

No: 670 /BC-BBBS

Bim Son, July 28th 2025

REPORT ON CORPORATE GOVERNANCE
First 6 months 2025

To: - The State Securities Commission;
- Hanoi Stock Exchange.

- Name of the Organization: Vicem Bim Son Packaging Joint Stoct Company.
- Address of Head Office: Bim Son Ward, Thanh Hoa Province.
- Phone: 02373.825.632 Fax: 02373.825.633
Email: bpc@baobibimson.vn
- Chartered capital: **VND 38.000.000.000.**
- Ticker symbol: **BPC**
- Governance model:
 - + General Meeting of Shareholders;
 - + Board of Directors;
 - + Board of Supervisors;
 - + Managements.
- The implementation of internal audit: Completed

I. Activities of the General Meeting of Shareholders:

Information on meetings, resolutions and decisions of the General Meeting of Shareholders (including the resolutions of the General Meeting of Shareholders approved in the form of written comments)

No.	Resolution/ Decision No.	Date	Content
1	370/NQ- ĐHĐCĐ	24/4/2025	<ul style="list-style-type: none">- Approval of the 2024 Operation Report and the 2025 Plan;- Approval of the Report on the performance of the Board of Directors for the 2020 - 2025 term, the 2025 action plan;- Approval of the Report on the performance of the Board of Supervisors for the 2020-2025 term;- Approval of the 2024 Board of Directors' performance assessment report according to the Report No. 348/BC-BBBS dated 23 April 2025 of the independent member;- Approval of the 2024 Audited Financial Statement;- Approval of the 2024 Profit Distribution Plan;- Approval of the remuneration for the Board of Directors and Board of Supervisors in 2024 and the remuneration plan for 2025 according to the Proposal No. 351/TTr-BBBS dated 23 April 2025 of the Board of Directors;

No.	Resolution/ Decision No.	Date	Content
			<ul style="list-style-type: none"> - Approval of the selection of an independent auditor for 2025 according to the Proposal No. 352/TTr-BKS dated 23 April 2025 of the Board of Supervisors; - Approval of the signing of the contract for the sale of KPK and PK packaging with Bim Son Cement Joint Stock Company according to the Proposal No. 354/TTr-BBBS dated 23 April 2025 of the Board of Directors; - Approval of the 5-year Operation Plan for the period 2025-2030 according to the Proposal No. 355/TTr-BBBS dated 23 April 2025 of the Board of Directors; - Approving the amendment and supplement of the Company Charter according to the Proposal No. 357/TTr-BBBS dated 23 April 2025 of the Board of Directors; - The AGM elected members of the BOD and BOS for the 2025-2030 term, with the election results as follows: <ul style="list-style-type: none"> + List of elected members of the Board of Directors for the 2025-2030 term: <ol style="list-style-type: none"> 1. Ms: Nguyen Thi Kim Chi 2. Mr: Trinh Van Dien 3. Mr: Do Trong Tan 4. Mr: Le Cong Hung 5. Mr. Nguyen Duc Son + List of elected members of the Board of Supervisors for the 2025-2030 term: <ol style="list-style-type: none"> 1. Ms: Nguyen Thi Thao 2. Ms: Do Thi Trang 3. Mr: Mai Van Nguyen - The AGM recorded the results of the Board of Directors meeting to elect the Chairman and the Board of Supervisors meeting to elect the Head of the Board of Supervisors: <ul style="list-style-type: none"> + The Board of Directors unanimously elected Ms. Nguyen Thi Kim Chi - Member of the Board of Directors to hold the position of Chairwoman; + The Board of Supervisors unanimously elected Ms. Nguyen Thi Thao - Member of the Board of Supervisors to hold the Head of the Board of Supervisors.

