



VIETNAM NATIONAL CEMENT
CORPORATION
BIM SON CEMENT JSC

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Bim Son, June 18, 2026

MEETING MINUTES
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS

- A. Company Name:** BIM SON CEMENT JOINT STOCK COMPANY
Address: Residential Group No. 7, Bim Son Ward, Thanh Hoa Province, Vietnam.
Enterprise Registration No.: 2800232620, first issued by the Department of Finance of Thanh Hoa Province (formerly the Department of Planning and Investment) on May 1, 2006, and amended for the 20th time on May 20, 2026.
B. Meeting Commencement Time: 08:00 a.m., June 18, 2026.
C. Venue: Hall of the 7-Storey Guest House, Bim Son Ward, Thanh Hoa Province.
D. Participants: Members of the Board of Directors (BOD), the Supervisory Board (SB), the Board of Management of the Company, invited guests attending the General Meeting, shareholders, and authorized representatives of shareholders of Bim Son Cement Joint Stock Company (according to the shareholder list finalized as of May 18, 2026).
E. Composition of the Presidium and Supporting Committees of the General Meeting:

The composition of the Presidium and the supporting committees of the General Meeting was approved by the General Meeting of Shareholders through the voting-card raising method, with 100% of the attending shareholders voting in favor. The Shareholder Eligibility Verification Committee was nominated by the Company's Board of Directors. The composition is as follows:

I. Presidium

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|--------------------------|---|-------------------------|
| 1. Mr. Le Huu Ha | Chairman of the Board of Directors | Chairman of the Meeting |
| 2. Mr. Le Huy Quan | Member of the Board of Directors/Acting Executive Officer | Member Chief |
| 3. Mr. Nguyen Truong Thu | Member of the Board of Directors | Member |
| 4. Mr. Nguyen Minh Duc | Member of the Board of Directors | Member |

5. Mr. Ngo Duc Viet	Independent Member of the Board of Directors	Member
6. Ms. Le Thi Khanh	Independent Member of the Board of Directors	Member

II. Secretariat

1. Mr. Nguyen Cong Kinh	Corporate Governance Officer and Company Secretary	Head of Secretariat
2. Mr. Nguyen Duy Hung	Deputy Head, Planning and Quality Control Department	Member

III. Election and Vote Counting Committee

Full Name	Department	Position
1. Mr. Do Van Tu	Strategic Planning Department Staff	Head of Committee
2. Mr. Le Xuan Thanh	Deputy Head of the Information Technology Department	Deputy Head
3. Mr. Le Quang Dong	HR Department Staff	Member
4. Ms. Le Thi Bich Phuong	“	“
5. Ms. La Thi Thuy	“	“
6. Mr. Trinh Danh Tung	“	“
7. Ms. Nguyen Hai Yen	“	“
8. Mr. Tran Anh Tuan	Information Technology Department Staff	“
9. Mr. Nguyen Quoc Cuong	“	“
10. Ms. Cao Thi Thu Phuong	Finance and Accounting Department Staff	“
11. Mr. Nguyen Kim Duc	“	“
12. Mr. Ngo Quoc Huy	“	“

IV. Shareholder Eligibility Verification Committee

Full Name	Department/Unit	Position
1. Mr. Nguyen Van Phuc	Company Trade Union Chairman, Head of Organization Dept.	Head of committee
2. Mr. Nguyen Trung Thuc	Head of IT Department	Deputy head
3. Mr. Chu The Tuan	Deputy Head of Organization Department	Member

4. Mr. Pham Thanh Dong	Deputy Chief of Office	Member
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F. Quorum for the General Meeting:

At the opening of the Meeting (08:15 a.m.), Mr. Nguyen Van Phuc, Head of the Shareholder Eligibility Verification Committee, reported to the General Meeting the results of the verification of shareholders' eligibility to attend the 2026 Annual General Meeting of Shareholders (the "General Meeting"), as follows:

The number of shareholders, authorized shareholders and authorized representatives attending and voting at the General Meeting was 257 shareholders, representing 91,038,693 shares, accounting for 73,89% of the total voting shares (123,209,812 shares).

Pursuant to Clause 1, Article 19 of the Company's Charter, the General Meeting satisfied the quorum requirements and was duly constituted to proceed.

G. Meeting Agenda

1. Presidium, Secretariat and Election & Vote Counting Committee

The General Meeting of Shareholders approved the composition of the Presidium, the Secretariat, and the Election & Vote Counting Committee with 100% of the voting shareholders present at the Meeting voting in favor; 0% voting against; and 0% expressing no opinion.

2. Meeting Agenda and Rules of Procedure

2.1. Meeting Agenda

The General Meeting of Shareholders approved the Meeting Agenda with 100% of the voting shareholders present at the Meeting voting in favor; 0% voting against; and 0% expressing no opinion.

