.08 | Nguyễn Văn Thám                      |                                |                                                 |                                                        |                          |
| 8.09 | Lê Thị Lý                            |                                |                                                 |                                                        |                          |
| 8.10 | Hà Anh Tuấn                          |                                |                                                 |                                                        |                          |
| 8.11 | Công ty cổ phần VICEM bao bì Bim Sơn | Independent members of the BOD |                                                 |                                                        |                          |
| 9    | <b>Nguyễn Sỹ Linh</b>                | Head of the Supervisory Board  |                                                 |                                                        | Elected on June 18, 2026 |
| 9.01 | Nguyễn Sỹ Xuân                       |                                |                                                 |                                                        |                          |
| 9.02 | Võ Thị Loan                          |                                |                                                 |                                                        |                          |
| 9.03 | Hoàng Thị Lê Na                      |                                |                                                 |                                                        |                          |
| 9.04 | Nguyễn Sỹ Nguyên                     |                                |                                                 |                                                        |                          |
| 9.05 | Nguyễn Sỹ Khang                      |                                |                                                 |                                                        |                          |
| 9.06 | Nguyễn Hoàng Linh An                 |                                |                                                 |                                                        |                          |
| 9.07 | Nguyễn Thị Tâm                       |                                |                                                 |                                                        |                          |
| 9.08 | Nguyễn Quốc Tính                     |                                |                                                 |                                                        |                          |

| No.       | Full Name               | Position in the company                                   | Number of shares owned at the end of the period | Percentage of share ownership at the end of the period | Note                     |
|-----------|-------------------------|-----------------------------------------------------------|-------------------------------------------------|--------------------------------------------------------|--------------------------|
| 9.09      | Hoàng Văn Bình          |                                                           |                                                 |                                                        |                          |
| 9.10      | Lê Thị Thắng            |                                                           |                                                 |                                                        |                          |
| 9.11      | Hoàng Văn Hải           |                                                           |                                                 |                                                        |                          |
| 9.12      | Nguyễn Thị Tuyết        |                                                           |                                                 |                                                        |                          |
| <b>10</b> | <b>Lê Trọng Thành</b>   | Member of the Supervisory Board                           |                                                 |                                                        |                          |
| 10.01     | Nguyễn Thị Dung         |                                                           |                                                 |                                                        |                          |
| 10.02     | Lê Thị Minh Thân        |                                                           |                                                 |                                                        |                          |
| 10.03     | Nguyễn Thị Hoài Thu     |                                                           |                                                 |                                                        |                          |
| 10.04     | Lê Phương Ngọc          |                                                           |                                                 |                                                        |                          |
| 10.05     | Lê Quang Anh            |                                                           |                                                 |                                                        |                          |
| 10.06     | Lê Ngọc Bích            |                                                           |                                                 |                                                        |                          |
| 10.07     | Nguyễn Hoàng Tùng       |                                                           |                                                 |                                                        |                          |
| 10.08     | Nguyễn Ngọc Lan         |                                                           |                                                 |                                                        |                          |
| 10.09     | Nguyễn Đức Tuấn         |                                                           |                                                 |                                                        |                          |
| <b>11</b> | <b>Chu Thế Tuấn</b>     | Member of the Supervisory Board                           |                                                 |                                                        | Elected on June 18, 2026 |
| 11.01     | Tổng Thị Nguyệt Minh    |                                                           |                                                 |                                                        |                          |
| 11.02     | Chu Tuấn Phúc           |                                                           |                                                 |                                                        |                          |
| 11.03     | Chu Tuấn Phát           |                                                           |                                                 |                                                        |                          |
| 11.04     | Chu Thế Tạo             |                                                           |                                                 |                                                        |                          |
| 11.05     | Cao Thị Mai             |                                                           |                                                 |                                                        |                          |
| 11.06     | Chu Thị Hiền            |                                                           |                                                 |                                                        |                          |
| 11.07     | Chu Thế Sơn             |                                                           |                                                 |                                                        |                          |
| 11.08     | Chu Thế Thành           |                                                           |                                                 |                                                        |                          |
| 11.09     | Vũ Thị Lý               |                                                           |                                                 |                                                        |                          |
| 11.10     | Bùi Đức Long            |                                                           |                                                 |                                                        |                          |
| 11.11     | Lê Minh Hằng            |                                                           |                                                 |                                                        |                          |
| 11.12     | Lương Thị Thủy          |                                                           |                                                 |                                                        |                          |
| <b>12</b> | <b>Nguyễn Công Kính</b> | <b>Head of Corporate Governance and Company Secretary</b> | 100                                             | ---                                                    |                          |
| 12.01     | Phan Thị Ngũ            |                                                           |                                                 |                                                        |                          |
| 12.02     | Trương Xuân Bình        |                                                           |                                                 |                                                        |                          |
| 12.03     | Nguyễn Thị Xương        |                                                           |                                                 |                                                        |                          |
| 12.04     | Trương Thị Hiền         |                                                           |                                                 |                                                        |                          |
| 12.05     | Nguyễn Quan Danh        |                                                           |                                                 |                                                        |                          |
| 12.06     | Nguyễn Công Trí         |                                                           |                                                 |                                                        |                          |
| 12.07     | Nguyễn Quan Lâm         |                                                           |                                                 |                                                        |                          |
| 12.08     | Nguyễn Thị Anh          |                                                           |                                                 |                                                        |                          |
| 12.09     | Nguyễn Thị Đức          |                                                           |                                                 |                                                        |                          |
| 12.10     | Nguyễn Thị Trâm         |                                                           |                                                 |                                                        |                          |
| 12.11     | Nguyễn Thị Thoa         |                                                           |                                                 |                                                        |                          |
| 12.12     | Nguyễn Văn Điềm         |                                                           |                                                 |                                                        |                          |