II. Activities of the Board of Directors:

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

No.	Members	Position	Date of appointment	Date of dismissal
1	Ms. Nguyen Thi Kim Chi	Chairwoman	21/04/2023 Re-election 24/4/2025	
2	Mr. Trinh Van Dien	Member	30/6/2020 Re-election 24/4/2025	
3	Mr. Do Trong Tan	Member	24/4/2025	
4	Mr. Le Cong Hung	Member	24/4/2025	
5	Mr. Nguyen Duc Son	Independent Member	21/04/2023 Re-election 24/4/2025	
6	Mr. Nguyen Minh Duc	Member	30/6/2020	24/4/2025
7	Mr. Mai Viet Dung	Member	30/6/2020	24/4/2025

2. Meeting of the Board of Directors:

- Number of the Meeting during first 6 months 2025: 06 ((including 05 direct meetings and 01 meeting organized in the form of rotating opinion gathering).

- Number of BOD members attending the meeting is as follows:

No.	Members	Number of meetings called	Number of meetings attended	Attendance rate	Reasons for absence
1	Ms. Nguyen Thi Kim Chi	06	06	100 %	
2	Mr. Trinh Van Dien	06	06	100 %	
3	Mr. Nguyen Duc Son	06	06	100 %	
4	Mr. Mai Viet Dung	05	05	100 %	Resigned on 24/4/025
5	Mr. Nguyen Minh Duc	05	05	100 %	Resigned on 24/4/025
6	Mr. Do Trong Tan	01	01	100 %	Appoited on 24/4/2025
7	Mr. Le Cong Hung	01	01	100 %	Appoited on 24/4/2025

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 a regular reporting regime on the performance of assigned tasks according to the Resolutions of the Board of Directors' meetings. In addition, the Board of Directors also requires the Company Secretary to summarise and review the implementation of the Resolutions, decisions and other documents of the Board of Directors, and report at the Board of Directors meetings.

- In the first 6 months of 2025, the Board of Directors will hold quarterly meetings to evaluate the business performance of each quarter of the year and set out business tasks for the following quarter.

4. Activities of the Board of Directors' subcommittees: None.

5. Resolutions/Decisions of the Board of Directors were issued in the first 6 months of 2025:

In the first 6 months of 2025, the Board of Directors issued 05 resolutions and 04 decisions, specifically:

No.	No. of Resolution/ Decision	Date	Content	Agree rate
1	182/NQ-BBBS	25/02/2025	Resolution of the Board of Directors meeting in the first quarter of 2025: - Approval of operation results for the fourth quarter and 2024; - Approval of the operation plan targets for the first quarter of 2025; - Approval of solutions to implement the goals and tasks of the first quarter of 2025 proposed by the Company Director in Report No. 158/BC-BBBS dated February 18, 2025; - Approval of the 2025 Operation Plan orientation; - Approval of the Report on actual labor use in 2024 and labor use plan in 2025; - Approval of the 2024 Salary and the 2025 Salary Plan; - Through the promulgation of Information Disclosure Regulations; - Approve appointing the position of Head of Sales Department, assign Director to implement the next steps to appoint Head of Sales Department; - Adoption of the 2024 Internal Audit Activity Results Report.	
2	183/NQ-BBBS	25/02/2025	On the plan to organize the 2025 AGM	
3	185/QĐ-BBBS	26/02/2025	On promulgating the Information Disclosure Regulations of the Company.	
4	188/QĐ-BBBS	26/02/2025	On the establishment of the Organizing Committee of the Company's 2025 AGM.	
5	189/QĐ-BBBS	26/02/2025	On the establishment of the Subcommittee to verify shareholder qualifications at the 2025 AGM.	

No.	No. of Resolution/ Decision	Date	Content	Agree rate
6	297/NQ-BBBS	03/04/2025	On the approval of the appointment of Mr. Do Trong Tan as Head of Sales Department.	
7	298/QĐ-BBBS	03/04/2025	On the recognition of the Results, evaluation and classification in 2024 for the Manager of the Company.	
8	343/NQ-BBBS	23/04/2025	Resolution of the Board of Directors meeting in the second quarter of 2025: - Approval of the first quarter operation results of 2025; - Approval of the operation plan targets for the second quarter of 2025; - Approval of solutions to implement goals and tasks for the second quarter of 2025; - Approval of the Draft proposal, Reports, and Documents to be submitted to the 2025 AGM; - Approval of the proposal for the leader planning for the period 2025-2030.	
9	453/NQ-BBBS	22/05/2025	On the selection of an independent audit for financial statements in 2025.	

