

No: **232** /BC-XMBS

Bim Son, January **23**, 2026

REPORT ON CORPORATE GOVERNANCE
(2025 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
- 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	1961-2025/NQ-ĐHĐCĐ	20/6/2025	<i>Resolution of the 2025 Annual General Meeting of Shareholders</i>

II. Board of Directors (BOD)

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	<i>Chairman of the Board of Directors</i>	29/7/2021	
2	Le Huy Quan	<i>Members of the Board of Directors</i>	29/6/2021	

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	
4	Nguyen Minh Duc	<i>Members of the Board of Directors</i>	29/6/2021	
5	Le Thi Khanh	<i>Independent members of the Board of Directors</i>	29/6/2021	
6	Ngo Duc Viet	<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	32	100 %	
2	Le Huy Quan	32	100 %	
3	Nguyen Truong Thu	32	100 %	
4	Nguyen Minh Duc	32	100 %	
5	Le Thi Khanh	32	100 %	
6	Ngo Duc Viet	32	100 %	

3. Supervisory activities of the Board of Directors over the Executive Board:

The Board of Directors exercises its supervisory authority over the General Director through the implementation of periodic reporting mechanisms and the evaluation of task performance based on resolutions passed at meetings.

4. Activities of subcommittees under the Board of Directors: The Company's Internal Audit Committee.

5. Resolutions/Decisions of the Board of Directors.

No.	/Resolution/Decision No.	Date	Content	Approval rate
1	62/NQ-HĐQT	08/01/2025	Re. Policy on signing contract for Package No. 8: "Verification of design phases" with the Cement Investment and Development Consulting Company	100%

No.	/Resolution/ Decision No.	Date	Content	Approval rate
2	63/NQ-HĐQT	08/01/2025	Re. Approval of the clinker purchase contract between the Company and VICEM Energy and Environment JSC	100%
3	64/NQ-HĐQT	08/01/2025	Re. Approval of cement bag purchase contract between the Company and VICEM Da Nang Building Materials JSC	100%
4	97/NQ-HĐQT	10/01/2025	Re. Loan for the project to utilize waste heat for power generation	100%
5	227/NQ-HĐQT	20/01/2025	Re. Approval of coal dust purchase contract between the Company and VICEM Energy and Environment JSC	100%
6	561/NQ-HĐQT	28/02/2025	Re. The regular quarterly meeting for the first quarter of 2025	100%
7	562/NQ-HĐQT	28/02/2025	Re. Salary implementation for 2024	100%
8	575/NQ-HĐQT	28/02/2025	Re. Approval of personnel matters (CRC)	100%
9	634/NQ-HĐQT	07/03/2025	Re. the approval of the Clinker sales contract between the Company and VICEM Thach Cao Cement JSC.	100%
10	718/NQ-HĐQT	13/03/2025	Re. Approval for reappointment of personnel (CRC)	100%
11	719/NQ-HĐQT	13/03/2025	Re. Approval of personnel matters (Head of Organization Dept.)	100%
12	830/NQ-HĐQT	25/03/2025	Re. Policy on gypsum procurement for production in 2025	100%
13	866/NQ-HĐQT	27/03/2025	Re. Approval of personnel matters (Head of Organization Dept.)	100%
14	870/NQ-HĐQT	27/03/2025	Re. Approval of cement bag purchase contract between the Company and VICEM Da Nang Building Materials JSC	100%
15	871/NQ-HĐQT	27/03/2025	Re. Extension of deadline for holding 2025 Annual General Meeting of Shareholders	100%
16	985/NQ-HĐQT	04/04/2025	Re. Approval of natural gypsum purchase contract between the Company and VICEM Gypsum Cement JSC	100%
17	1126/NQ-HĐQT	18/04/2025	Re. Policy on procurement of non-consulting services, package: "Drilling, blasting, loading and transporting limestone in the northwest area (Cos 113, 125, 137 and peaks adjacent to peak E) from Yen Duyen mine to CT 22 for 2025-2026"	100%
18	1129/NQ-HĐQT	18/04/2025	Re. Issuance of job title coefficients	100%
19	1133/NQ-HĐQT	18/04/2025	Re. Regular meeting of the second quarter of 2025	100%

