

Number: 187/BTS-HDQT

About: Corporate Governance
Report 2025

Ninh Binh, January 26, 2026

CORPORATE GOVERNANCE REPORT 2025

To:

- State Securities Commission;
- Hanoi Stock Exchange.

- Name of company: Vicem But Son Cement Joint Stock Company.
- Head office address: Hong Son Residential Group, Ly Thuong Kiet Ward, Ninh Binh Province, Vietnam.

- Telephone: 0226 3851323 Fax: 0226 3851320.
- Website: vicembutson.com.vn.
- Charter capital: 1.235.598.580.000 VND.
- Stock code: BTS.

I. Activities of the Board of Shareholders:

1. Meetings of shareholders: 01 meeting.
2. Resolutions/Decisions of the Board of Shareholders (Including Resolutions of the Board of Shareholders in the form of written opinions).

| S TT | Resolution/ Decision Number | Day | Content |
|---------|-----------------------------------|-----------|--|
| 1 | 955/BTS- DHDCĐ | 25/4/2025 | <p>The 2025 annual general meeting of shareholders, approving the following contents:</p> <ul style="list-style-type: none">- Approve amendments and supplements to the Company's Charter of Organization and Operation.- Approval of the Report on the Performance of the Board of Directors in 2024 and the operation plan for 2025.- Approval of the Assessment Report of Independent Member on the Board of Directors' Performance in 2024.- Approval of the Report on Performance of the Board of Supervisors in 2024 and the operation plan for 2025.- Approval of the Report on operation and construction investment results in 2024 and the operation and construction investment plan for 2025.- Approval of the audited 2024 Financial Statements. |

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| STT | Resolution/ Decision Number | Day | Content |
|-----|-----------------------------------|-----|---|
| | | | <ul style="list-style-type: none"> - Approval of the Proposal for profit distribution plan in 2024. - Approval of the Proposal for payment of remuneration of the Board of Directors, Board of Supervisors, Administration Officer, Company Secretary, salary of the General Director and other managers in 2024; Remuneration payment plan for 2025. - Approval of the dismissal of members of the Board of Directors. - Approve the Proposal for selection of an auditing unit for the 2025 Financial Statements. |

II. Board of Directors:

1. Information about the members of the Board of Directors in 2025:

| STT | Board Member | Position | Date of starting/cease of membership in the Board of Directors | |
|-----|------------------|--------------------------------------|--|--|
| | | | Date of appointment | Date of Dismissal/Cessation of Participation |
| 1 | Dao Tuan Khoi | Chairman of the Board | 21/4/2023 | |
| 2 | Do Tien Trinh | Board of Directors, General Director | 22/4/2016 | |
| 3 | Nguyen Minh Tuan | Member of the Board | 28/6/2021 | |
| 4 | Le Thi Khanh | Member of the Board | 24/6/2020 | |
| 5 | Tran Viet Hong | Independent Member | 28/6/2021 | |
| 6 | Le Huy Quan | Independent Member | 28/6/2021 | |

2. Meetings of Board of Directors in 2025:

| STT | Member of the Board | Number of Board of Directors meetings attended | Meeting attendance rate | Reason for not attending the meeting |
|-----|----------------------|--|-------------------------|--------------------------------------|
| 1 | Mr. Dao Tuan Khoi | 8 | 100% | |
| 2 | Mr. Do Tien Trinh | 8 | 100% | |
| 3 | Mr. Nguyen Minh Tuan | 8 | 100% | |
| 4 | Mrs. Le Thi Khanh | 8 | 100% | |
| 5 | Mr. Tran Viet Hong | 7 | 87.5% | Due to work |
| 6 | Mr. Le Huy Quan | 8 | 100% | |

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

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Directors' supervision of the Executive Board is carried out in accordance with the Company Charter and the Board of Directors' Operating Regulations. The Board of Directors exercises its supervisory rights over the General Director and managers through regular reporting on the performance of assigned tasks in resolutions of meetings or extraordinary reports when requested.

The Board of Directors regularly follows the Company's production and business plans to issue Resolutions, Decisions and provide guidance to help the Executive Board come up with operational solutions, direct units within the Company to coordinate in handling issues in production, business and investment; Practice saving in production, strive to complete monthly, quarterly and yearly production plans.

In 2025, the Board of Directors of Vicem But Son Cement Joint Stock Company has promoted the role of management and operation of the Company's production and business activities. The members of the Board of Directors have promoted the spirit of responsibility, solidarity, maintained the principle of democratic centralism, enhanced the role of individual responsibility for each assigned field, promoted the role of leadership, management, and operation of all activities of the Company and closely directed the affiliated units to complete the Company's core tasks, closely organized and managed production and business activities, construction investment, ensuring economic efficiency and sustainable development, bringing benefits to the Company and shareholders.

4. Activities of subcommittees under the Board of Directors: The Board of Directors of the Company does not establish subcommittees.

5. Resolutions/Decisions of the Board of Directors of the year 2025:

| STT | Resolution/ Decision Number | Day | Content | Approval rate (%) (%) |
|-----|-----------------------------------|------------|---|-----------------------------|
| I | RESOLUTION | | | |
| 1 | 13/BTS-HDQT | 03/01/2025 | Resolution on approving the execution of a contract with Vicem Energy and Environment Joint Stock Company | 100% |
| 2 | 14/BTS-HDQT | 03/01/2025 | Resolution on approving the execution of a service contract through But Son Port with Vicem Gypsum and Cement Joint Stock Company | 100% |
| 3 | 45/BTS-HDQT | 08/01/2025 | Resolution on the consensus to relieve the Head of Organization Department from his/her duties. | 100% |
| 4 | 46/BTS-HDQT | 08/01/2025 | Resolution on consensus regarding the policy of appointment of the Head of Organization Department. | 100% |
| 5 | 47/BTS-HDQT | 08/01/2025 | Resolution on consensus regarding assignment of responsibilities for the Office | 100% |