III. Activities of the Board of Supervisors:

1. Information about members of Board of Supervisors:

No.	Member	Position	The date becoming/ceasing to be the member of the Board of Supervisors	Qualification
1	Ms. Nguyen Thi Thao	Head	21/04/2023 Re-election 24/4/2025	Bachelor
2	Ms. Do Thi Trang	Member	21/04/2023 Re-election 24/4/2025	Bachelor
3	Mr. Mai Van Nguyen	Member	Appointed on 24/4/2025	Bachelor
4	Mr. Pham Xuan Quyet	Member	Appointed on 21/04/2023 Resigned on 24/4/2025	Bachelor

2. Meetings of Board of Supervisors:

No.	Member	Number of meetings	Attendance rate	Voting rate	Reasons for absence
1	Ms. Nguyen Thi Thao	02	100%	100%	
2	Ms. Do Thi Trang	02	100%	100%	
3	Mr. Mai Van Nguyen	01	50%	100%	Appointed on 24/4/2025
4	Mr. Pham Xuan Quyet	01	50%	100%	Resigned on 24/4/2025

3. Supervising Board of Directors, Board of Management and shareholders:

Comply with the provisions of the Company Charter and the Operating Regulations of the Board of Supervisors (Issued with Decision No. 362/QD-BKS dated May 4, 2021).

4. The coordination between the Board of Supervisors, the Board of Management, Board of Directors and other managers:

Comply with the provisions of the Company Charter and the Operating Regulations of the Board of Supervisors (Issued with Decision No. 362/QD-BKS dated May 4, 2021).

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

IV. Board of Management:

No.	Member	Date of birth	Qualification	Date of appointment
1	Mr. Trinh Van Dien (Director)	07/4/1976	Civil Engineer	01/10/2020
2	Ms. Pham Thi Thu Huong (Chief accountant)	10/9/1982	Bachelor of accounting	01/10/2020

V. Training courses on corporate governance: *None*

VI. The list of affiliated persons of the public company and transactions of affiliated persons of the Company:

1. The list of affiliated persons of the Company:

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	Business Registration Certificate No.	Address	Time of starting to be affiliated	Time of ending to be affiliated	Reason
1	Vietnam Cement Corporation			0106000866 issued on 02/01/2008	228 Le Duan Street Hanoi	01/7/1999		

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

In the first 6 months of 2025, the Company and major shareholder Do Trong Tuan had a contract No. 135/HD-BBBS dated December 31, 2024, on providing packaging transportation services in 2025 (Total contract value including VAT: VND 3,430 billion).

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:

4.1. Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, Director have been founding members or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting):

Mr. Nguyen Minh Duc is a member of the Board of Directors of Vicem Bim Son Packaging Joint Stock Company and also Bim Son Cement Joint Stock Company.

In the first 6 months of 2025, the Company signed contracts to supply packaging with Bim Son Cement Joint Stock Company, as follows:

No.	Content	Unit	Contract value (included VAT)
1	Contract No. 263-2024/XMBS-VT dated December 9, 2024 on the sale of exported cement bags.	VND	41.450.940.000
2	Contract No. 49-2025/XMBS-VT dated February 25, 2025 on the sale of cement bags.	VND	140.097.114.000

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: 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.

VII. Share transactions of internal persons and their affiliated persons:

1. The list of internal persons and their affiliated persons: (attached)

2. Transactions of internal persons and affiliated persons with shares of the Company: None

VIII. Other significant issues: None *shy*

Recipients:

- As above;
- BOD, BOS;
- Archived.