No.	/Resolution/ Decision No.	Date	Content	Approval rate
20	1245/NQ-HĐQT	28/04/2025	Re. Approval of coal dust purchase contract with VICEM Energy and Environment JSCEnergy & Environment JSC.	100%
21	1256/NQ-HĐQT	28/04/2025	Re. Approval of gypsum purchase contract with VICEM Cement and Gypsum JSC	100%
22	1374/NQ-HĐQT	12/05/2025	Re. Policy on procurement of refractory bricks for repair purposes	100%
23	1471/NQ-HĐQT	19/05/2025	Re. Approval of extension of debt repayment deadline with Vietnam Cement Corporation	100%
24	1809/NQ-HĐQT	25/05/2025	Re. the preparation of the agenda and documents for the 2025 Annual General Meeting of Shareholders.	100%
25	1992/NQ-HĐQT	24/06/2025	Re. Business plan and organization of 2025 Annual General Meeting of Shareholders of Central Cement JSC	100%
26	2000/NQ-HĐQT	24/06/2025	Re. Project of VICEM Bim Son Operation Center and handling of unused land and buildings	100%
26	2091/NQ-HĐQT	30/06/2025	Re. Approval of clinker purchase contract between the Company and Vicem Tam Diep Cement One member Co.,Ltd.	100%
27	2102/NQ-HĐQT	01/07/2025	Re. Selection of auditor for 2025 financial statements	100%
28	2102/NQ-HĐQT	01/07/2025	Re. the selection of an auditing firm for the 2025 financial statements.	100%
29	2272/NQ-HĐQT	16/07/2025	Re. the regular meeting for the third quarter of 2025	100%
30	2281/NQ-HĐQT	16/07/2025	Re. the unification of policies on personnel matters	100%
31	2432/NQ-HĐQT	28/07/2025	Re. the unified reappointment and extension of tenure for officials	100%
32	2443/NQ-HĐQT	29/07/2025	Re. the approval of the coal sales contract between the Company and VICEM Energy and Environment JSC.	100%
33	2767/NQ-HĐQT	21/08/2025	Re. the approval of the Economic and Technical Norms for Bim Son Cement JSC.	100%
34	2807/NQ-HĐQT	25/08/2025	Re. the procurement policy for non-consulting services, the tender package is: "Hiring for drilling, blasting, excavation and transportation of limestone in the southeastern area (sites B and D) of the Yen Duyen limestone quarry to CT 22 in 2025-2026".	100%
35	3046/NQ-HĐQT	17/09/2025	Re. the approval of the contract for the purchase of fine coal between the Company and VICEM Energy and Environment JSC.	100%