| STT | Resolution/ Decision Number | Day | Content | Approval rate (%) (%) |
|-----|-----------------------------------|------------|--|-----------------------------|
| 6 | 52/BTS-HDQT | 08/01/2025 | Resolution on consensus regarding appointment of the Head of Organization Department. | 100% |
| 7 | 340/BTS-HDQT | 17/02/2025 | Resolution of the Board of Directors' meeting, first quarter of 2025 | 100% |
| 8 | 395/BTS-HDQT | 25/02/2025 | Resolution on adjusting the functions and tasks of the units | 100% |
| 9 | 394/BTS-HDQT | 25/02/2025 | Resolution on approving the salary fund for implementation in 2024 | 100% |
| 10 | 668/BTS-HDQT | 26/03/2025 | Board of Directors' resolution on organizing the 2025 Annual General Meeting of Shareholders | 100% |
| 11 | 951/BTS-HDQT | 24/04/2025 | Resolution of the Board of Directors' meeting, second quarter of 2025 | 100% |
| 12 | 955/BTS-HDQT | 25/04/2025 | Resolution of the 2025 Annual General Meeting of Shareholders | 100% |
| 13 | 1152/BTS-HDQT | 22/05/2025 | Resolution on approving the signing of a cement processing contract with Vicem Hoang Mai Cement Joint Stock Company | 100% |
| 14 | 1175/BTS-HDQT | 27/05/2025 | Resolution on approving the signing of a cement processing contract with Vicem Tam Diep Cement One Member Company Limited | 100% |
| 15 | 1340/BTS-HDQT | 16/06/2025 | Resolution on assigning Mr. Do Tien Trinh - Member of the Board of Directors, General Director of the Company - to carry out the procedure for selecting an auditing firm for the 2025 financial statements. | 100% |
| 16 | 1347/BTS-HDQT | 16/06/2025 | Resolution on approving the signing of the appendix to the contract for processing Vicem But Son cement at Vicem Hoang Mai. | 100% |
| 17 | 1430/BTS-HDQT | 26/06/2025 | Resolution on approving the signing of a clinker purchase and sale contract with Vicem Gypsum and Cement Joint Stock Company | 100% |
| 18 | 1519/BTS-HDQT | 07/07/2025 | Resolution on approving the signing of a cement processing contract with Vicem Tam Diep Cement One Member Company Limited | 100% |
| 19 | 1545/BTS-HDQT | 10/07/2025 | Resolution on selection of an auditing firm for the 2025 financial statements. | 100% |
| 20 | 1558/BTS-HDQT | 14/07/2025 | Resolution of the Board of Directors' meeting, third quarter of 2025 | 100% |
| 21 | 1688/BTS-HDQT | 01/08/2025 | Resolution on consensus regarding assignment of responsibilities for the | 100% |

| STT | Resolution/ Decision Number | Day | Content | Approval rate (%) (%) |
|-----|-----------------------------------|------------|--|-----------------------------|
| | | | Organization Department | |
| 22 | 1769/BTS-HDQT | 19/08/2025 | Resolution on approving the signing of a cement purchase and sale contract with Vicem Gypsum and Cement Joint Stock Company | 100% |
| 23 | 2080/BTS-HDQT | 09/10/2025 | Resolution of the Board of Directors' meeting, fourth quarter of 2025 | 100% |
| 24 | 2086/BTS-HDQT | 09/10/2025 | Resolution approving the signing of a clinker purchase and sale contract with Vicem Energy and Environment Joint Stock Company | 100% |
| 25 | 2082/BTS-HDQT | 09/10/2025 | Resolution on consensus regarding appointment of the Head of Organization Department. | 100% |
| 26 | 2083/BTS-HDQT | 09/10/2025 | Resolution on reviewing and supplementing the planning of positions of Heads of Units within the Company for the period 2021-2026 and the period 2026-2031 | 100% |
| 27 | 2081/BTS-HDQT | 09/10/2025 | Resolution on adjusting the term of office of the Deputy General Director and Chief Accountant of the Company | 100% |
| 28 | 2170/BTS-HDQT | 24/10/2025 | Resolution on consensus regarding appointment of personnel | 100% |
| 29 | 2177/BTS-HDQT | 27/10/2025 | Resolution on appointment of personnel | 100% |
| 30 | 2300/BTS-HDQT | 07/11/2025 | Resolution approving the signing of a clinker purchase and sale contract with Vicem Energy and Environment Joint Stock Company | 100% |
| 31 | 2375/BTS-HDQT | 18/11/2025 | Resolution on Regulations on personnel management | 100% |
| 32 | 2376/BTS-HDQT | 18/11/2025 | Resolution on Regulations on management of goods and services procurement and service provision | 100% |
| 33 | 2728/BTS-HDQT | 25/12/2025 | Resolution on approving the signing of a cement purchase and sale contract with Vicem Cement Trading Joint Stock Company | 100% |
| 34 | 2707/BTS-HDQT | 23/12/2025 | Resolution on promulgation of economic and technical norms for 2025 and subsequent years | 100% |
| 35 | 2514/BTS-HDQT | 01/12/2025 | Resolution on reviewing the planning of leadership and management personnel for the period 2021-2026 and period 2026-2031 under VICEM's management | 100% |
| 36 | 2821/BTS-HDQT | 30/12/2025 | Resolution on approving the signing of a | 100% |

