

No: **239** /BC-XMBS

Thanh Hoa, day **21** month **01** year 2025

REPORT ON CORPORATE GOVERNANCE
(year 2024 –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, Ba Dinh Ward, Bim Son Town, 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 symbol: BCC.
- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors, General Director.
- The implementation of internal audit: Implemented.

Company has issued the Internal Audit Regulations (Decision No. 1865/QĐ-XMBS dated 16/07/2024 of the Company's Board of Directors).

On 15/10/2024, Board of Directors issued Decision No. 2933/QĐ-HDQT on amending and supplementing the Company's organizational structure. Including adjusting the authority to manage, direct and operate the Internal Audit Board in the Company's organizational structure from General Director to the authority to manage, direct and operate of Board of Directors.

On 29/11/2024, Board of Directors issued Decision No. 3434/QĐ-HDQT on assigning the person in charge of internal audit to be Mr. Nguyen Van Phan - Head of the Internal Audit Board.

On 12/12/2024, Board of Directors issued Resolution No. 3598/NQ-HDQT approving the Internal Audit Plan for 2024 & 2025 at the Company.

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	1079-2024/NQ-ĐHĐCĐ	26/4/2024	Resolution of the 2024 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	<i>Chairman of the Board of Directors</i>	29/7/2021	
2	Nguyen Hoanh Van	<i>Members of the Board of Directors</i>	29/6/2021	26/4/2024
3	Le Huy Quan	<i>Members of the Board of Directors</i>	29/6/2021	
4	Nguyen Truong Thu	<i>Members of the Board of Directors</i>	27/4/2023	
5	Nguyen Minh Duc	<i>Members of the Board of Directors</i>	29/6/2021	
6	Le Thi Khanh	<i>Independent members of the Board of Directors</i>	29/6/2021	
7	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	39	100 %	
2	Nguyen Hoanh Van	0	0 %	<i>Retired from 01/11/2023; dismissal from 26/4/2024</i>
3	Le Huy Quan	39	100 %	
4	Nguyen Truong Thu	39	100 %	
5	Nguyen Minh Duc	39	100 %	
6	Le Thi Khanh	39	100 %	
7	Ngo Duc Viet	39	100 %	

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

The Board of Directors exercises its supervisory power over the Board of management through the implementation of periodic reporting regimes and the results of assigned

tasks according to meeting resolutions.

4. Activities of the Board of Directors' subcommittees (If any): Company's Internal Audit function.

5. Resolutions/Decisions of the Board of Directors.

No.	/Resolution/ Decision No.	Date	Content	Approval rate
1	073/NQ-HĐQT	11/01/2024	Board of Directors' Resolution regarding the approval to sign an entrusted export contract with Vicem Tam Điệp Cement Company Limited.	100%
2	120/NQ-HĐQT	16/01/2024	Board of Directors' Resolution regarding the implementation of the bidding package for 'providing services, handling, and loading cement into transport vehicles at Bim Son Cement JSC. in 2024	100%
3	208/NQ-HĐQT	25/01/2024	Board of Directors' Resolution regarding the approval to sign a cement processing contract with Vicem Tam Điệp Cement Company Limited.	100%
4	209/NQ-HĐQT	25/01/2024	Board of Directors' Resolution regarding the approval to sign a cement sale and purchase contract with Da Nang Building Material VICEM JSC. and VICEM Cement and Gypsum JSC..	100%
5	210/NQ-HĐQT	25/01/2024	Board of Directors' Resolution regarding the approval to sign a cement processing contract with Mien Trung Cement JSC.	100%
6	229/NQ-HĐQT	26/01/2024	Board of Directors' Resolution for the Regular Meeting of the First Quarter of 2024.	100%
7	230/NQ-HĐQT	26/01/2024	Board of Directors' Resolution regarding the agreement to discontinue the assignment of the Director of the Project Management Board and the consensus on the appointment of personnel to the position of Director of the Project Management Board.	100%
8	272 NQ-HĐQT	01/02/2024	Board of Directors' Resolution regarding the consensus on the appointment of personnel to the position of Director of the Project Management Board.	100%
9	273/NQ-HĐQT	01/02/2024	Board of Directors' Resolution regarding the issuance of the Project Management Regulations for Investment Construction at Bim Son Cement JSC..	100%
10	280/NQ-HĐQT	01/02/2024	Board of Directors' Resolution regarding the approval to sign a cement bag purchase contract between Bim Son Cement JSC. and Da Nang Building Material VICEM JSC..	100%