No.	/Resolution/ Decision No.	Date	Content	Approval rate
36	3047/NQ-HĐQT	17/09/2025	Re. the approval of the gypsum purchase contract between the Company and VICEM Cement Gypsum JSC.	100%
37	3224/NQ-HĐQT	03/10/2025	Re. the regular meeting for the fourth quarter of 2025	100%
38	3320/NQ-HĐQT	10/10/2025	Re. the operational situation and support solutions for Central Vietnam Cement JSC.	100%
39	3321/NQ-HĐQT	10/10/2025	Re. the approval of the 2024 quality assessment and ranking results for the Company's capital representative in Central Vietnam Cement JSC.	100%
40	3658/NQ-HĐQT	07/11/2025	Re. the approval of an extension of the debt repayment period for Vietnam Cement Corporation.	100%
41	3681/NQ-HĐQT	10/11/2025	Re. the agreement on the policy for appointing the Clinker Factory Manager and the agreement on assigning responsibility for the Raw Material Powder Factory.	100%
42	3682/NQ-HĐQT	10/11/2025	Re. the unified appointment of officials	100%
43	3691/NQ-HĐQT	11/11/2025	Re. the issuance of the Financial Management Regulations	100%
44	3862/NQ-HĐQT	25/11/2025	Re. the unified appointment of the Clinker Factory Manager	100%
45	4083/NQ-HĐQT	09/12/2025	Re. personnel matters	100%
46	4087/NQ-HĐQT	10/12/2025	Re. the issuance of the Company's Regulations on Emulation and Commendation	100%
47	4123/NQ-HĐQT	12/12/2025	Re. the approval of the 2026 internal audit plan at the Company.	100%
48	4201/NQ-HĐQT	16/12/2025	Re. the unified reappointment of officials	100%
49	4400/NQ-HĐQT	26/12/2025	Re. the approval of the cement sales contract between the Company and VICEM Thach Cao Cement JSC.	100%
50	4401/NQ-HĐQT	26/12/2025	Re. the approval of the cement sales contract between the Company and VICEM Da Nang Construction Materials JSC.	100%
51	4402/NQ-HĐQT	26/12/2025	Re. the approval of the subcontracting agreement between the Company and Central Vietnam Cement JSC (CRC)	100%
52	4403/NQ-HĐQT	26/12/2025	Re. the approval of the processing contract between the Company and VICEM Tam Diep Cement Company Limited.	100%

No.	/Resolution/ Decision No.	Date	Content	Approval rate
53	4436/NQ-HĐQT	26/12/2025	Re. the approval of the proposed list for supplementing the personnel plan for unit heads within the Company.	100%
54	4521/QĐ-HĐQT	30/12/2025	Re. the ranking of company managers' performance in 2024.	100%
55	4597/NQ-HĐQT	31/12/2025	Re. the policy on purchasing certain raw materials and fuels for production in 2026.	100%

III. Board of Supervisors

1. Information about members of Board of Supervisors

No.	Member of the Supervisory Board	Position	Start / End Date	Qualification
1	Ta Huu Hien	Head of the Supervisorys Board	27/4/2023;..../ 05/9/2024; ...	<i>Bachelor of Accounting</i>
2	Pham Thi Thuy	Member of the Supervisorys Board	29/6/2021; ...	<i>Bachelor of Finance and Banking</i>
3	Le Trong Thanh	Member of the Supervisorys Board	26/4/2024; ...	<i>Bachelor of Economics</i>

2. Meetings of Board of Supervisors

No.	Members of Board of Supervisors/Audit Committee	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Ta Huu Hien	04	100%	100%	
2	Pham Thi Thuy	04	100%	100%	
3	Le Trong Thanh	04	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 Management have, in general, achieved the key objectives set out while ensuring the safety of the Company's assets and safeguarding shareholders' interests.

- Furthermore, the Supervisory Board has not received any feedback or concerns from

shareholders regarding the activities of the Board of Directors or the Executive Management.

4. Coordination between the Supervisory Board and the Board of Directors, Executive Management, and Other Managerial Personnel

The Board of Directors and the General Director have supported and facilitated the Supervisory Board in effectively performing its functions. The Supervisory Board has received all relevant materials related to meetings of the Board of Directors. All opinions and recommendations from the Supervisory Board have been fully and promptly communicated to the Board of Directors and the General Director.