| STT | Resolution/ Decision Number | Day | Content | Approval rate (%) (%) |
|-----------|-----------------------------------|------------|---|-----------------------------|
| | | | contract with Vicem Energy and Environment Joint Stock Company | |
| 37 | 2822/BTS-HDQT | 30/12/2025 | Resolution on approving the signing of a contract with Vicem Gypsum and Cement Joint Stock Company | 100% |
| 38 | 2823/BTS-HDQT | 30/12/2025 | Resolution on approving the signing of a contract with Danang Building Material Vicem Joint Stock Company | 100% |
| 39 | 2878/BTS-HDQT | 31/12/2025 | Resolution on approving the signing of a cement processing contract with Vicem Tam Diep Cement One Member Company Limited | 100% |
| II | DECISION: | | | |
| 1 | 298/BTS-HDQT | 26/02/2025 | Decision on adjusting the functions and tasks of units | 100% |
| 2 | 308/BTS-HDQT | 27/02/2025 | Decision on approving the salary fund for 2024 | 100% |
| 3 | 326/BTS-HDQT | 28/02/2025 | Decision on adjusting the contractor selection plan for the Project to upgrade the dust filtration system for the Furnace-Grinding stage of Line 1. | 100% |
| 4 | 327/BTS-HDQT | 28/02/2025 | Decision on adjusting the contractor selection plan for the Project to upgrade the dust filtration system for the Furnace-Grinding stage of Line 2. | 100% |
| 5 | 407/BTS-HDQT | 26/03/2025 | Decision on convening the 2025 General Meeting of Shareholders | 100% |
| 6 | 408/BTS-HDQT | 26/03/2025 | Decision on establishing the Organizing Committee for the 2025 General Meeting of Shareholders | 100% |
| 7 | 548/BTS-HDQT | 26/04/2025 | Decision on amending and supplementing the Articles of Association and Operation of the Company | 100% |
| 8 | 1155/BTS-HDQT | 22/10/2025 | Decision on adjusting the term of office of the Deputy General Director of the Company | 100% |
| 9 | 1156/BTS-HDQT | 22/10/2025 | Decision on adjusting the term of office of the Chief Accountant of the Company | 100% |
| 10 | 1188/BTS-HDQT | 31/10/2025 | Decision on splitting the But Son Cement Plant project into component projects | 100% |
| 11 | 1261/BTS-HDQT | 24/11/2025 | Decision on Approving the Investment Project at Hong Son Limestone Quarry located in Ly Thuong Kiet Ward, Ninh Binh Province | 100% |
| 12 | 1266/BTS-HDQT | 25/11/2025 | Decision on Issuance of Regulations on Personnel Management | 100% |

| STT | Resolution/ Decision Number | Day | Content | Approval rate (%) (%) |
|-----|-----------------------------------|------------|--|-----------------------------|
| 13 | 1265/BTS-HDQT | 25/11/2025 | Decision on the issuance of Regulations on management of goods and services procurement and service provision | 100% |
| 14 | 1441/BTS-HDQT | 25/12/2025 | Decision on the issuance of economic and technical norms for 2025 and subsequent years | 100% |
| 15 | 1284/BTS-HDQT | 01/12/2025 | Decision on reviewing the planning of leadership and management personnel for the period 2021-2026 and period 2026-2031 under VICEM's management | 100% |
| 16 | 1337/BTS-HDQT | 10/12/2025 | Decision on disciplinary action against personnel | 100% |
| 17 | 1338/BTS-HDQT | 10/12/2025 | Decision on personnel matters | 100% |
| 18 | 1529/BTS-HDQT | 31/12/2025 | Decision on the promotion of Vicem But Son's Deputy General Director to a higher salary grade | 100% |

III. Board of Control:

1. Information about the members of the Board of Supervisors (BOS):

| STT | Board Member | Position | Date of starting/no longer being a member of the Board of Supervisors | Professional qualifications |
|-----|----------------|----------|---|---|
| 1 | Doan Huu Phong | Leader | 20/4/2018 | Bachelor of Accounting, Master of Banking and Finance |
| 2 | Dang Vu Hai | Member | 22/4/2016 | Bachelor of Accounting |
| 3 | Tran Ngoc Hai | Member | 20/4/2018 | Bachelor of Accounting |

2. Meeting of the Board of Supervisors:

| STT | Board Member | Number of meetings attended by the Board of Supervisors | Meeting attendance rate | Voting ratio | Reason for not attending the meeting |
|-----|----------------|---|-------------------------|--------------|--------------------------------------|
| 1 | Doan Huu Phong | 04 | 100% | 100% | |
| 2 | Dang Vu Hai | 04 | 100% | 100% | |
| 3 | Tran Ngoc Hai | 04 | 100% | 100% | |

3. Supervisory activities of the Board of Supervisors towards the Board of Directors, Executive Board and shareholders:

In 2025, the Board of Supervisors held 04 meetings to evaluate the

implementation of legal provisions and the Company's Charter in the activities of the Board of Directors; Evaluate the implementation of Resolutions issued by the General Meeting of Shareholders and the Board of Directors, the Board of Directors of the Company; In addition, the Head of the Board of Supervisors participated in the briefing meetings. monthly and quarterly reports of the company, participated in a number of meetings of the Board of Directors of the company and many other meetings. The members of the Supervisory Board carried out the work of the Supervisory Board approved by the General Meeting of Shareholders, contributing many practical ideas in the management of the Company.

The Board of Supervisors has inspected and supervised mainly focusing on the following contents: Inspecting and supervising the preservation of capital, the efficiency of the Company's production and business activities, supervising the implementation of the Charter, the Resolutions of the General Meeting of Shareholders, documents and Decisions of the Vietnam Cement Corporation regarding Vicem But Son Cement Joint Stock Company.

4. Coordination of activities between the Supervisory Board and the Board of Directors, the Executive Board and other management staff:

The Supervisory Board has closely coordinated with the Board of Directors and the Board of Management in performing assigned functions and tasks, and in coordinating inspection and supervision activities according to regulations. The Board of Directors and the Board of Management have created favorable conditions for the Supervisory Board to perform its duties, such as providing information and documents, and participating in meetings of the Board of Directors and the Company.

IV. Executive Board:

| STT | Board Member | Date of birth | Professional qualifications | Date of appointment | Dismissal Date |
|-----|-------------------|---------------|--|---------------------|----------------|
| 1 | Do Tien Trinh | 14/6/1979 | Technology Engineer; Master of Business Administration | 19/4/2018 | |
| 2 | Le Thi Khanh | 05/10/1974 | Bachelor of Economics in Credit Finance , Master of Banking Finance | 14/3/2022 | |
| 3 | Luu Vu Cam | 28/01/1972 | Electrical Engineer, Master of Business Administration | 14/3/2022 | 12/10/2025 |
| 4 | Nguyen Manh Tuong | 05/9/1978 | Engineer of Silicate Materials Technology, Master of Chemical Materials Technology | 9/11/2024 | |

V. Chief Accountant

| STT | Full name | Date of birth | Professional qualifications | Date of appointment |
|-----|----------------|---------------|--|---------------------|
| 1 | Pham Tran Viet | 23/9/1981 | Bachelor of Accounting, Master of Economics | 30/01/2024 |

VI. Training on Corporate Governance:

Training courses on corporate governance that members of the Board of Directors, members of the Supervisory Board, the General Director, other managers and the Company Secretary have participated in according to regulations on corporate governance: Due to difficulties in the situation of raw materials for production and market pressure; members of the Board of Directors, the Supervisory Board, the Executive Board and other managers are focusing on solutions to maintain stable production and business, and have not had the opportunity to participate in courses on corporate governance.