<i>No.</i>	<i>/Resolution/ Decision No.</i>	<i>Date</i>	<i>Content</i>	<i>Appro val rate</i>
11	387/NQ-HĐQT	22/02/2024	Board of Directors' Resolution regarding the approval of the contractor selection plan for the project of utilizing waste heat for power generation - VICEM Bim Son.	100%
12	399/NQ-HĐQT	23/02/2024	Board of Directors' Resolution regarding the implementation of the salary fund for the year 2023.	100%
13	552/NQ-HĐQT	11/03/2024	Resolution regarding the policy on the contract for package No. 5 'preparation of bidding documents for package No. 1 (EPC) with the Cement Investment Development Consulting Company.	100%
14	714 NQ-HĐQT	26/03/2024	Board of Directors' Resolution regarding the approval to sign a gypsum purchase contract with VICEM Cement and Gypsum JSC..	100%
15	772/NQ-HĐQT	29/03/2024	Board of Directors' Resolution regarding the approval of the final settlement of investment capital for the permanent cessation of the Lèn Port project.	100%
16	823/NQ-HĐQT	04/04/2024	Board of Directors' Resolution regarding the approval to sign a coal dust purchase contract between the Company and Vicem Energy & Environment JSC..	100%
17	824/NQ-HĐQT	04/04/2024	Board of Directors' Resolution regarding the preparation of the program and draft documents for the 2024 Annual General Meeting of Shareholders.	100%
18	884/NQ-HĐQT	09/04/2024	Board of Directors' Resolution regarding the policy for procuring non-consulting services, the bidding package: 'hiring drilling, blasting, loading, and transportation of limestone in Zone I and Zone II of Yên Duyện limestone quarry for Project 22 in the years 2024-2025.	100%
19	937/NQ-HĐQT	12/04/2024	Board of Directors' Resolution for the Regular Meeting of the Second Quarter of 2024.	100%
20	1279/NQ-HĐQT	20/05/2024	Board of Directors' Resolution approving the adjusted and supplementary contractor selection plan for the project of utilizing waste heat for power generation - VICEM Bim Son	100%
21	1428/NQ-HĐQT	04/06/2024	Regarding the approval to sign an entrusted export contract for Clinker with the Vietnam Cement National Corporation.	100%
22	1579/NQ-HĐQT	19/06/2024	Regarding the approval for extending the debt repayment period with the Vietnam National Cement Corporation.	100%
23	1594/NQ-HĐQT	20/06/2024	Regarding the selection of the auditing firm for the financial statements for the year 2024.	100%

No.	/Resolution/ Decision No.	Date	Content	Approval rate
24	1648/NQ-HĐQT	25/06/2024	Regarding the approval of the final settlement of investment capital for the completion of the Raw Materials Warehouse project.	100%
25	1743/NQ-HĐQT	03/07/2024	Board of Directors' Resolution regarding the approval to sign coal purchase contract with VICEM Energy and Environment JSC..	100%
26	1862/NQ-HĐQT	16/07/2024	Board of Directors' Resolution passing with the internal audit regulations of Bim Son Cement JSC..	100%
27	1958/NQ-HĐQT	23/07/2024	Board of Directors' Resolution Approve the cost plan for the preparation phase of the Yen Duyen 1 and Yen Duyen 2 limestone quarry project.	100%
28	1996/NQ-HĐQT	25/7/2024	Regarding the agreement to re-appoint the position of Deputy General Director	100%
29	1997/NQ-HĐQT	25/07/2024	Board of Directors' Resolution for the Regular Meeting of the Third Quarter of 2024.	100%
30	2068/NQ-HĐQT	31/07/2024	Board of Directors' Resolution for product diversification to meet market demand at CNQT branch	100%
31	2089/NQ-HĐQT	01/08/2024	Board of Directors' Resolution regarding the approval to sign Clinker purchase contract with VICEM Energy and Environment JSC..	100%
32	2377/NQ-HĐQT	22/08/2024	Board of Directors' Resolution regarding the policy for procuring non-consulting services, the bidding package: "Hiring drilling, excavation, and transportation of limestone in the Southeast area (Bai B and Bai D) of the Yen Duyen limestone quarry for CT 22 in 2024-2025."	100%
33	2378/NQ-HĐQT	23/08/2024	Board of Directors' Resolution regarding the approval to sign coal purchase contract with VICEM Energy and Environment JSC..	100%
34	2425/NQ-HĐQT	27/08/2024	Board of Directors' resolution loan for Project on Utilizing Waste Heat for Power Generation at Bim Son Cement JSC..	100%
35	2456/NQ-HĐQT	30/08/2024	Board of Directors' resolution regarding approving the list of proposed, supplemented, and developed plans for staff leader of the Company.	100%
36	2526/NQ-HĐQT	06/09/2024	Regarding approval of assignment and transfer of unit leaders of the Company	100%
37	2533/NQ-HĐQT	09/09/2024	Board of Directors' Resolution liquidation of assets, including materials and equipment for loading and unloading at Lèn Port project.	100%