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

IV. Board of Management

No.	Executive Board Member	Date of Birth	Educational Background	Date of Appointment/Dismissal
1	Le Huy Quan	01/10/1965	Bachelor of Accounting, Master of Business Administration	26/7/2019; ---
2	Pham Van Phuong	14/11/1965	Mechanical Engineer	01/12/2019; ---
3	Nguyen Sy Cuong	12/5/1976	Bachelor of Economics	26/6/2023; ---
4	Nguyen Chi Thuc	23/5/1980	Engineer in Silicate Materials Technology / Master of Chemical	26/6/2023; ---

V. Kế toán trưởng

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. List of Related Parties of the Public Company and Transactions Between Related Parties and the Company

1. List of Related Parties of the Company

No.	Name of Organization/Individual	Position in the Company (if any)	Time of Ceasing to Be a Related Party	Reason	Nature of Relationship with the Company
1	Vietnam National Cement Corporation				Parent company
2	Mien Trung Cement JSC.				A subsidiary 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>
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
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

No.	Name of Organization/Individual	Position in the Company (if any)	Time of Ceasing to Be a Related Party	Reason	Nature of Relationship with the Company
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 Related Parties; or Between the Company and Major Shareholders, Insiders, or Related Persons of Insiders

No.	Name of Organization/Individual	Nature of Relationship with the Company	Transaction Period	Resolution No. of the GMS/BOD, etc.	Description, Quantity, Total Transaction Value	Notes
1	Vietnam National Cement Corporation	Parent company	01/01/2025 to 31/12/2025		Consulting contract, loan interest; Value: 22,919,936,722	
2	VICEM Cement and Gypsum JSC.	Related party	01/01/2025 to 31/03/2025	714/NQ-HĐQT dated 26/03/2024	Cement sales contract; Value: VND 24.853.560.346	
3	VICEM Energy & Environment JSC.	Related party	01/01/2025 to 31/03/2025	2929/NQ-HĐQT dated 15/10/2024	Coal sales contract; Value: VND 14.604.146.200	
4	VICEM Cement and Gypsum JSC.	Related party	01/01/2025 to 31/12/2025	3580/NQ-HĐQT dated 11/12/2024	Cement sales contract; Value: VND 25.687.163.036	
5	Da Nang Building Material VICEM JSC.	Related party	01/01/2025 to 31/12/2025	3580/NQ-HĐQT dated 11/12/2024	Cement sales contract; Value: VND 656.657.398	
6	Vicem Tam Diep Cement One member Co.,Ltd.	Related party	01/01/2025 to 31/12/2025	3581/NQ-HĐQT dated 11/12/2024	Cement processing contract; Value: VND 182.095.032.710	
7	Mien Trung Cement JSC.	Related party	01/01/2025 to 31/12/2025	3582/NQ-HĐQT dated 11/12/2024	Cement processing contract; Value: VND 15.876.791.884	
8	VICEM Energy & Environment JSC.	Related party	08/01/2025 to 31/12/2025	63/NQ-HĐQT dated 08/01/2025	Clinker sales contract; Value: VND 30.187.057.508	
9	Da Nang Building Material VICEM JSC.	Related party	01/01/2025 to 31/03/2025	64/NQ-HĐQT dated 08/01/2025	Contract for the sale of packaging bags; Value: VND 622.284.000	