2.2. Rules of Procedure of the Meeting

The General Meeting of Shareholders approved the Rules of Procedure of the Meeting with 100% of the voting shareholders present at the Meeting voting in favor; 0% voting against; and 0% expressing no opinion.

3. Reports and Proposals Presented to the General Meeting

- Report on the activities of the Board of Directors in 2025 and the operational plan for 2026.

- Report of the Independent Members of the Board of Directors on the performance of the Board of Directors in 2025 and the operational plan for 2026.

- Report on production, business and construction investment results in 2025 and the plan for 2026.

- Report on the activities of the Supervisory Board in 2025 and the operational plan for 2026.

- Proposal on the selection of the auditing firm for the 2026 Financial

Statements.

- Proposal for approval of the audited Financial Statements for 2025.
- Proposal on the profit distribution plan for 2025.
- Proposal on the payment of remuneration to the Board of Directors, the Supervisory Board and the Company Secretary, as well as salaries of the General Director and other Managers in 2025, and the remuneration and salary plan for 2026.
- Proposal on amendments and supplements to the Company's Charter, the Internal Corporate Governance Regulations, and the Operating Regulations of the Board of Directors.
- Proposal on the election of members of the Board of Directors and the Supervisory Board for the 2026–2031 term.

4. Election of Members of the Board of Directors and the Supervisory Board for the 2026–2031 Term

- The General Meeting heard Mr. Do Van Tu, Head of the Election and Vote Counting Committee, present the Election Regulations:

Votes in favor accounted for 100%; votes against accounted for 0%; and no other opinions accounted for 0%.

- Conducting the election of members of the Board of Directors and the Supervisory Board:

The Election and Vote Counting Committee provided detailed instructions to the General Meeting on how to complete the ballot papers and cast votes for the election.

- As of 10h21 a.m (the time when the election of members of the Board of Directors and the Supervisory Board was conducted), the number of attending shareholders and authorized representatives attending the General Meeting was 790 shareholders, representing 91,990,155 shares, accounting for 74,66% of the total voting shares.

5. Discussion at the General Meeting

The General Meeting discussed, clarified and provided explanations on a number of matters set out in the reports and proposals submitted to the Meeting. The General Meeting acknowledged that 2026 would continue to present numerous difficulties and challenges. Accordingly, the Company should further strengthen solidarity and unity in overcoming such challenges; maximize cost-saving efforts; improve and enhance equipment productivity; restructure and streamline the organizational structure, reducing intermediate management levels; promote the development of science and technology, innovation and digital transformation, including the application of Artificial Intelligence (AI); and intensify the sales of products that generate higher efficiency and profitability for the Company. Apart from the above comments, no further opinions were raised at the General Meeting.

6. Voting to Approve the Reports and Proposals Presented at the General Meeting

Based on the reports and proposals submitted to the General Meeting and the discussions held thereon, the General Meeting conducted voting (by voting cards) and approved the following matters:

6.1. Approval of the Report on the Activities of the Board of Directors in 2025 and the Operational Plan of the Board of Directors for 2026

Votes in favor accounted for 100%; votes against accounted for 0%; and no other opinions accounted for 0%.

6.2. Approval of the Report of the Independent Members of the Board of Directors on the Performance of the Board of Directors in 2025 and the Operational Plan for 2026

Votes in favor accounted for 100%; votes against accounted for 0%; and no other opinions accounted for 0%.

6.3. Approval of the Report on the Activities of the Supervisory Board in 2025 and the Operational Plan of the Supervisory Board for 2026

Votes in favor accounted for 100%; votes against accounted for 0%; and no other opinions accounted for 0%.

6.4. Approval of the Production and Business Performance and Construction Investment Results in 2025; and the Production, Business and Construction Investment Plan for 2026

Votes in favor accounted for 100%; votes against accounted for 0%; and no other opinions accounted for 0%.

6.5. Approval of the Proposal on the Selection of the Auditing Firm for the 2026 Financial Statements

Votes in favor accounted for 100%; votes against accounted for 0%; and no other opinions accounted for 0%.

6.6. Approval of the Company's Audited Financial Statements for 2025

Votes in favor accounted for 100%; votes against accounted for 0%; and no other opinions accounted for 0%.

6.7. Approval of the Proposal on the Profit Distribution Plan for 2025

Votes in favor accounted for 100%; votes against accounted for 0%; and no other opinions accounted for 0%.

6.8. Approval of the Proposal on the Payment of Remuneration to the Board of Directors, the Supervisory Board and the Company Secretary, Salaries of the General Director and Other Managers in 2025, and the Remuneration and Salary Plan for 2026

Votes in favor accounted for 100%; votes against accounted for 0%; and no other opinions accounted for 0%.