<i>No.</i>	<i>/Resolution/ Decision No.</i>	<i>Date</i>	<i>Content</i>	<i>Approval rate</i>
38	2776/NQ-HĐQT	03/10/2024	Board of Directors' Resolution regarding salary increase for Company management staff.	100%
39	2781/NQ-HĐQT	03/10/2024	Board of Directors' Resolution regarding the approval to sign an entrusted export contract with Viet Nam national cement corporation.	100%
40	2782/NQ-HĐQT	03/10/2024	Regarding the policy of purchasing consulting services, package: "Requesting a license to increase water exploitation flow" to serve the factory's production activities.	100%
41	2929/NQ-HĐQT	15/10/2024	Board of Directors' Resolution regarding the approval to sign coal purchase contract with VICEM Energy and Environment JSC..	100%
42	2932/NQ-HĐQT	15/10/2024	Board of Directors' Resolution regarding amendments and supplements to the Company's organizational structure.	100%
43	2962/NQ-HĐQT	18/10/2024	Board of Directors' Resolution for the Regular Meeting of the Fourth Quarter of 2024.	100%
44	2989/QĐ-HĐQT	18/10/2024	Regarding the quality rating of Company Managers in 2023.	100%
45	3429 NQ-HĐQT	29/11/2024	Board of Directors' Resolution regarding personnel work.	100%
46	3431 NQ-HĐQT	29/11/2024	Board of Directors' Resolution assigning the person in charge of internal audit.	100%
47	3432/NQ-HĐQT	29/11/2024	Board of Directors' Resolution regarding personnel work.	100%
48	3435 NQ-HĐQT	29/11/2024	Board of Directors' Resolution regarding personnel work.	100%
49	3439 NQ-HĐQT	29/11/2024	Establishment of the Party Office - Mass Organizations and personnel work.	100%
50	3452/NQ-HĐQT	29/11/2024	Regarding urging the handling of projects, backlog work and implementation of recommendations of the Inspectorate of the Ministry of Finance.	100%
51	3461/NQ-HĐQT	29/11/2024	Regarding the assignment of tasks to the members of the Company's Board of Directors.	100%
52	3510/NQ-HĐQT	5/12/2024	Approval of debt repayment extension with VICEM	100%
53	3580/NQ-HĐQT	11/12/2024	Board of Directors' Resolution regarding the approval to sign a cement sale and purchase contract with Da Nang Building Material VICEM JSC. and VICEM Cement and Gypsum JSC..	100%

No.	/Resolution/ Decision No.	Date	Content	Approval rate
54	3581/NQ-HĐQT	11/12/2024	Board of Directors' Resolution regarding the approval to sign a cement processing contract with Vicem Tam Điệp Cement Company Limited.	100%
55	3582/NQ-HĐQT	11/12/2024	Board of Directors' Resolution regarding the approval to sign a cement processing contract with Mien Trung Cement JSC..	100%
56	3598/NQ-HĐQT	12/12/2024	Board of Directors issued Resolution No. 3598/NQ-HĐQT approving the Internal Audit Plan for 2024 & 2025 at the Company.	100%
57	3655/NQ-HĐQT	17/12/2024	Board of Directors' Resolution regarding policy for purchasing certain raw materials and supplies to serve production in 2025.	100%
58	3660/NQ-HĐQT	17/12/2024	Regarding the 2023 quality rating of the BCC Capital Representative at CRC	100%
59	3665/NQ-HĐQT	18/12/2024	Regarding the agreement on appointment and reappointment of officials	100%
60	3835/NQ-HĐQT	25/12/2024	Regarding removing from the planning, supplementing the planning of the Company's leadership and management staff for the period 2021-2026 and the period 2026-2031	100%