VII. List of related persons of Vicem But Son Cement Joint Stock Company and transactions of related persons of the Company with the Company itself.

1. List of related persons of the Company: Attached appendix.
2. Transactions between the Company and related persons of the Company; or between the Company and major shareholders, insiders, and related persons of insiders:

| STT | Name of organization/individual | Relationship with the company | NSH Certificate Number*, date of issue, place of issue | Head office address/Contact address | Time of transaction with the company | Resolution Number of the Board of Directors approved (if any, specify date of issue) | Content, quantity, total transaction value |
|-----|--|---|--|---|--------------------------------------|--|--|
| 1 | Vicem Energy and Environment Joint Stock Company | A subsidiary of Vietnam National Cement Corporation | 0100106352 | 21B Cat Linh Street, O Cho Dua Ward, Hanoi City | 03/01/2025 | Resolution No. 13/BTS-HDQT dated 03/01/2025 | Contract for supply and transfer of ordinary waste as alternative raw materials No. 02/BTS-KHCL Value: 5,832,000,000 VND |
| 2 | Vicem Energy and Environment Joint Stock Company | A subsidiary of Vietnam National Cement Corporation | 0100106352 | 21B Cat Linh Street, O Cho Dua Ward, Hanoi City | 03/01/2025 | Resolution No. 13/BTS-HDQT dated 03/01/2025 | Contract for provision of services through But Son Port No. 01/BTS-KHCL |
| 3 | Vicem Gypsum and Cement Joint Stock | A subsidiary of Vietnam National Cement | 3300101300 | No. 24, Hanoi Street, Thuan Hoa | 07/01/2025 | Resolution No. 14/BTS-HDQT dated 03/01/2025 | Contract for provision of services through But |

| | Company | Corporation | | Ward, Hue City | | | Son Port No. 03/BTS-KHCL |
|---|--|---|------------|--|------------|---|---|
| 4 | Vicem Hoang Mai Cement Joint Stock Company | A subsidiary of Vietnam National Cement Corporation | 2900329295 | Quynh Thien Ward - Hoang Mai Town - Nghe An Province | 22/5/2025 | Resolution No. 1152/BTS-HDQT dated 22/5/2025 | Cement processing contract with Vicem Hoang Mai Cement Joint Stock Company No. 2755/HM-BS.GC.2025 |
| 5 | Vicem Gypsum and Cement Joint Stock Company | A subsidiary of Vietnam National Cement Corporation | 3300101300 | No. 24, Hanoi Street, Thuan Hoa Ward, Hue City | 26/6/2025 | Resolution No. 1430/BTS-HDQT dated 26/6/2025 | Clinker purchase and sale contract No. 220 /BTS-XNTT dated 26/6/2025 |
| 6 | Vicem Tam Diep Cement One Member Company Limited | A subsidiary of Vietnam National Cement Corporation | 2700260173 | No. 27 Chi Lang Street, Tam Diep Ward, Ninh Binh Province, Vietnam | 07/7/2025 | Resolution No. 1519/BTS-HDQT dated 07/7/2025 | Cement processing contract with Vicem Tam Diep Cement One Member Company Limited No. 236/BTS-XNTT dated 07/7/2025 |
| 7 | Vicem Gypsum and Cement Joint Stock Company | A subsidiary of Vietnam National Cement Corporation | 3300101300 | No. 24, Hanoi Street, Thuan Hoa Ward, Hue City | 19/8/2025 | Resolution No. 1769/BTS-QDQT dated 19/8/2025 | Clinker purchase and sale contract No. 267/BTS-XNTT dated 19/8/2025 |
| 8 | Vicem Energy and Environment Joint Stock Company | A subsidiary of Vietnam National Cement Corporation | 0100106352 | 21B Cat Linh Street, O Cho Dua Ward, Hanoi City | 09/10/2025 | Resolution No. 2086/BTS-QDQT dated 09/10/2025 | Clinker purchase and sale contract No. 305/BTS-XNTT dated 10/10/2025 |

| | | | | | | | |
|----|--|---|------------|---|------------|---|---|
| 9 | Vicem Cement Trading Joint Stock Company | A subsidiary of Vietnam National Cement Corporation | 0100105694 | No. 348, Giai Phong Street, Phuong Liet Ward, Thanh Xuan District, Hanoi, Vietnam | 25/12/2025 | Resolution No. 2728/BTS-QDQT dated 25/12/2025 | Cement purchase and sale contract No. 442/BTS-XNTT dated 26/12/2025 |
| 10 | Vicem Energy and Environment Joint Stock Company | A subsidiary of Vietnam National Cement Corporation | 0100106352 | 21B Cat Linh Street, O Cho Dua Ward, Hanoi City | 30/12/2025 | Resolution No. 2821/BTS-HDQT dated 30/12/2025 | Contract for supply of coal dust for use as furnace fuel no. 529/BTS-KHCL dated 31/12/2025 Value: 83,592,000,000 VND |
| 11 | Vicem Energy and Environment Joint Stock Company | A subsidiary of Vietnam National Cement Corporation | 0100106352 | 21B Cat Linh Street, O Cho Dua Ward, Hanoi City | 30/12/2025 | Resolution No. 2821/BTS-HDQT dated 30/12/2025 | Contract for Supply of Alternative Fuels for Clinker Production No. 509/BTS-KHCL dated 31/12/2025 Value: 11,556,000,000 VND |
| 12 | Vicem Energy and Environment Joint Stock Company | A subsidiary of Vietnam National Cement Corporation | 0100106352 | 21B Cat Linh Street, O Cho Dua Ward, Hanoi City | 30/12/2025 | Resolution No. 2821/BTS-HDQT dated 30/12/2025 | Contract for Provision of general waste treatment services to partially replace raw materials in Clinker production in 2026 No. 508/BTS-KHCL dated 31/12/2025 Value: 7,776,000,000 VND |