10	VICEM Energy & Environment JSC.	Related party	20/01/2025 to 31/03/2025	227/NQ-HĐQT dated 20/01/2025	Coal sales contract; Value: VND 51.689.852.500	
11	VICEM Cement and Gypsum JSC.	Related party	07/03/2025 to 31/12/2025	634/NQ-HĐQT dated 07/03/2025	Clinker sales contract; Value: VND 4.476.964.200	
12	Da Nang Building Material VICEM JSC.	Related party	28/03/2025 to 31/12/2025	870/NQ-HĐQT dated 27/03/2025	Packaging purchase contract; Value VND 4.047.269.200	
13	VICEM Cement and Gypsum JSC.	Related party	04/04/2025 to 04/07/2025	985/NQ-HĐQT dated 04/04/2025	Contract for the sale of gypsum; Value: VND 20.863.186.260	
14	VICEM Energy & Environment JSC.	Related party	28/05/2025 to 28/07/2025	1245/NQ-HĐQT dated 28/04/2025	Dust coal purchase; Value: VND 78.161.167.090	
15	VICEM Cement and Gypsum JSC.	Related party	29/04/2025 to 31/12/2025	1256/NQ-HĐQT dated 28/04/2025	Contract for the sale of natural gypsum; Value: VND 42.528.671.914	
16	VICEM Cement and Gypsum JSC.	Related party	29/04/2025 to 31/12/2025	1256/NQ-HĐQT dated 28/04/2025	Contract for the sale of artificial gypsum; Value: VND 47.618.325.000	
17	Vicem Tam Diep Cement One member Co.,Ltd.	Related party	30/06/2025 to 31/12/2025	2091/NQ-HĐQT dated 30/06/2025	Clinker sales contract; Value: VND 22.335.753.199	
18	VICEM Energy & Environment JSC.	Related party	29/07/2025 to 29/10/2025	2443/NQ-HĐQT dated 28/04/2025	Dust coal purchase; Value: VND 18.018.162.250	
19	VICEM Energy & Environment JSC.	Related party	18/09/2025 to 31/12/2025	3046/NQ-HĐQT dated 17/09/2025	Dust coal purchase; Value: VND 82.123.708.900	
20	VICEM Cement and Gypsum JSC.	Related party	99/09/2025 to 31/12/2025	3047/NQ-HĐQT dated 17/09/2025	Contract for the sale of gypsum; Value: VND 4.831.673.175	

3. Transactions between internal persons of the listed company or their related persons and subsidiaries or companies controlled by the listed company: None

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 Supervisory Board, or the General Director have been or are currently founders or members of the Board of Directors, or are General Directors within the past three (03) years (as of the reporting date): **None**

4.2. Transactions between the company and companies where related persons of members of the Board of Directors, members of the Supervisory Board, or the General Director are serving as members of the Board of Directors or General Directors: **None**

4.3. Other transactions of the company (if any) that may bring material or immaterial benefits to members of the Board of Directors, members of the Supervisory Board, or the General Director: **None**

VIII. Transactions of shares by internal persons and their related persons

1. List of internal persons and related persons of internal persons

No.	Full Name	Position in the Company	Number of Shares Owned at Period End	Shareholding Ratio at Period End	Notes
1	Lê Hữu Hà	Chairman of the Board of Directors	45.655.150	36,58%	
1.1	Nguyễn Thị Thanh Hà				
1.2	Lê Minh Trí				
1.3	Lê Hữu Minh				
1.4	Đinh Thị Hải Yến				
1.5	Dương Hồng Vân				
1.6	Vicem Hoang Thach Cement One member Co., Ltd.				
2	Lê Huy Quân	Members of the BOD; Acting General Director	15.019.504	12,19%	
2.1	Lê Đình Ngay				
2.2	Vương Thị Miên				
2.3	Trần Thị Nhung				
2.4	Lê Thị Thu		3.348	0,003%	
2.5	Lê Thị Thư				
2.6	Lê Thị Thúy				
2.7	Ngô Văn Dũng				
2.8	Đỗ Ngọc Thi				
2.9	Nguyễn Văn Dư				
2.10	Trần Thị Hà				
2.11	Lê Huy Tùng				
2.12	Nguyễn Minh Châu				
2.13	Lê Thanh Tâm				
2.14	VICEM But Sơn Cement JSC.				
2.15	Mien Trung Cement JSC.				
3	Nguyễn Trường Thư	Members of the Board of Directors	15.019.500	12,19%	
3.1	Nguyễn Văn Nam				
3.2	Nguyễn Thị Bính				
3.3	Nguyễn Thị Cầm Uyên				
3.4	Nguyễn Trường Thi				
3.5	Nguyễn Thị Thu Hồng				
3.6	Nguyễn Uyên Chi				
3.7	Nguyễn Uyên My				
3.8	Nguyễn Trường Văn				
3.9	Phạm Thị Khánh Vân				
4	Nguyễn Minh Đức	Members of the Board of Directors	15.019.500	12,19%	
4.1	Nguyễn Quốc Tuy				
4.2	Nguyễn Thị Hoài An				