III. Board of Supervisors

1. Information about members of Board of Supervisors

No.	Members of Board of Supervisors/ Audit Committee	Position	The date becoming/ceasing to be the member of the Board of Supervisors/Audit Committee	Qualification
1	Le Huu Phang	Head of the Supervisorys Board	29/6/2021; 01/9/2024	Bachelor of Accounting
2	Pham Thi Thuy	Member of the Supervisorys Board	29/6/2021; ...	Bachelor of Finance and Banking
3	Ta Huu Hien	Member/Head of the Supervisorys Board	27/4/2023; ... 05/9/2024;	Bachelor of Accounting
4	Le Trong Thanh	Member of the Supervisorys Board	26/4/2024; ...	Bachelor of Economics

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	Le Huu Phang	03	100%	100%	Retired from 01/09/2024
2	Pham Thi Thuy	05	100%	100%	
3	Ta Huu Hien	05	100%	100%	
4	Le Trong Thanh	04	50%	100%	Becoming from 26/4/2024

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

- The Board of supervisors acknowledges that the Board of Directors and the CEO have performed well in managing and operating the company. The Board of Directors and the Executive Board have fundamentally achieved the key objectives set forth while ensuring the safety of the company's assets and the interests of the shareholders.

- Additionally, the Board of supervisors did not receive any comments from shareholders regarding the activities of the Board of Directors and the Executive Board.

4. The coordination among the Board of Supervisors, Audit Committee, the Board of Management, Board of Directors and other managers.

The Board of Directors and the CEO have supported and facilitated the Board of supervisors in performing its functions effectively. The Supervisory Board received all relevant documents related to the Board of Directors' meetings. The opinions of the Board of supervisors sent to the Board of Directors and the CEO were fully and promptly distributed.

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

IV. Board of Management

No	Member of Board of Management	Date of birth	Qualification	Date of appointment/dismissal of members of the Board of Management
1	Le Huy Quan	01/10/1965	Bachelor of Accounting, Master of Business Administration.	26/7/2019; ---

<i>No</i>	<i>Member of Board of Management</i>	<i>Date of birth</i>	<i>Qualification</i>	<i>Date of appointment/ dismissal of members of the Board of Management</i>
2	Pham Van Phuong	14/11/1965	<i>Mechanical Engineering.</i>	01/12/2019; ---
3	Nguyen Sy Cuong	12/5/1976	<i>Bachelor of Economics</i>	26/6/2023; ---
4	Nguyen Chi Thuc	23/5/1980	<i>Silicate technology Engineer/Master of Chemical Engineering</i>	26/6/2023; ---

V. Chief Accountant

<i>Name</i>	<i>Date of birth</i>	<i>Qualification</i>	<i>Date of appointment/ dismissal</i>
Nguyen Duc Son	23/03/1983	Bachelor of Accounting	07/10/2021; ---

VI. Training courses on corporate governance

Training courses on corporate governance were involved by members of Board of Directors, the Board of Supervisors, Director (General Director), other managers and secretaries in accordance with regulations on corporate governance: None.

VII. The list of affiliated persons of the public company (Semi-annual report/annual report) 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 at the Company (if any)</i>	<i>Time of ending to be affiliated person</i>	<i>Reasons</i>	<i>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.				Affiliated persons
4	Vicem Tam Diep Cement One member Co.,Ltd.				Affiliated persons
5	VICEM But Son Cement JSC.				Affiliated persons