| No.       | Full Name                                                | Position in the company       | Number of shares owned at the end of the period | Percentage of share ownership at the end of the period | Note |
|-----------|----------------------------------------------------------|-------------------------------|-------------------------------------------------|--------------------------------------------------------|------|
| 12.13     | Ngô Trí Dũng                                             |                               |                                                 |                                                        |      |
| <b>13</b> | <b>Nguyễn Văn Phán</b>                                   | <b>Head of Internal Audit</b> | 650                                             | 0,0005%                                                |      |
| 13.01     | Phạm Thị Vân                                             |                               |                                                 |                                                        |      |
| 13.02     | Nguyễn Thị Minh Trang                                    |                               |                                                 |                                                        |      |
| 13.03     | Nguyễn Minh Châu                                         |                               |                                                 |                                                        |      |
| 13.04     | Nguyễn Văn Dũng                                          |                               |                                                 |                                                        |      |
| 13.05     | Nguyễn Thị Tú                                            |                               |                                                 |                                                        |      |
| 13.06     | Nguyễn Thị Phương                                        |                               |                                                 |                                                        |      |
| 13.07     | Nguyễn Văn Phan                                          |                               |                                                 |                                                        |      |
| 13.08     | Nguyễn Văn Huyền                                         |                               |                                                 |                                                        |      |
| 13.09     | Nguyễn Phúc Bồng                                         |                               |                                                 |                                                        |      |
| 13.10     | Bùi Xuân Lương                                           |                               |                                                 |                                                        |      |
| 13.11     | Hoàng Thị Lệ Hằng                                        |                               |                                                 |                                                        |      |
| 13.12     | Trần Thị Mừng                                            |                               |                                                 |                                                        |      |
| 13.13     | Trần Thị Khương                                          |                               |                                                 |                                                        |      |
| 13.14     | Lê Huy Tùng                                              |                               |                                                 |                                                        |      |
| <b>14</b> | <b>Vietnam National Cement Corporation</b>               |                               |                                                 |                                                        |      |
| <b>15</b> | <b>Trade Union of Bim Son Cement Joint Stock Company</b> |                               |                                                 |                                                        |      |

2. Transactions of internal persons and affiliated persons with shares of the company: None.

IX. Other significant issues: None.

**Recipients:**

- As above;
- Board of Directors;
- Board of Management;
- Dep. of Planning;
- Dep. of Finance;
- Filed by: VT, Secretary



**BOARD OF DIRECTORS**

**CHAIRMAN**



**Le Trung Kien**