| | | | | | | | |
|----|--|---|------------|---|------------|---|---|
| 13 | Vicem Gypsum and Cement Joint Stock Company | A subsidiary of Vietnam National Cement Corporation | 3300101300 | No. 24, Hanoi Street, Thuan Hoa Ward, Hue City | 30/12/2025 | Resolution No. 2822/BTS-HDQT dated 30/12/2025 | Contract for supply of Laotian and Omani gypsum for production purposes No. 506/BTS-KHCL dated 30/12/2025 Value: 18,298,500,000 VND |
| 14 | Danang Building Material Vicem Joint Stock Company | A subsidiary of Vietnam National Cement Corporation | 0400101820 | 06 th Floor, DITP Building, Lot A2-19, Hoa Hiep Nam, Lien Chieu District, Da Nang City | 30/12/2025 | Resolution No. 2823/BTS-HDQT dated 30/12/2025 | Contract for the supply of bags for cement packaging No. 536/BTS-KHCL dated 31/12/2025 Value: 16,783,200,000 VND |
| 15 | Vicem Tam Diep Cement One Member Company Limited | A subsidiary of Vietnam National Cement Corporation | 2700260173 | No. 27 Chi Lang Street, Tam Diep Ward, Ninh Binh Province, Vietnam | 31/12/2025 | Resolution No. 2878/BTS-HDQT dated 31/12/2025 | Cement processing contract with Vicem Tam Diep Cement One Member Company Limited No. 04/XMTD-BUTSON/2026 dated 31/12/2025 |

3. Transactions between insiders of the Company, related persons of insiders and Subsidiaries, Companies controlled by the Company: No transactions occurred during the period.

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 Board of Supervisors, General Director and other managers have been and are founding members or members of the Board of Directors, Directors (General Directors) in the past three (03) years (as of the time of reporting): There were no transactions during the period.

4.2. Transactions between the Company and Companies in which related persons of members of the Board of Directors, members of the Board of Supervisors, General Director and other managers are members of the Board of Directors, Executive Director (General Director): There were no transactions during the period.

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 Board of

Supervisors, General Director and other managers: No transactions occurred during the period.

VIII. Stock transactions of insiders and related parties of insiders

1. List of insiders and related persons of insiders: There is an appendix attached.
2. Transactions of insiders and related persons on shares of listed companies: No transactions occurred during the period.

IX. Other matters to note: None.

Recipient:

- As above;
- Save: VT, Board of Directors.

**CHAIRMAN OF THE BOARD OF
DIRECTORS**



Dao Tuan Khoi

STOCK CODE: BTS

Appendix 01
LIST OF COMPANY RELATED PERSONS

| TT | Name of organization/ individual | TK Securities transaction (if any) | Position in the company (if any) | ID number /Business registration number | Head office address | The starting point is the person concerned. | Time is no longer relevant | Reason | Relationship with the Company |
|----|---|------------------------------------|----------------------------------|---|---------------------|---|----------------------------|--------|-------------------------------|
| 1 | Vietnam national Cement Corporation | | | | | | | | Holding Company |
| 2 | Vicem Hai Phong Cement Company Limited | | | | | | | | the subsidiaries of VICEM. |
| 3 | Vicem Hoang Thach Cement One Member Co.,Ltd | | | | | | | | the subsidiaries of VICEM. |
| 4 | Vicem Tam Diep Cement One Member Co.,Ltd | | | | | | | | the subsidiaries of VICEM. |
| 5 | Bim Son Cement Joint Stock Company | | | | | | | | the subsidiaries of VICEM. |
| 6 | Vicem Hoang Mai Cement Joint Stock Company | | | | | | | | the subsidiaries of VICEM. |
| 7 | Ha Tien 1 Cement Joint Stock Company | | | | | | | | the subsidiaries of VICEM. |
| 8 | Vicem Gypsum Cement Joint Stock Company | | | | | | | | the subsidiaries of VICEM. |
| 9 | Vicem Hai Van Cement Joint Stock Company | | | | | | | | the subsidiaries of VICEM. |
| 10 | Ha Long Cement Joint Stock Company | | | | | | | | the subsidiaries of VICEM. |
| 11 | Vicem Song Thao Cement Joint Stock Company | | | | | | | | the subsidiaries of VICEM. |
| 12 | Vicem Da Nang Construction | | | | | | | | the subsidiaries of |

Appendix 2:
LIST OF INSIDERS AND RELATED PERSONS OF INSIDERS

| TT | Full name | Stock trading account | Position in the company | Relationships with insiders | ID card/Passport/Business registration certificate | | | Head office address/Contact address | Number of shares owned at the end of the period | End of period share ownership ratio | Note |
|----|---|-----------------------|-------------------------|-----------------------------|--|---------------|-------------------|-------------------------------------|---|-------------------------------------|------|
| | | | | | Number | Date of issue | Place of issuance | | | | |
| 1 | Dao Tuan Khoi | | Chairman of the BOD | | | | | | VICEM representative owns: 58,948,939 shares | 47.71% | |
| | Vicem Gypsum Cement Joint Stock Company | | | Member of BOD | | | | | | | |
| | Song Da 12 Joint Stock Company | | | Member of BOD | | | | | | | |
| | Dao Dinh Khanh | | | Biological Father | | | | | | | |
| | Khieu Thi Dung | | | Biological Mother | | | | | | | |
| | To Thi Minh Phuong | | | Wife | | | | | | | |
| | Dao Khanh Linh | | | Biological Child | | | | | | | |
| | Dao Dang Khoa | | | Biological Child | | | | | | | |
| | Dao Thi Hanh | | | Sibling | | | | | | | |
| | To Manh Thuong | | | Father-in-law | | | | | | | |
| | Tran Thi Ngoc Anh | | | Mother-in-law | | | | | | | Died |