6	VICEM Bim Son Packaging JSC.				<i>Affiliated persons</i>
7	VICEM Hai Van Cement JSC.				<i>Affiliated persons</i>
8	VICEM Energy & Environment JSC.				<i>Affiliated persons</i>
9	Ha Long Cement JSC.				<i>Affiliated persons</i>
10	VICEM Cement and Gypsum JSC.				<i>Affiliated persons</i>
11	Da Nang Building Material VICEM JSC.				<i>Affiliated persons</i>
12	Cement Investment Development Consulting Company (CCID)				<i>Affiliated persons</i>
13	Le Huu Ha	Chairman of the Board of Directors			<i>Affiliated persons</i>
14	Nguyen Hoanh Van	Members of the Board of Directors	26/4/2024	Dismissal	<i>Affiliated persons</i>
15	Nguyen Minh Duc	/Members of the Board of Directors			<i>Affiliated persons</i>
16	Le Huy Quan	Members of the Board of Directors; Acting General Director.			<i>Affiliated persons</i>
17	Ngo Duc Viet	Independent members of the Board of Directors			<i>Affiliated persons</i>
18	Le Thi Khanh	Independent members of the Board of Directors			<i>Affiliated persons</i>
19	Nguyen Truong Thu	Members of the Board of Directors			<i>Affiliated persons</i>
20	Pham Van Phuong	Deputy director general			<i>Affiliated persons</i>
21	Nguyen Chi Thuc	Deputy director general			<i>Affiliated persons</i>
22	Nguyen Sy Cuong	Deputy director general			<i>Affiliated persons</i>
23	Nguyen Duc Son	Chief Accountant			<i>Affiliated persons</i>
25	Le Huu Phang	Head of the Supervisorys Board	01/9/2024	Retirement	<i>Affiliated persons</i>
26	Ta Huu Hien	Member of the Supervisorys Board			<i>Affiliated persons</i>
27	Pham Thi Thuy	TV-BKS/the Supervisorys Board			<i>Affiliated persons</i>
28	Le Trong Thanh	Member of the Supervisorys Board	26/4/2024	Appoitment	<i>Affiliated persons</i>

29	Nguyen Cong Kinh	Person in charge of company governance and Company Secretary			Affiliated persons
30	Nguyen Van Phan	Company Internal Auditor			Affiliated persons

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

No.	Name of organization/individual	Relationship with the Company	NSH No. *, date of issue, place of issue	Address	Time of transactions with the Company	Resolution or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any)	Content, quantity, total Value without VAT of transaction	Note
1	Vicem Tam Diep Cement One member Co.,Ltd.	Affiliated persons	2700260173	Quang Son commune, Tam Diep city, Ninh Binh province	11/01/2024 to 17/5/2024	073/NQ-HĐQT dated 11/01/2024	Cement Export Consignment Contract; Value: 708.333.390	VN D
2	Vicem Tam Diep Cement One member Co.,Ltd.	Affiliated persons	2700260173	Quang Son commune, Tam Diep city, Ninh Binh province	25/01/2024 to 31/12/2024	208/NQ-HĐQT dated 25/01/2024	Cement processing contract; Value: 279.090.980.898	VN D
3	VICEM Cement and Gypsum JSC.	Affiliated persons	3300101300	Phu Nhuan ward, Hue, city Thua Thien Hue province	25/01/2024 to 31/12/2024	209/NQ-HĐQT dated 25/01/2024	Cement Sales Contract; Value: 24.657.894.500	VN D
4	Da Nang Building Material VICEM JSC.	Affiliated persons	0400101820-007	Phan Chau Trinh street, Hai Chau district, Da Nang city	25/01/2024 to 31/12/2024	209/NQ-HĐQT dated 25/01/2024	Cement Sales Contract; Value: 3.550.319.997	VN D
5	Mien Trung Cement JSC.	Affiliated persons	0101894730	Binh Dong commune, Binh Son district, Quang Ngai province	25/01/2024 to 31/12/2024	210/NQ-HĐQT dated 25/01/2024	Cement processing contract; Value: 19.380.934.541	VN D
6	Da Nang Building Material VICEM JSC.	Affiliated persons	0400101820-007	Phan Chau Trinh street, Hai Chau district, Da Nang city	01/02/2024	280/NQ-HĐQT dated 01/02/2024	Contract for purchase of packaging; Value: 466.866.4000	VN D

