



VIETNAM CEMENT CORPORATION
VICEM PACKAGING BIMSON JOINT STOCK COMPANY
Address: Lam Son Ward - Bim Son Town - Thanh Hoa Province
Phone: 02373.825.632 - Fax: 02373.825.633 - Email: bpc@baobibimson.vn

ANNUAL REPORT

YEAR 2024

Bim Son, March 05, 2025

Appendix IV

(Promulgated with the Circular No 96/2020/TT-BTC on November 16, 2020 of the Minister of Finance).

ANNUAL REPORT

Vicem Packaging Bim Son Joint Stock Company

Year: 2024

I. GENERAL INFORMATION:

1. General information:

- Name of company: Vicem Packaging Bim Son Joint Stock Company
- Business Registration Certificate No.: 2800508928
- Charter capital: 38,000,000,000 VND
- Owner's capital: 38,000,000,000 VND
- Address: Lam Son Ward, Bim Son Town, Thanh Hoa Province
- Telephone: 02373 825 632
- Số FAX: 02373 825 633
- Website: www.baobibimson.vn
- Stock code: BPC

2. Establishment and development process:

- On 05/12/1992, the workshop to produce handmade sacks was established under Decision No. 1020 XMBS/TCLD of the Director of Bim Son Cement Factory (now Bim Son Cement Joint Stock Company).

- On 27/08/1994, the Minister of Construction issued Decision No. 367 BXD/KH-DT approving the estimate of the construction of the PP sack factory of Bim Son Cement Company with a capacity of 20 million sacks/year with a total investment value of over 60 billion VND. The project was constructed, accepted and put into use on 26/5/1995.

- On 08/01/1999, the Prime Minister issued Decision No. 04/1999/QĐ-TTg, on the transformation of the State-owned enterprise garment workshop of Bim Son Cement Company into Bim Son Packaging Joint Stock Company.

- On 01/07/1999, Bim Son Packaging Joint Stock Company officially came into operation with a charter capital of 38 billion VND, of which the State capital accounted for 50%, equivalent to 19 billion VND

- After more than 2 years of operation and development, the Company has a policy to list the Company's shares on the stock market with the advice of Bao Viet BVSC Securities Company. On 08/03/2002, the Company was officially granted the license to list shares on the Stock Exchange by the State Securities Commission. On 11/4/2002, the Company's shares traded in the first session on the Ho Chi Minh City Stock Exchange.

- Implementing the policy of transferring shares to be listed on the Hanoi Stock Exchange (due to not meeting the conditions for increasing charter capital to VND 80 billion on the Ho Chi Minh City Stock Exchange). The Company has coordinated with BVSC consulting unit to complete the dossier according to regulations to put the Company's shares on the Hanoi Stock Exchange on 08/06/2009.

- Implementing the policy of the Ministry of Construction on the roadmap for the gradual divestment of State capital in State-owned companies, in 2015, Vietnam Cement Industry Corporation reduced

the State capital in the Company from 2,110,000 shares (55.52%) to 1,862,000 shares (49%) and became a non-dominant shareholder in ViCem Bim Son Packaging Joint Stock Company.

3. Business lines and locations of the business:

❖ Business lines:

- ✓ Manufacture of corrugated paper and paperboard and of containers of paper and paperboard, detail: Manufacture and sale of plastic and paper packaging.
- ✓ Other specialized wholesale n.e.c, detail: Sale packaging from plastic paper.
- ✓ Import and export of packaging of all kinds, equipment, supplies and spare parts for packaging production.

❖ Location of business:

The Company's sack products are sold in a number of customer units such as: Vicem Bim Son Cement JSC, Vicem Hoang Mai Cement JSC, Vicem But Son Cement JSC, Vicem Tam Diep Cement Company, Huong Duong Cement JSC, Long Son Cement Co., Ltd. and some other customers. Especially, a large and stable market is Vicem Bim Son Cement JSC, Long Son Cement Co., Ltd. with a favorable geographical location right next to it, with the proportion of supply to these 02 customers accounting for 70-75% of the total consumption in the year, with beautiful designs and stable quality.

4. Information about governance models, business organization and managerial apparatus:

❖ Governance model:

The corporate governance model follows the governance model of a listed public company. Including: General Meeting of Shareholders; Supervisory Board; Board of Directors; The Executive Board is headed by the Director and Deputy Directors.

❖ Management structure:

- Board of Directors includes: 05 members
- Supervisory Board includes: 03 members
- Executive Board includes: 02 members

❖ Subsidiaries, associated companies: None

5. Development orientations:

❖ Main objectives of the Company:

In addition to the main customers who are members of Vietnam Cement Corporation such as: Vicem Bim Son Cement JSC, ViCem Hoang Mai Cement JSC, But Son Cement JSC, Vicem Tam Diep Cement Company, the Company maintains external customers such as: Long Son cement, Huong Duong Cement, X18 cement. At the same time, continue to search and expand the market for consuming bags for potential customers, in order to increase the initiative in production and business.

In the following years, the Company continues to promote the achievements achieved and strive to complete the set plan, the main indicators such as production output, consumption output, revenue, profit and income of employees to ensure stable maintenance over the years.