**ON BEHALF OF BOARD OF DIRECTORS
CHAIRWOMAN**



Nguyen Thi Kim Chi

**List of insiders and related persons of insiders as required by regulations
(attached to Corporate Governance Report)**

No	Stock code	Name	Securities trading account	Position	Affiliation with company insiders	Certificate of Securities Registration (CSR) (ID/Passport/Business Registration Certification)			Head Office Address/Contact Address	Number of shares owned at the end of the period	End of period share ownership ratio	Remark (about no having CSR number) and others)
						CSR number (*)	Date of Issue	Place of Issue				
1	2	3	4	5	6	7	8	9	10	11	12	13
1	BPC	Nguyen Thi Kim Chi		Chairman					VICEM		0,00	
1.01	BPC	Tran Tuan Anh			Husband				Elite Pharmaceutical One member Company Limited		0,00	
1.02	BPC	Tran Thi Thuy Nga			Daughter				Price Waterhouse Cooper		0,00	
1.03	BPC	Tran Thu Thuy			Daughter				Lang Ward, Hanoi		0,00	
1.04	BPC	Nguyen Dinh Chinh			Father				Lang Ward, Hanoi	1.000	0,03	
1.05	BPC	Nguyen Dinh Vinh			Brother				Lang Ward, Hanoi		0,00	
1.06	BPC	Nguyen Thi Ngoc Diep			Sister				Chau Thanh Investment and Trading JSC		0,00	
1.07	BPC	Le Dinh Hoanh			Brother in law				Bank Materials Engineering JSC		0,00	
1.08	BPC	Tran Thi Kim Oanh			Sister in law				Vicem E&E		0,00	
1.09	BPC	Tran Thi Hoi			Mother in law				Huu Lung Ward, Lang Son		0,00	
2	BPC	Trinh Van Dien		BOD Member; CEO					Quang Trung Ward, Thanh Hoa		0,00	
2.01	BPC	Vu Thi Dao			Wife				Quang Trung Ward, Thanh Hoa Province		0,00	
2.02	BPC	Trinh Vu Hong Duyen			Daughter				Quang Trung Ward, Thanh Hoa Province		0,00	
2.03	BPC	Trinh Quang Dung			Son				Quang Trung Ward, Thanh Hoa Province		0,00	
2.04	BPC	Trinh Quang Tiep			Father				Quang Trung Ward, Thanh Hoa Province		0,00	

2.05	BPC	Vu Thi Hue			Mother				Quang Trung Ward, Thanh Hoa Province		0,00	
2.06	BPC	Trinh Quang Thuyet			Brother				Quang Trung Ward, Thanh Hoa Province		0,00	
2.07	BPC	Trinh Vu Tham			Sister				Bim Son Ward, Thanh Hoa Province		0,00	
2.08	BPC	Vu Van Ba			Father in law				Hong Phong Ward, Ninh Binh Province		0,00	
2.09	BPC	Vu Thi Hai			Mother in law				Hong Phong Ward, Ninh Binh Province		0,00	
2.10	BPC	Le Thi Thanh Hai			Sister in law				Phuong Mai Ward, Hanoi		0,00	
2.11	BPC	Nguyen Ngoc Thanh			Brother in law				Bim Son Ward, Thanh Hoa Province		0,00	
3	BPC	Do Trong Tan		BOD Member; Sale Manager					Bim Son Ward, Thanh Hoa Province	200.000	5,26	
3.01	BPC	Mai Thi Hanh			Wife				Bim Son Ward, Thanh Hoa Province		0,00	
3.02	BPC	Do Minh Phong			Son				Bim Son Ward, Thanh Hoa Province		0,00	
3.03	BPC	Do Thi Phuong Linh			Daughter				Bim Son Ward, Thanh Hoa Province		0,00	
3.04	BPC	Do Nhu Mong			Father				Bim Son Ward, Thanh Hoa Province		0,00	
3.05	BPC	Mai Thi Phuong			Mother				Bim Son Ward, Thanh Hoa Province		0,00	
3.06	BPC	Mai Chi Tuan			Father in law				Dong Son Ward, Thanh Hoa Province		0,00	
3.07	BPC	Nguyen Thi Can			Mother in law				Dong Son Ward, Thanh Hoa Province		0,00	
3.08	BPC	Do Trong Tuan			Brother				Bim Son Ward, Thanh Hoa Province	328.200	8,64	
3.09	BPC	Do Trong Nam			Brother				Nghia Do Ward, Hanoi		0,00	
3.10	BPC	Le Thi Thuy			Sister in law				Bim Son Ward, Thanh Hoa Province	41.800	1,10	
4	BPC	Le Cong Hung		BOD Member					Viet Tri Ward, Phu Tho Province	1.000	0,03	
4.01	BPC	Le Thi Khanh Linh			Wife				Viet Tri Ward, Phu Tho Province		0,00	
4.02	BPC	Le Cong Tuan Anh			Son				Viet Tri Ward, Phu Tho Province		0,00	Còn nhỏ