7	Cement Investment Development Consulting Company (CCID)	Affiliated persons	0100106320-004	Vinh Tuy ward, Hai Ba Trung district, Ha Noi city	11/3/2024	552/NQ-HĐQT dated 11/3/2024	Consulting contract; Value: 342.600.000	VN D
8	VICEM Cement and Gypsum JSC..	Affiliated persons	3300101300	Phu Nhuan ward, Hue,city Thua Thien Hue province	26/3/2024	714 NQ-HĐQT dated 26/3/2024	Gypsum purchase contract; Value: 73.405.944.690	VN D
9	VICEM Energy and Environment JSC.	Affiliated persons	0100106352	Cat Linh ward, Dong Da district, Ha Noi city	04/4/2024	823/NQ-HĐQT dated 04/4/2024	Coal purchase contract; Value: 24.316.053.300	VN D
10	VICEM Energy and Environment JSC.	Affiliated persons	0100106352	Cat Linh ward, Dong Da district, Ha Noi city	03/7/2024	1743/NQ-HĐQT dated 03/07/2024	Coal purchase contract; Giá trị: 20.950.406.400	VN D
11	VICEM Energy and Environment JSC.	Affiliated persons	0100106352	Cat Linh ward, Dong Da district, Ha Noi city	01/8/2024	2089/NQ-HĐQT ngày 01/8/2024	Clinker purchase contract; Value: 31.669.880.100	VN D
12	VICEM Energy and Environment JSC.	Affiliated persons	0100106352	Cat Linh ward, Dong Da district, Ha Noi city	23/8/2024	2378/NQ-HĐQT dated 23/08/2024	Coal purchase contract; Value: 23.861.750.000	VN D
13	Vietnam Cement National Corporation	Affiliated persons	0100106320	Trung Phung ward, Dong Da district, Ha Noi city	04/10/2024	2781/NQ-HĐQT dated 03/10/2024	Cement Export Consignment Contract; Value: 14.733.333	VN D
14	VICEM Energy and Environment JSC.	Affiliated persons	0100106352	Cat Linh ward, Dong Da district, Ha Noi city	15/10/2024	2929/NQ-HĐQT dated 15/10/2024	Coal purchase contract; Value: 89.999.220.150	VN D
15	Vietnam Cement National Corporation	Affiliated persons	0100106320	Trung Phung ward, Dong Da district, Ha Noi city	01/01/2024 to 31/12/2024		Consulting contract; Value: 18.447.196.310	VN D

3. Transaction 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).

Transactions between the Company and Hoang Thach cement company limited.

+ Affiliated persons: Mr. Le Huu Ha is in charge of The Members' Council of VICEM Hoang Thach Cement Company Limited.

+ Transactions: Buy refractory brick.

+ Value without VAT: 6.277.577.790 VND

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. Share transactions of internal persons and their affiliated persons (Semi-annual report/annual report)

1. The list of internal persons and their affiliated persons

No.	Name	Position at the company (if any)	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1	Le Huu Ha	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	Công ty TNHH MTV Xi măng VICEM Hoàng Thạch				
2	Nguyen Hoanh Van	Members of the Board of Directors	41.798	0,03 %	Miễn nhiệm từ 26/4/2024
2.1	Lê Bá Chối				

No.	Name	Position at the company (if any)	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
2.2	Lê Thị Hòa				
2.3	Nguyễn Thị Chi				
2.4	Nguyễn Thị Ngân				
2.5	Nguyễn Thị Nga				
2.6	Lê Trần Thọ				
2.7	Trịnh Văn Đông				
2.8	Nguyễn Huy Điền				
2.9	Lê Thị Nhẫn		7.834	0,006%	
2.10	Nguyễn Hoàng Chương				
2.11	Nguyễn Hoàng Dương				
2.12	Tổng Thị Minh Trang				
2.13	Ngô Thu Trang				
3	Le Huy Quan	Members of the Board of Directors; Acting General Director.	15.019.504	12,19%	
3.1	Lê Đình Ngay				
3.2	Vương Thị Miến				
3.3	Trần Thị Nhung				
3.4	Lê Thị Thu		3.348	0,003%	
3.5	Lê Thị Thư				
3.6	Lê Thị Thúy				
3.7	Ngô Văn Dũng				
3.8	Đỗ Ngọc Thi				
3.9	Nguyễn Văn Dư				
3.10	Trần Thị Hà				
3.11	Lê Huy Tùng				
3.12	Nguyễn Minh Châu				
3.13	Lê Thanh Tâm				
3.14	Công ty CP Xi măng VICEM Bút Sơn				
3.15	Công ty Cổ phần Xi măng Miền Trung				
4	Nguyen Truong Thu	Members of the Board of Directors	15.019.500	12,19%	
4.1	Nguyễn Văn Nam				
4.2	Nguyễn Thị Bích				
4.3	Nguyễn Thị Cẩm Uyên				
4.4	Nguyễn Trường Thi				
4.5	Nguyễn Thị Thu Hồng				

