

**RESOLUTION OF THE 2026 ANNUAL
GENERAL MEETING OF SHAREHOLDERS**

**2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
BIM SON CEMENT JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 of the National Assembly, as amended and supplemented by Law No. 03/2022/QH15 dated January 11, 2022 and Law No. 76/2025/QH15 dated June 17, 2025;

- Pursuant to the Charter of organization and Operation of Bim Son Cement Joint Stock Company;

- Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of Bim Son Cement Joint Stock Company dated June 18, 2026.

RESOLVES:

Article 1. Approval of the 2025 Board of Directors' Activity Report and the 2026 Board of Directors' Activity Plan.

Article 2. Approval of the Independent Members of the Board of Directors' assessment report on the Board's activities in 2025 and the activity plan for 2026.

Article 3. Approval of the Supervisory Board's 2025 activity report and the 2026 activity plan.

Article 4. Approval of the 2025 business and production results; the 2026 business, production, and construction investment plan, with key targets as follows:

• **Business plan:**

No.	Target	Unit of Measurement	Actual 2025	Plan 2026	% Compared to 2025 Actual
1	Main Product Output				
1.1	Clinker	Ton	2,845,033	2,918,000	102.6%
1.2	Cement (including toll	"	3,536,284	3,899,300	110.3%



No.	Target	Unit of Measurement	Actual 2025	Plan 2026	% Compared to 2025 Actual
	<i>processing)</i>				
-	<i>Self-produced cement</i>	“	3,304,960	3,649,300	110.4%
-	<i>Toll processed at VICEM Tam Diep</i>	“	231,325	250,000	108.1%
2	Main Product Sales Volume	“	4,051,383	4,289,000	105.9%
2.1	<i>Clinker</i>	“	511,222	400,000	78.2%
2.2	<i>Cement (including toll processing)</i>	“	3,540,161	3,889,000	109.9%
	<i>Including outsourced processing at VICEM Tam Diep.</i>	“	231,325	250,000	108.1%
3	Total Revenue	Million VND	3,712,996	3,956,332	106.6%
4	Profit Before Tax	“	47,136	76,450	162.2%
5	Profit After Tax	“	47,136	76,450	162.2%
6	Return on Equity (ROE)	%	2.40	3.90	162.5%
7	State budget contribution	Million VND	127,080	115,096	90.6%
8	Dividend Payout Ratio	%	0	0	

Note: The planned profit figures for 2026 in indicators 4, 5, and 6 do not include foreign exchange differences.

• **Construction investment plan for 2026:**

- Planned volume: VND 161,440 million.
- Planned disbursement: VND 167,631 million.

(Details are provided in the Report on 2025 production and business performance results and the 2026 production and business and construction investment plan)

Article 5. Approval of the list of auditing firms for the 2026 financial statements.

1. AVA Auditing and Valuation Company Limited
2. An Viet Auditing Company Limited
3. VACO Auditing Company Limited

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The Board of Directors is authorized to select one firm from the above list to conduct the audit of the Company's 2026 financial statements.

Article 6. Approval of the Company's audited financial statements for 2025.

Article 7. Approval of the proposal on the 2025 profit distribution plan:

- Accumulated undistributed after-tax profit as at the end of 2024: VND (167,051) million.

- Undistributed after-tax profit for 2025: VND 47,136 million.

- Total accumulated undistributed after-tax profit as at December 31, 2025: VND (119,915) million.

Accordingly, the Company will not distribute profits for 2025.

Article 8. Approval of the proposal on the payment of remuneration to the Board of Directors, the Supervisory Board, the Company Secretary, and the salary of the General Director and other managers in 2025, and the plan for remuneration and salaries for 2026.

Details of the 2026 payment plan are as follows:

- For the Board of Directors, the Supervisory Board, and the Company Secretary:

No.	Position	Payment rate (VND/person/month)
1	Chairman of the Board of Directors	8,000,000
2	Member of the Board of Directors	6,000,000
3	Head of the Supervisory Board	6,000,000
4	Member of the Supervisory Board; Person in charge of corporate governance cum Company Secretary	4,000,000

- For the salary of the General Director, the Head of Internal Audit, and other managers: to be implemented in accordance with the Company's salary regulations.

Article 9. Approval of the Proposal on the Amendments and Supplements to the Company's Charter, the Internal Regulations on Corporate Governance, and the Operating Regulations of the Board of Directors.

Article 10. Approval of the Proposal on the Election of the Board of Directors and the Supervisory Board for the 2026–2031 Term.

Article 11. The General Meeting of Shareholders elected 05 members of the Board of Directors (including 01 Independent Member of the Board of Directors)

and 03 members of the Supervisory Board of the Company for the 2026–2031 term. The elected candidates are as follows:

1. Members of the Board of Directors for the 2026–2031 term

No.	Full name	Total votes	Remarks
1	Le Trung Kien	126,594,614	
2	Nguyen Sy Cuong	95,116,674	
3	Nguyen Minh Duc	77,116,674	
4	Nguyen Chi Thuc	77,116,674	
5	Le Thi Khanh	77,116,674	Independent member of the Board of Directors

2. Members of the Supervisory Board for the 2026–2031 Term

No.	Full name	Total votes	Remarks
1	Chu The Tuan	76,490,413	
2	Nguyen Sy Linh	76,050,385	
3	Le Trong Thanh	75,823,245	

Article 12. Regarding Central Cement Joint Stock Company (CRC)

- Continue to maintain close coordination with local authorities at all levels in carrying out public outreach and community relations activities to ensure stable production and sales in accordance with the 2026 business plan during the period pending the relocation and resettlement plan to be approved and implemented by the competent authority (Quang Ngai Province). At the same time, ensure effective management, maintenance and servicing of machinery and equipment, as well as other necessary conditions, to maintain readiness for stable and efficient operations. Expedite the process of re-obtaining the Environmental Permit in compliance with applicable regulations.

- Develop a debt repayment plan and negotiate with BIDV, VDB and other relevant creditors to reach agreements on debt restructuring measures, including debt rescheduling, debt deferral and suspension of legal proceedings against CRC, thereby maintaining the Company's stable production and business operations.

Article 13. This Resolution shall take effect from 12:00 on June 18, 2026.

Article 14. Members of the Board of Directors, the Supervisory Board, the Executive Board, and all shareholders of Bim Son Cement Joint Stock Company shall be responsible for implementing this Resolution and organizing its execution in accordance with their respective authority, and in compliance with applicable laws and the Charter of Bim Son Cement Joint Stock Company./.

Recipients:

- SSC, HNX (for reporting);
- Board of Members, General Director of VICEM (for reporting);
- Members of the Board of Director, Supervisory Board of the Company;
- Standing Committee of the Party Committee, Executive Board, Trade Union of the Company;
- Shareholders (via the Company's Website);
- Units within the Company;
- Archived: Office, BOD.



**ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
CHAIRPERSON**



Lê Hữu Hà