| TT | Full name | Stock trading account | Position in the company | Relationships with insiders | ID card/Passport/Business registration certificate | | | Head office address/Contract address | Number of shares owned at the end of the period | End of period share ownership ratio | Note |
|----|-----------------------|-----------------------|---------------------------------|-----------------------------|--|---------------|-------------------|--------------------------------------|---|-------------------------------------|-------|
| | | | | | Number | Date of issue | Place of issuance | | | | |
| 2 | Do Tien Trinh | | Member of BOD/ General Director | | | | | | VICEM representative owns: 19,650,000 shares | 15.90% | |
| | Do Ngoc Thoa | | | Biological Father | | | | | | | |
| | Nguyen Thi Sam | | | Biological Mother | | | | | | | |
| | Trinh Quang Dan | | | Father-in-law | | | | | | | Died |
| | Nguyen Thi Nhi | | | Mother-in-law | | | | | | | |
| | Trinh Thanh Nga | | | Wife | | | | | | | |
| | Do Minh Thu | | | Biological Child | | | | | | | |
| | Do Nhat Minh | | | Biological Child | | | | | | | Young |
| | Do Ngoc Thanh | | | Sibling | | | | | | | |
| | Do Thanh Chinh | | | Sibling | | | | | | | |
| | Phan Thi Hoa | | | Sister-in-law | | | | | | | |
| | Cao Thi Hoat | | | Sister-in-law | | | | | | | |
| 3 | Nguyen Minh Tuan | | Member of BOD | | | | | | | | |
| | Nguyen Thanh Lam | | | Biological Father | | | | | | | Died |
| | Nguyen Thi Xuan Thanh | | | Biological Mother | | | | | | | |
| | Nguyen Minh Hai | | | Sibling | | | | | | | |

| TT | Full name | Stock trading account | Position in the company | Relationships with insiders | ID card/Passport/Business registration certificate | | | Head office address/Contract address | Number of shares owned at the end of the period | End of period share ownership ratio | Note |
|----|---|-----------------------|--|-----------------------------|--|---------------|-------------------|--------------------------------------|--|--|------|
| | | | | | Number | Date of issue | Place of issuance | | | | |
| | ACB Real Estate Joint Stock Company | | | Chairman of the BOD | | | | | 133,240 | 0.11% | |
| | Hanoi Asia Financial Investment Company Limited | | | Member of BOD | | | | | 3,916,894 | 3.17% | |
| 4 | Le Thi Khanh | | Member of BOD, Deputy General Director | | | | | | - VICEM representative owns: 19,650,000 shares - Individual owns: 2,719 shares | - VICEM representative owns: 15.9% -Individual owns: 0.0022% | |
| | Bim Son Cement Joint Stock Company | | | Independent Member of BOD | | | | | | | |
| | Le Van Bat | | | Biological Father | | | | | | | |
| | Le Thi Thuoc | | | Biological Mother | | | | | | | Died |
| | Pham Xuan Le | | | Father-in-law | | | | | | | |
| | Vuong Thi Dong | | | Mother-in-law | | | | | | | |
| | Pham Van Nham | | | Husband | | | | | 4,532 | 0.004% | |
| | Pham Gia Khanh | | | Biological Child | | | | | | | |
| | Pham Thanh Huyen | | | Biological Child | | | | | | | |
| | Le Thi Thuy Anh | | | Sibling | | | | | | | |
| | Le Van Huu | | | Sibling | | | | | | | |
| | Le Van Tho | | | Sibling | | | | | | | |



| TT | Full name | Stock trading account | Position in the company | Relationships with insiders | ID card/Passport/Business registration certificate | | | Head office address/Contract address | Number of shares owned at the end of the period | End of period share ownership ratio | Note |
|----|------------------------------------|-----------------------|---------------------------|--|--|---------------|-------------------|--------------------------------------|---|-------------------------------------|------|
| | | | | | Number | Date of issue | Place of issuance | | | | |
| | Doan Van Loi | | | Brother-in-law | | | | | | | |
| | Nguyen Thi Thanh Huong | | | Sister-in-law | | | | | | | |
| | Nguyen Thi Mai Phuong | | | Sister-in-law | | | | | | | |
| 5 | Le Huy Quan | | Independent Member of BOD | | | | | | | | |
| | Bim Son Cement Joint Stock Company | | | Member of BOD, Deputy General Director | | | | | | | |
| | Le Dinh Ngay | | | Biological Father | | | | | | | |
| | Vuong Thi Mien | | | Biological Mother | | | | | | | |
| | Tran Ngoc Thao | | | Father-in-law | | | | | | | Died |
| | Tran Thi Nhung | | | Mother-in-law | | | | | | | |
| | Le Thi Thu | | | Sibling | | | | | | | |
| | Le Thi Thu | | | Sibling | | | | | | | |
| | Le Thi Thuy | | | Sibling | | | | | | | |
| | Ngo Van Dung | | | Brother-in-law | | | | | | | |
| | Do Ngoc Thi | | | Brother-in-law | | | | | | | |
| | Nguyen Van Du | | | Brother-in-law | | | | | | | |

| TT | Full name | Stock trading account | Position in the company | Relationships with insiders | ID card/Passport/Business registration certificate | | | Head office address/Contract address | Number of shares owned at the end of the period | End of period share ownership ratio | Note |
|----|--|-----------------------|---------------------------|---------------------------------|--|---------------|-------------------|--------------------------------------|---|-------------------------------------|------|
| | | | | | Number | Date of issue | Place of issuance | | | | |
| | Tran Thi Ha | | | Wife | | | | | | | |
| | Le Huy Tung | | | Biological Child | | | | | | | |
| | Le Thanh Tam | | | Biological Child | | | | | | | |
| | Nguyen Minh Chau | | | | | | | | | | |
| 6 | Tran Viet Hong | | Independent Member of BOD | | | | | | | | |
| | Vicem Hai Van Cement Joint Stock Company | | | Member of BOD/ General Director | | | | | | | |
| | Nguyen Thi Hong Nhung | | | Wife | | | | | | | |
| | Tran Phuong Linh | | | Biological Child | | | | | | | |
| | Tran Minh Duc | | | Biological Child | | | | | | | |
| | Tran Duc Can | | | Biological Father | | | | | | Died | Died |
| | Doan Thi Thom | | | Biological Mother | | | | | | | |
| | Tran Thi Thu Lan | | | Sibling | | | | | | | |
| | Tran Thi Kim Oanh | | | Sibling | | | | | | | |