No.	Name	Position at the company (if any)	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
4.6	Nguyễn Uyển Chi				
4.7	Nguyễn Uyển My				
4.8	Nguyễn Trường Văn				
4.9	Phạm Thị Khánh Vân				
5	Nguyen Minh Duc	Members of the Board of Directors	15.019.500	12,19%	
5.1	Nguyễn Quốc Tuy				
5.2	Nguyễn Thị Hoài An				
5.3	Nguyễn Thị Phương Loan				
5.4	Nguyễn Hoàng Hải				
5.5	Nguyễn Hoàng Phúc				
5.6	Nguyễn Ngọc Hà				
5.7	Công ty CP VICEM bao bì Bim Sơn				
5.8	Công ty CP bao bì Hoàng Thạch				
6	Ngo Duc Viet	Independent members of the Board of Directors			
6.1	Ngô Đức Ký				
6.2	Phạm Thị Mai				
6.3	Nguyễn Thị Mùa				
6.4	Ngô Đức Lưu				
6.5	Ngô Thị Thanh Thủy				
6.6	Tổng Thị Thu Lan				
6.7	Nguyễn Thanh Hiền				
6.8	Nguyễn Minh Thu				
6.9	Ngô Đức Thắng				
6.10	Ngô Đức Tùng				
6.11	Ngô Hà My				
6.12	Công ty TNHH MTV Xi măng VICEM Tam Điệp				
7	Le Thi Khanh	Independent members of the Board of Directors			
7.1	Lê Văn Bát				
7.2	Phạm Xuân Lê				
7.3	Vương Thị Đông				
7.4	Phạm Văn Nhâm				
7.5	Phạm Gia Khánh				
7.6	Phạm Thanh Huyền				

No.	Name	Position at the company (if any)	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
7.7	Lê Thị Thuý Anh				
7.8	Lê Văn Hữu				
7.9	Lê Văn Thọ				
7.10	Đoàn Văn Lợi				
7.11	Nguyễn Thị Thanh Hương				
7.12	Nguyễn Thị Mai Phương				
7.13	Công ty Cổ phần Xi măng VICEM Bút Sơn				
8	Pham Van Phuong	Deputy director general			
8.1	Vũ Thị Hường				
8.2	Phạm Xuân Bách				
8.3	Trịnh Thị Hồng				
8.4	Phạm Vũ Ban				
8.5	Phạm Thị Nguyệt				
8.6	Phạm Đức Cường				
8.7	Lại Thị Ngọc				
8.8	Trần Thị Hương				
8.9	Vũ Đình Chinh				
8.10	Vũ Thị Huyền				
8.11	Vũ Văn Chính				
8.12	Vũ Thị Hạt				
8.13	Công ty Cổ phần Năng lượng và Môi trường Vicem				
9	Nguyen Sy Cuong	Deputy director general			Bổ nhiệm 26/06/2023
9.1	Phạm Thị Xuân				
9.2	Nguyễn Sỹ Hòa				
9.3	Nguyễn Sỹ Dũng				
9.4	Nguyễn Sỹ Lĩnh				
9.5	Nguyễn Sỹ Thịnh				
9.6	Nguyễn Sỹ Bình				
9.7	Lê Thị Chuyên				
9.8	Hồ Thị Huyền				
9.9	Đỗ Thị Tuyết				
9.10	Đỗ Thị Nhung				
9.11	Công ty CP XM Miền Trung				
10	Nguyen Chi Thuc	Deputy director general	644	0,0005%	Bổ nhiệm 26/06/2023
10.1	Nguyễn Thị Sắp				
10.2	Nguyễn Phú Quý				
10.3	Nguyễn Thị Nhân				
10.4	Lê Thị Nhung				
10.5	Nguyễn Thanh Trúc				
10.6	Nguyễn Hải Phong				