No.	Full Name	Position in the Company	Number of Shares Owned at Period End	Shareholding Ratio at Period End	Notes
4.3	Nguyễn Thị Phương Loan				
4.4	Nguyễn Hoàng Hải				
4.5	Nguyễn Hoàng Phúc				
4.6	Nguyễn Ngọc Hà				
4.7	VICEM Bim Son Packaging JSC.				
4.8	Vicem Hoang Thach Cement One member Co., Ltd.				
5	Ngô Đức Việt	Independent members of the BOD			
5.1	Ngô Đức Ký				
5.2	Phạm Thị Mai				
5.3	Nguyễn Thị Mùa				
5.4	Ngô Đức Lưu				
5.5	Ngô Thị Thanh Thủy				
5.6	Tống Thị Thu Lan				
5.7	Nguyễn Thanh Hiền				
5.8	Nguyễn Minh Thu				
5.9	Ngô Đức Thắng				
5.10	Ngô Đức Tùng				
5.11	Ngô Hà My				
5.12	Vicem Tam Diep Cement One member Co., Ltd.				
6	Lê Thị Khanh	Independent members of the BOD			
6.1	Lê Văn Bát				
6.2	Phạm Xuân Lê				
6.3	Vương Thị Đôn				
6.4	Phạm Văn Nhâm				
6.5	Phạm Gia Khánh				
6.6	Phạm Thanh Huyền				
6.7	Lê Thị Thuý Anh				
6.8	Lê Văn Hữu				
6.9	Lê Văn Thọ				
6.10	Đoàn Văn Lợi				
6.11	Nguyễn Thị Thanh Hương				
6.12	Nguyễn Thị Mai Phương				
6.13	VICEM But Sơn Cement JSC.				
7	Phạm Văn Phương	Deputy General Director			
7.1	Vũ Thị Hường				
7.2	Phạm Xuân Bách				

No.	Full Name	Position in the Company	Number of Shares Owned at Period End	Shareholding Ratio at Period End	Notes
7.3	Trịnh Thị Hồng				
7.4	Phạm Vũ Ban				
7.5	Phạm Thị Nguyệt				
7.6	Phạm Đức Cường				
7.7	Lại Thị Ngọc				
7.8	Trần Thị Hương				
7.9	Vũ Đinh Chinh				
7.10	Vũ Thị Huyền				
7.11	Vũ Văn Chính				
7.12	Vũ Thị Hạt				
7.13	VICEM Energy & Environment JSC.				
8	Nguyễn Sỹ Cường	Deputy General Director	644	0,0005%	
8.1	Phạm Thị Xuân				
8.2	Nguyễn Sỹ Hòa				
8.3	Nguyễn Sỹ Dũng				
8.4	Nguyễn Sỹ Lĩnh				
8.5	Nguyễn Sỹ Thịnh				
8.6	Nguyễn Sỹ Bình				
8.7	Lê Thị Chuyên				
8.8	Hồ Thị Huyền				
8.9	Đỗ Thị Tuyết				
8.10	Đỗ Thị Nhung				
8.11	Mien Trung Cement JSC.				
9	Nguyễn Chí Thúc	Deputy General Director	644	0,0005%	
9.1	Nguyễn Thị Sắp				
9.2	Nguyễn Phú Quý				
9.3	Nguyễn Thị Nhân				
9.4	Lê Thị Nhung				
9.5	Nguyễn Thanh Trúc				
9.6	Nguyễn Hải Phong				
9.7	Lê Thị Dung				
9.8	Tạ Văn Kiên				
9.9	Lê Huy Huyền				
10	Nguyễn Đức Sơn	Chief Accountant	901	0,0007%	
10.1	Nguyễn Văn Linh				
10.2	Nguyễn Thị Thuần				
10.3	Nguyễn Thị Nam Lê				
10.4	Nguyễn Thị Thu Giang				
10.5	Nguyễn Thị Hoa				
10.6	Nguyễn Bảo Khanh				
10.7	Nguyễn Thanh Tú				
10.8	Nguyễn Văn Thám				
10.9	Lê Thị Lý				