| TT | Full name | Stock trading account | Position in the company | Relationships with insiders | ID card/Passport/Business registration certificate | | | Head office address/Contract address | Number of shares owned at the end of the period | End of period share ownership ratio | Note |
|----|------------------------|-----------------------|-------------------------|-----------------------------|--|---------------|-------------------|--------------------------------------|---|-------------------------------------|------|
| | | | | | Number | Date of issue | Place of issuance | | | | |
| | Tran Thi Thuy Ha | | | Sibling | | | | | | | |
| | Nguyen Van Nguyen | | | Brother-in-law | | | | | | | |
| | Nguyen The Hung | | | Brother-in-law | | | | | | | |
| | Le Ngoc Sinh | | | Brother-in-law | | | | | | | |
| | Tran Nam Trung | | | Sibling | | | | | | | |
| | Luong Thi Tho | | | Sister-in-law | | | | | | | |
| | Vu Xuan Canh | | | Father-in-law | | | | | | | |
| | Dang Thi Tuyet | | | Mother-in-law | | | | | | | |
| 7 | Nguyen Manh Tuong | | Deputy General Manager | | | | | | | | |
| | Nguyen Duc Trinh | | | Biological Father | | | | | | | |
| | Nguyen Thi Tuan | | | Biological Mother | | | | | | | |
| | Hoang Thi Quynh Phuong | | | Wife | | | | | | | |
| | Nguyen Phuong Anh | | | Biological Child | | | | | | | |

| TT | Full name | Stock trading account | Position in the company | Relationships with insiders | ID card/Passport/Business registration certificate | | | Head office address/Contract address | Number of shares owned at the end of the period | End of period share ownership ratio | Note |
|----|-------------------|-----------------------|--|-----------------------------|--|---------------|-------------------|--------------------------------------|---|-------------------------------------|-------|
| | | | | | Number | Date of issue | Place of issuance | | | | |
| | Nguyen Minh Tung | | | Biological Child | | | | | | | |
| | Nguyen Minh Khue | | | Biological Child | | | | | | | |
| | Nguyen Manh Trinh | | | Sibling | | | | | | | |
| | Nguyen Thi Hoa | | | Sister-in-law | | | | | | | |
| | Hoang Dinh Bang | | | Father-in-law | | | | | | | |
| | Nguyen Thi Huyen | | | Mother-in-law | | | | | | | |
| 8 | Luu Vu Cam | | Deputy General Manager (dismissal from 12/10/2025) | | | | | | | | |
| | Luu Vu Giong | | | Biological Father | | | | | | | Died |
| | Nguyen Thi Minh | | | Biological Mother | | | | | | | Died |
| | Trinh Xuan Hai | | | Father-in-law | | | | | | | Died |
| | Lai Thi Chanh | | | Mother-in-law | | | | | | | |
| | Trinh Thi Ha | | | Wife | | | | | | | |
| | Luu Thi Ha Ly | | | Biological Child | | | | | | | |
| | Luu Vu Tram Anh | | | Biological Child | | | | | | | |
| | Luu Vu Duc Anh | | | Biological Child | | | | | | | Young |

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|----|-------------------|-----------------------|---------------------------|-----------------------------|--|---------------|-------------------|--------------------------------------|---|-------------------------------------|------|
| | | | | | Number | Date of issue | Place of issuance | | | | |
| | Nguyen Van Dung | | | Son-in-law | | | | | | | |
| | Luu Hong Hai | | | Sibling | | | | | | | |
| | Luu Vu Hoang | | | Sibling | | | | | | | |
| | Luu Vu Thach | | | Sibling | | | | | | | |
| | Luu Thi Thuy | | | Sibling | | | | | | | |
| | Nguyen Sy Minh | | | Brother-in-law | | | | | | | |
| | Ly Ngoc Linh | | | Sister-in-law | | | | | | | |
| | Nguyen Thi Phuong | | | Sister-in-law | | | | | | | |
| | Pham Thi Nga | | | Sister-in-law | | | | | | | |
| 9 | Doan Huu Phong | | Head of Supervisory Board | | | | | | | | |
| | Doan Huu Cu | | | Biological Father | | | | | | | Died |
| | Pham Thi Khu | | | Biological Mother | | | | | | | |
| | Nguyen Tran Hieu | | | Father-in-law | | | | | | | Died |
| | Do Thi Tuat | | | Mother-in-law | | | | | | | |
| | Nguyen Thi Thu Ha | | | Wife | | | | | | | |

| TT | Full name | Stock trading account | Position in the company | Relationships with insiders | ID card/Passport/Business registration certificate | | | Head office address/Contract address | Number of shares owned at the end of the period | End of period share ownership ratio | Note |
|----|--------------------|-----------------------|-------------------------|-----------------------------|--|---------------|-------------------|--------------------------------------|---|-------------------------------------|------|
| | | | | | Number | Date of issue | Place of issuance | | | | |
| | Doan Minh Phuong | | | Biological Child | | | | | | | |
| | Tran Van Dong | | | Son-in-law | | | | | | | |
| | Doan Minh Hien | | | Biological Child | | | | | | | |
| | Doan Huu Su | | | Sibling | | | | | | | |
| | Hoang Hai Thanh | | | Sister-in-law | | | | | | | |
| | Doan Thi Lien | | | Sibling | | | | | | | |
| | Doan Huu Canh | | | Sibling | | | | | | | |
| | Dang Thi Thu Hien | | | Sister-in-law | | | | | | | |
| 10 | Dang Vu Hai | | Board of Supervisors | | | | | | | | |
| | Dang Chi Hien | | | Biological Father | | | | | | | |
| | Tran Thi Luyen | | | Biological Mother | | | | | | | |
| | Le Anh Sam | | | Father-in-law | | | | | | | |
| | Dinh Thi My | | | Mother-in-law | | | | | | | |
| | Dang Vu Hiep | | | Sibling | | | | | | | |
| | Nguyen Minh Nguyet | | | Sister-in-law | | | | | | | |