No.	Name	Position at the company (if any)	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
10.7	Lê Thị Dung				
10.8	Tạ Văn Kiên				
10.9	Lê Huy Huyền				
11	Nguyen Duc Son	Chief Accountant	901	0,0007%	
11.1	Nguyễn Văn Linh				
11.2	Nguyễn Thị Thuần				
11.3	Nguyễn Thị Nam Lê				
11.4	Nguyễn Thị Thu Giang				
11.5	Nguyễn Thị Hoa				
11.6	Nguyễn Bảo Khanh				
11.7	Nguyễn Thanh Tú				
11.8	Nguyễn Văn Thám				
11.9	Lê Thị Lý				
11.10	Hà Anh Tuấn				
11.11	Công ty cổ phần VICEM bao bì Bim Sơn				
12	Le Huu Phang	Head of the Supervisorys Board	644	0,0005%	
12.1	Thiều Thị Bình		644	0,0005%	
12.2	Lê Hữu Thanh				
12.3	Lê Hữu Sơn				
12.4	Lê Thị Nga				
12.5	Bùi Thị Huyền				
12.6	Lê Thị Ninh				
12.7	Lê Hữu Cường				
12.8	Nguyễn Thị Tâm				
12.9	Lê Hữu Phương		644	0,0005%	
12.10	Nguyễn Thị Hà				
12.11	Lê Thị Năm				
12.12	Lê Hữu Hùng				
12.13	Nguyễn Thị Toan				
12.14	Lê Hữu Dũng				
12.15	Nguyễn Thị Hoan				
13	Ta Huu Hien	Head of the Supervisorys Board			
13.1	Nguyễn Thị Thủy				
13.2	Hoàng Thị Hương				
13.3	Đặng Ngọc Long				
13.4	Đặng Thị Trà Giang				
13.5	Tạ Triều An				

No.	Name	Position at the company (if any)	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
13.6	Tạ Thị Ngân Quỳnh				
13.7	Tạ Hữu Đức				
13.8	Phan Thị Hường				
13.9	Công ty CP VICEM Thạch cao Xi măng				
13.10	Công ty CP Xi măng Tây Đô				
14	Phạm Thị Thuy	Member of the Supervisorys Board			
14.1	Phạm Văn Gai				
14.2	Lê Thị Tất				
14.3	Trịnh Thị Hồng				
14.4	Trần Khắc Toán				
14.5	Trần Đức Nhân				
14.6	Phạm Thị Hằng				
14.7	Đỗ Đình Thảo				
14.8	Phạm Thị Thuy Nga				
14.9	Trần Khắc Ngân				
14.10	Trần Khắc Tú				
14.11	Trần Khắc Chính				
15	Le Trong Thanh	Member of the Supervisorys Board			Appoitment 26/4/2024
15.1	Nguyễn Thị Dung				
15.2	Lê Thị Minh Thân				
15.3	Nguyễn Thị Hoài Thu				
15.4	Lê Phương Ngọc				
15.5	Lê Quang Anh				
15.6	Lê Ngọc Bích				Việt kiều
15.7	Nguyễn Hoàng Tùng				Việt kiều
15.8	Nguyễn Ngọc Lan				
15.9	Nguyễn Đức Tuấn				
17	Nguyen Cong Kinh	Person in charge of company governance and Company Secretary	100	---	
17.1	Phan Thị Ngủ				
17.2	Trương Xuân Bình				
17.3	Nguyễn Thị Xương				
17.4	Trương Thị Hiền				
17.5	Nguyễn Quang Danh				Còn nhỏ
17.6	Nguyễn Công Trí				Còn nhỏ
17.7	Nguyễn Thị Anh				
17.8	Nguyễn Thị Đức				

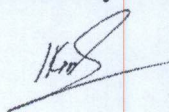
No.	Name	Position at the company (if any)	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
17.9	Nguyễn Thị Trâm				
17.10	Nguyễn Thị Thoa				
17.11	Nguyễn Văn Diễm				
17.12	Ngô Trí Dũng				
18	Nguyen Van Phan	Company Internal Auditor			
18.1	Phạm Thị Vân				
18.2	Nguyễn Thị Minh Trang				
18.3	Nguyễn Minh Châu				
18.4	Nguyễn Văn Dũng				
18.5	Nguyễn Thị Tú				
18.6	Nguyễn Thị Phương				
18.7	Nguyễn Văn Phan				
18.8	Nguyễn Văn Huyền				
18.9	Nguyễn Phúc Bồng				
18.10	Bùi Xuân Lương				
18.11	Hoàng Thị Lệ Hằng				
18.12	Trần Thị Mừng				
18.13	Trần Thị Khương				
18.14	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 Planning;
- Dep. of Finance;
- Filed by: VT, Secretary.



**BOARD OF DIRECTORS
CHAIRMAN**



Lê Hữu Hà