4.03	BPC	Le Cong Duc Anh			Son				Viet Tri Ward, Phu Tho Province		0,00	Còn nhỏ
4.04	BPC	Le Cong Tinh			Father				Viet Tri Ward, Phu Tho Province		0,00	
4.05	BPC	Van Thi Ly			Mother				Viet Tri Ward, Phu Tho Province		0,00	
5	BPC	Nguyen Duc Son		BOD Member					Bim Son Ward, Thanh Hoa Province		0,00	
5.01	BPC	Nguyen Van Linh			Father				Bim Son Ward, Thanh Hoa Province		0,00	
5.02	BPC	Nguyen Thi Thuan			Mother				Bim Son Ward, Thanh Hoa Province		0,00	
5.03	BPC	Nguyen Thi Nam Le			Sister				Quang Trung Ward, Thanh Hoa Province		0,00	
5.04	BPC	Nguyen Thị Thu Giang			Sister				Hac Thanh Ward, Thanh Hoa Province		0,00	
5.05	BPC	Nguyen Thi Hoa			Wife				Bim Son Ward, Thanh Hoa Province		0,00	
5.06	BPC	Nguyen Bao Khanh			Son				Bim Son Ward, Thanh Hoa Province		0,00	
5.07	BPC	Nguyen Thanh Tu			Daughter				Bim Son Ward, Thanh Hoa Province		0,00	Còn nhỏ
5.08	BPC	Nguyen Van Tham			Father in law				Bim Son Ward, Thanh Hoa Province		0,00	
5.09	BPC	Le Thi Ly			Mother in law				Bim Son Ward, Thanh Hoa Province		0,00	
5.10	BPC	Ha Anh Tuan			Brother in law				Quang Trung Ward, Thanh Hoa Province		0,00	
6	BPC	Nguyen Thi Thao	0001030977	Chief of the Supervisory Board					Tu Liem Ward, Hanoi		0,00	
6.01	BPC	Pham Ba Tuong	686320		Husband				Tu Liem Ward, Hanoi		0,00	
6.02	BPC	Pham Thi Kim Thanh			Daughter				Tu Liem Ward, Hanoi		0,00	
6.03	BPC	Pham Ba Trung			Son				Tu Liem Ward, Hanoi		0,00	
6.04	BPC	Nguyen Van Lanh			Father				Dinh Cong Ward, Hanoi		0,00	
6.05	BPC	Phan Thi Nhung			Mother				Dinh Cong Ward, Hanoi		0,00	
6.06	BPC	Nguyen Xuan Hoa			Brother				Khuong Dinh Ward, Hanoi		0,00	