6.9. Approval of the Proposal on Amendments and Supplements to the

Company's Charter, the Internal Corporate Governance Regulations and the Operating Regulations of the Board of Directors

Votes in favor accounted for 100%; votes against accounted for 0%; and no other opinions accounted for 0%.

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

Votes in favor accounted for 100%; votes against accounted for 0%; and no other opinions accounted for 0%.

6.11. The General Meeting approved the election of the members of the Board of Directors for the 2026–2031 term

The election results for the members of the Company's Board of Directors for the 2026–2031 term are as follows:

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

6.12. The General Meeting approved the election of the members of the Supervisory Board for the 2026–2031 term.

The election results for the members of the Company's Supervisory Board for the 2026–2031 term are as follows:

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	

6.13. Other Matters

The General Meeting assigned the Board of Directors to direct the implementation of the following matters:

- 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.

H. RESOLUTION OF THE GENERAL MEETING OF SHAREHOLDERS

After reviewing the reports and proposals submitted to the General Meeting and discussing the relevant matters, the 2026 Annual General Meeting of Shareholders of Bim Son Cement Joint Stock Company unanimously resolved to approve the following matters:

Article 1. Approval of the Report on the Activities of the Board of Directors in 2025 and the Operational Plan of the Board of Directors for 2026.

Article 2. Approval of the Report of the Independent Members of the Board of Directors on the Performance of the Board of Directors in 2025 and the Operational Plan for 2026.

Article 3. Approval of the Report on the Activities of the Supervisory Board in 2025 and the Operational Plan of the Supervisory Board for 2026.

Article 4. Approval of the Production and Business Performance and Construction Investment Results in 2025; and the Production, Business and Construction Investment Plan for 2026, with the principal targets as follows:

- ***Production and business plan:***

No.	Target	Unit of Measurement	Actual 2025	Plan 2026	% Compared to 2025 Actual
1	Main Product Output				
1.1	<i>Clinker</i>	Ton	2,845,033	2,918,000	102.6%
1.2	<i>Cement (including toll processing)</i>	“	3,536,284	3,899,300	110.3%
-	<i>Self-produced cement</i>	“	3,304,960	3,649,300	110.4%
-	<i>Toll processed at VICEM</i>	“	231,325	250,000	108.1%

No.	Target	Unit of Measurement	Actual 2025	Plan 2026	% Compared to 2025 Actual
	<i>Tam Diep</i>				
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 Audit of the 2026 Financial Statements.

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

The General Meeting authorizes the Board of Directors to select one auditing firm from the above list to perform 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 Profit Distribution Plan for 2025.

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

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

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

Accordingly, the Company shall not distribute profits for the fiscal year 2025.

Article 8. Approval of the Proposal on the Payment of Remuneration to the Board of Directors, the Supervisory Board and the Company Secretary, Salaries of the General Director and Other Managers in 2025, and the Remuneration and Salary Plan for 2026.

The remuneration and salary plan for 2026 is 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.

I. Approval of the Draft Minutes and Resolution of the General Meeting

- Mr. Nguyen Cong Kinh, on behalf of the Secretariat, presented the draft Minutes of the Meeting and the draft Resolution of the General Meeting.

The Chairman of the General Meeting requested the shareholders to vote on the approval of the draft Minutes of the Meeting and the draft Resolution of

the General Meeting.

- The General Meeting approved the draft Minutes and the draft Resolution with votes in favor accounting for 100%; votes against accounting for 0%; and no other opinions accounting for 0%.

J. Closing of the General Meeting

The 2026 Annual General Meeting of Shareholders of Bim Son Cement Joint Stock Company was concluded at 12:00 on the same day.


The proceedings and resolutions of the Meeting were recorded in these Minutes and unanimously approved by the General Meeting of Shareholders. These Minutes were made in three (03) originals: one (01) original to be kept in the records of the 2026 Annual General Meeting of Shareholders at the Company's Office, one (01) original to be kept by the Administration and Records Department, and one (01) original to be kept by the Secretariat.

The Resolution of the 2026 Annual General Meeting of Shareholders shall be issued in writing and notified to all shareholders in accordance with applicable laws and regulations.

These Minutes were approved by the General Meeting with 100% of the votes cast in favor.

PRESIDIUM OF THE GENERAL MEETING

MEMBERS

1. Le Huy Quan.....


2. Nguyen Truong Thu.....

3. Nguyen Minh Duc.....

4. Ngo Duc Viet

5. Le Thi Khanh.....

CHAIRPERSON



Lê Hữu Hà

MEETING SECRETARY



Nguyen Cong Kinh