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| TT | Full name | Stock trading account | Position in the company | Relationships with insiders | ID card/Passport/Business registration certificate | | | Head office address/Contract address | Number of shares owned at the end of the period | End of period share ownership ratio | Note |
|----|---------------------|-----------------------|-------------------------|-----------------------------|--|---------------|-------------------|--------------------------------------|---|-------------------------------------|-------|
| | | | | | Number | Date of issue | Place of issuance | | | | |
| | Le Hong Nhung | | | Wife | | | | | | | |
| | Dang Thu Thao | | | Biological Child | | | | | | | Young |
| | Dang Minh Tri | | | Biological Child | | | | | | | Young |
| 11 | Tran Ngoc Hai | | Board of Supervisors | | | | | | | | |
| | Tran Ngoc Chuong | | | Biological Father | | | | | | | |
| | Hoang Thi Ha | | | Biological Mother | | | | | | | |
| | Nguyen Huy Tuan | | | Father-in-law | | | | | | | |
| | Dang Thi Hong Loan | | | Mother-in-law | | | | | | | |
| | Tran Thi Bich | | | Sibling | | | | | | | |
| | Hoang Van Ut | | | Brother-in-law | | | | | | | |
| | Tran Ngoc Truong | | | Sibling | | | | | | | |
| | Tran Thi Lanh | | | Sister-in-law | | | | | | | |
| | Nguyen Thi Ha Giang | | | Wife | | | | | | | |
| | Tran Ngoc Linh Dan | | | Biological Child | | | | | | | Young |

| TT | Full name | Stock trading account | Position in the company | Relationships with insiders | ID card/Passport/Business registration certificate | | | Head office address/Contract address | Number of shares owned at the end of the period | End of period share ownership ratio | Note |
|----|----------------------|-----------------------|---|-----------------------------|--|---------------|-------------------|--------------------------------------|---|-------------------------------------|-------|
| | | | | | Number | Date of issue | Place of issuance | | | | |
| 12 | Pham Tran Viet | | Chief Accountant; Authorized person to disclose information | | | | | | | | |
| | Pham Gia Luu | | | Biological Father | | | | | | | Died |
| | Tran Thi Hang | | | Biological Mother | | | | | | | |
| | Hoang Thi Thuy Trang | | | Wife | | | | | | | |
| | Pham Gia Khanh Linh | | | Biological Child | | | | | | | |
| | Pham Gia Khanh | | | Biological Child | | | | | | | Young |
| | Pham Thi Hang Nga | | | Sibling | | | | | | | |
| | Pham Hoai Minh | | | Brother-in-law | | | | | | | |
| | Hoang Quoc Diep | | | Father-in-law | | | | | | | |
| | Do Thi Dung | | | Mother-in-law | | | | | | | |
| 13 | Pham Thi Van | | Administrator and Secretary (dismissal from 10/01/2025) | | | | | | | | |
| | Pham Van Dan | | | Biological Father | | | | | | | |
| | Nguyen Thi Giang | | | Biological Mother | | | | | | | |

| TT | Full name | Stock trading account | Position in the company | Relationships with insiders | ID card/Passport/Business registration certificate | | | Head office address/Contract address | Number of shares owned at the end of the period | End of period share ownership ratio | Note |
|----|--------------------|-----------------------|---|-----------------------------|--|---------------|-------------------|--------------------------------------|---|-------------------------------------|------|
| | | | | | Number | Date of issue | Place of issuance | | | | |
| | Tran Huu Chi | | | Husband | | | | | | | |
| | Tran Ngoc Linh | | | Biological Child | | | | | | | |
| | Tran Tue Lam | | | Biological Child | | | | | | | |
| | Pham Thi Ly | | | Sibling | | | | | | | |
| | Pham Thi Thu | | | Sibling | | | | | | | |
| | Tran Van Xuat | | | Father-in-law | | | | | | | Died |
| | Pham Thi Hanh | | | Mother-in-law | | | | | | | |
| | Vu Thanh Tung | | | Brother-in-law | | | | | | | |
| | Nguyen Van Quan | | | Brother-in-law | | | | | | | |
| 14 | Le Ngoc Hung | | Administrator and Secretary (appointment from 10/01/2025) | | | | | | | | |
| | Le Ngoc Hai | | | Biological Father | | | | | | | |
| | Le Thi Hai | | | Biological Mother | | | | | | | |
| | Tran Thi Hong Tien | | | Wife | | | | | | | |
| | Le Thi Ngoc Anh | | | Biological Child | | | | | | | |
| | Le Ngoc Minh | | | Biological Child | | | | | | | |
| | Le Ngoc Huy | | | Biological Child | | | | | | | |
| | Le Thi Hien | | | Sibling | | | | | | | |
| | Nguyen Truong Tam | | | Brother-in-law | | | | | | | |

| TT | Full name | Stock trading account | Position in the company | Relationships with insiders | ID card/Passport/Business registration certificate | | | Head office address/Contract address | Number of shares owned at the end of the period | End of period share ownership ratio | Note |
|----|---|-----------------------|-------------------------|-----------------------------|--|---------------|-------------------|--------------------------------------|---|-------------------------------------|-------|
| | | | | | Number | Date of issue | Place of issuance | | | | |
| | Le Thi Han | | | Sibling | | | | | | | |
| | Nguyen Xuan Truong | | | Brother-in-law | | | | | | | |
| | Tran Van Thanh | | | Father-in-law | | | | | | | |
| | Nguyen Thi Tram | | | Mother-in-law | | | | | | | |
| 15 | Nguyen Duy Tiep | | Company Secretary | | | | | | | | |
| | Nguyen Van Lam | | | Biological Father | | | | | 2,492 | 0.002% | |
| | Vu Thi Chien | | | Biological Mother | | | | | 56 | 0.0001% | |
| | Vu Hong Son | | | Father-in-law | | | | | | | |
| | Bui Thi Oanh | | | Mother-in-law | | | | | | | |
| | Vu Lan Anh | | | Wife | | | | | 700 | 0.0006% | |
| | Nguyen Hai Dang | | | Biological Child | | | | | | | Young |
| | Nguyen Vu Nam Khanh | | | Biological Child | | | | | | | Young |
| | Nguyen Vu Thanh Xuan | | | Sibling | | | | | 113 | 0.0001% | |
| | Nguyen Manh Hai | | | Brother-in-law | | | | | 8,086 | 0.01% | |
| 16 | Vietnam National Cement Corporation | | | | | | | | | | |
| 17 | Trade Union of Vicem But Son Cement Joint Stock Company | | | | | | | | | | |

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