6.07	BPC	Nguyen Thi Ha			Sister in law				Khuong Dinh Ward, Hanoi		0,00	
6.08	BPC	Pham Ba Tuan			Father in law				Quang Trung Ward, Thanh Hoa Province		0,00	
6.09	BPC	Pham Thi Tac			Mother in law				Quang Trung Ward, Thanh Hoa Province		0,00	
7	BPC	Do Thi Trang		Board of Supervisors					Bim Son Ward, Thanh Hoa Province		0,00	
7.01	BPC	Do Xuan Tuan			Husband				Bim Son Ward, Thanh Hoa Province		0,00	
7.02	BPC	Do Tram Anh			Daughter				Bim Son Ward, Thanh Hoa Province		0,00	
7.03	BPC	Do Yen Anh			Daughter				Bim Son Ward, Thanh Hoa Province		0,00	
7.04	BPC	Do Thi Nhung			Mother				Dinh Hoa Ward, Thanh Hoa Province		0,00	
7.05	BPC	Do Thi Ha			Sister				Yen Dinh Ward, Thanh Hoa Province		0,00	
7.06	BPC	Do Thi Van			Sister				Ngoc Son Ward, Thanh Hoa Province		0,00	
7.07	BPC	Do Huu Nam			Brother				Dinh Hoa Ward, Thanh Hoa Province		0,00	
7.08	BPC	Truong Cong Vu			Brother in law				Bim Son Ward, Thanh Hoa Province		0,00	
7.09	BPC	Le Quang Trinh			Brother in law				Ngoc Son Ward, Thanh Hoa Province		0,00	
7.10	BPC	Le Thi Hue			Sister in law				Dinh Hoa Ward, Thanh Hoa Province		0,00	
8	BPC	Mai Van Nguyen		Board of Supervisors					Bim Son Ward, Thanh Hoa Province	1.000	0,03	
8.01	BPC	Pham Thi Hoai Thu			Wife				Bim Son Ward, Thanh Hoa Province		0,00	
8.02	BPC	Mai Bao Ngoc			Daughter				Bim Son Ward, Thanh Hoa Province		0,00	
8.03	BPC	Mai Bao Khang			Son				Bim Son Ward, Thanh Hoa Province		0,00	
8.04	BPC	Mai Van Thao			Father				Bim Son Ward, Thanh Hoa Province		0,00	
8.05	BPC	Tran Thi Lan			Mother				Bim Son Ward, Thanh Hoa Province		0,00	



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8.06	BPC	Mai Van Thuy			Brother				Bim Son Ward, Thanh Hoa Province		0,00	
8.07	BPC	Le Thi Yen			Sister in law				Bim Son Ward, Thanh Hoa Province		0,00	
9	BPC	Pham Thi Thu Huong		Chief Accountant					Bim Son Ward, Thanh Hoa Province	1.000	0,03	
9.01	BPC	Do Van Manh			Husband				Bim Son Ward, Thanh Hoa Province		0,00	
9.02	BPC	Do Pham Nguyet Minh			Daughter				Bim Son Ward, Thanh Hoa Province		0,00	
9.03	BPC	Do Pham Binh Minh			Son				Bim Son Ward, Thanh Hoa Province		0,00	Còn nhỏ
9.04	BPC	Pham Van Cuong			Father				Bim Son Ward, Thanh Hoa Province		0,00	
9.05	BPC	Hoang Thi Huynh			Mother				Quang Trung Ward, Thanh Hoa Province		0,00	
9.06	BPC	Pham Hoang Vuong			Brother				Yen Nghia Ward, Hanoi		0,00	
9.07	BPC	Pham Thi Hoang Nuong			Sister				Ham Rong Ward, Thanh Hoa Province		0,00	
10	BPC	Le Thi Nhung		Company Secretary; Person in charge of Corporate Governance					Bim Son Ward, Thanh Hoa Province		0,00	
10.01	BPC	Nguyen Chi Thuc			Husband				Bim Son Ward, Thanh Hoa Province		0,00	
10.02	BPC	Nguyen Thanh Truc			Daughter				Bim Son Ward, Thanh Hoa Province		0,00	
10.03	BPC	Nguyen Hai Phong			Son				Bim Son Ward, Thanh Hoa Province		0,00	
10.04	BPC	Le Huy Huyen			Father				Bat Bat Ward, Hanoi		0,00	
10.05	BPC	Le Thi Hang			Sister				Tang Nhon Phu Ward, HCM City		0,00	
10.06	BPC	Le Huy Thanh			Brother				Bat Bat Ward, Hanoi		0,00	
10.07	BPC	Le Thi Thanh			Sister				Suoi Hai Ward, Hanoi		0,00	
10.08	BPC	Le Thi Thuy			Sister				Bat Bat Ward, Hanoi		0,00	
10.09	BPC	Nguyen Thi Sap			Mother in law				Bim Son Ward, Thanh Hoa Province		0,00	