No.	Full Name	Position in the Company	Number of Shares Owned at Period End	Shareholding Ratio at Period End	Notes
10.10	Hà Anh Tuấn				
10.11	VICEM Bim Son Packaging JSC.				
11	Tạ Hữu Hiển	Head of the Supervisory Board			
11.1	Nguyễn Thị Thùy				
11.2	Hoàng Thị Hương				
11.3	Đặng Ngọc Long				
11.4	Đặng Thị Trà Giang				
11.5	Tạ Triều An				
11.6	Tạ Thị Ngân Quỳnh				
11.7	Tạ Hữu Đức				
11.8	Phan Thị Hường				
11.9	VICEM Cement and Gypsum JSC.				
11.10	Tay Do Cement Joint Stock Company				
12	Phạm Thị Thúy	Member of the Supervisory Board			
12.1	Phạm Văn Gai				
12.2	Lê Thị Tất				
12.3	Trịnh Thị Hồng				
12.4	Trần Khắc Toán				
12.5	Trần Đức Nhân				
12.6	Phạm Thị Hằng				
12.7	Đỗ Đình Thảo				
12.8	Phạm Thị Thúy Nga				
12.9	Trần Khắc Ngân				
12.10	Trần Khắc Tú				
12.11	Trần Khắc Chính				
13	Lê Trọng Thành	Member of the Supervisory Board			
13.1	Nguyễn Thị Dung				
13.2	Lê Thị Minh Thân				
13.3	Nguyễn Thị Hoài Thu				
13.4	Lê Phương Ngọc				
13.5	Lê Quang Anh				
13.6	Lê Ngọc Bích				
13.7	Nguyễn Hoàng Tùng				
13.8	Nguyễn Ngọc Lan				
13.9	Nguyễn Đức Tuấn				
14	Nguyễn Công Kính	Corporate Governance Officer cum Company Secretary	100	---	
14.1	Phan Thị Ngũ				
14.2	Trương Xuân Bình				
14.3	Nguyễn Thị Xương				

No.	Full Name	Position in the Company	Number of Shares Owned at Period End	Shareholding Ratio at Period End	Notes
14.4	Trương Thị Hiền				
14.5	Nguyễn Quan Danh				
14.6	Nguyễn Công Trí				
14.7	Nguyễn Quan Lâm				
14.8	Nguyễn Thị Anh				
14.9	Nguyễn Thị Đức				
14.10	Nguyễn Thị Trâm				
14.11	Nguyễn Thị Thoa				
14.12	Nguyễn Văn Điểm				
14.13	Ngô Trí Dũng				
15	Nguyễn Văn Phán	Head of Internal Audit	650	0,0005%	
15.1	Phạm Thị Vân				
15.2	Nguyễn Thị Minh Trang				
15.3	Nguyễn Minh Châu				
15.4	Nguyễn Văn Dũng				
15.5	Nguyễn Thị Tú				
15.6	Nguyễn Thị Phương				
15.7	Nguyễn Văn Phan				
15.8	Nguyễn Văn Huyên				
15.9	Nguyễn Phúc Bồng				
15.10	Bùi Xuân Lương				
15.11	Hoàng Thị Lê Hằng				
15.12	Trần Thị Mừng				
15.13	Trần Thị Khương				
15.14	Lê Huy Tùng				

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 Planing;
- Dep. of Finance;
- Filed by: VT, Secretary.

BOARD OF DIRECTORS

CHAIRMAN



Le Huu Ha