❖ Development strategies in the medium and long term:

Besides continuing to maintain the production of traditional KPK cement bags, export PK bags to serve the needs of the Company's customers, in 2024 and the following years, the Company aims to develop new products such as PP bottom bags, Jumbo bags, etc Silling bags, PP agricultural product bags, Carton paper packaging to diversify products supplied to the market.

To ensure the sustainable development of the Company, the human factor is one of the most important factors. Therefore, it is necessary to continue to innovate the method of training and retraining and fostering in order to soon have a contingent of economic and technical management cadres who are strong, dynamic, creative, have business bravery in the market economy, master modern technology, etc absorb advanced production technology; building a contingent of skilled technical workers to constantly improve labor productivity and business efficiency to integrate with the region and the world.

❖ **Corporate objectives regarding corporate environment, society and community Sustainability:**

The company actively participates in environmental protection and charitable contributions to society.

6. Risks:

Changes in the State's policies, domestic and international economic fluctuations are the causes that directly affect the Company's production and business results.

In addition, the fluctuation of oil prices will affect the input price of the main raw materials, which are fiber-forming plastic granules, film-coated plastic granules, significantly affecting the Company's production and business efficiency.

II. OPERATIONS IN THE YEAR:

1. Situation regarding production and business operations:

❖ **Results of business operations in the year:**

Difficulties caused by objective factors such as:

- The world situation has many unstable economic and geopolitical fluctuations such as the Russia-Ukraine war, the conflict between Israel and Hamas in the Middle East has caused profound, comprehensive and negative impacts (both short-term and long-term), on the economy, trade, finance, global production and supply chains in the world as well as in Vietnam.

- In Vietnam, the prices of gasoline, fuels and input materials are constantly fluctuating and evolving in a complex manner with unstable supply, at the same time labor shortages and capital difficulties are making it even more difficult for businesses.

- Indeed, it has been a very difficult year for the cement industry. The real estate market has not recovered, work and projects are delayed in implementation due to funding difficulties, slow disbursement of public investment capital. The scarcity and increase in prices of construction materials (sand, stone, gravel) affect construction progress in many areas leading to a sharp decline in domestic cement demand. Low domestic purchasing capability and consumption lead to fiercer competition, many cement companies are only operating at half capacity, some even must stop their kilns for months, and must buy clinkers to grind to maintain the market. Therefore, demand for cement bags has decreased sharply, directly affecting the Company's bag output in 2024.

- Besides the pressure of oversupply, the cement packaging industry also faces fierce competition in quality and price, the proportion of bulk cement continues to increase.

- In the context of the production and business activities still facing many difficulties in 2024, it has led to our customers delay payment then affecting the Company's production and business capital.

However, there are also positive factors such as:

- In 2024, the equipment has been repaired synchronously, operating stably and achieving productivity.

- Product quality is maintained stably, promptly meeting requirements and receiving good reviews from our customers.

- The Company always receives attention and close guidance from VICEM with the policy of prioritizing the use of internal products and services, VICEM 'subsidiaries have become major traditional customers of the Company.

- Management skills are gradually improved and implemented consistently throughout the Company. The young workforce has received basic training.

In addition, with the determination and efforts of all employees, the flexible and effective management of the Board of Directors and the Board of Management with many measures proposed in 2024 such as saving cost in all departments, reducing consumption standards of raw materials, supplies, spare parts, rebalancing all inventories to reserve at the most reasonable level, ensuring effective use of working capital.

Despite many difficulties in 2024, the Company still achieved a few key targets in production and business activities as follows:

❖ **Implementation situation against the plan:**

Items	Unit	Plan	Actual last year	Actual current year	Change (%)	
					Plan	Actual
1. Production Output	pack	40,370,000	40,133,495	49,676,110	123.05	123.78
2. Consumption Output	pack	40,370,000	40,989,296	49,582,312	122.82	120.96
3. Net revenue	mio	222,477	228,000	269,001	120.91	117.98
4. Profit before tax	mio	1,335	1,689	1,509	113.03	89.35

2. Organization and Human resources:

❖ **List of the Board of Management:**

Mr. Trinh Van Dien

- Position: Boad of Director's members
Director
- Gender: Male
- Date of birth: 07/04/1976
- Place of birth: Ha Hai Ward - Ha Trung District - Thanh Hoa Province
- Nationality: Vietnam
- *Number of ID card: 038076019672, date of issue: 04/12/2021, place of issue: Director general of Police department for administrative management of social order.*
- Place of origin: Ha Hai Ward - Ha Trung District - Thanh Hoa Province
- Place of residence: No. 14, Nguyen Van Cu Stress, Ngoc Trao Ward, Bim Son Town, Thanh Hoa Province
- Phone number: 0904 245 499
- Academic standard: 12/12
- Professional qualification: Construction engineer
- *Working process:*
- ✓ From T4/2002 to 09/9/2002: Technician of Planning Engineering Department - Vicem Bim Son Cement Joint Stock Company.
- ✓ From 10/9/2002 to 14/10/2003: Technician of the Repair Workshop - Vicem Bim Son Cement Joint Stock Company.

- ✓ From 15/10/2003 to 11/7/2004: Technician of Planning Engineering Department - Vicem Bim Son Cement Joint Stock Company.
- ✓ From 12/7/2004 to 31/12/2007: Technician of Planning Engineering Department - Project Management Department - Vicem Bim Son Cement Joint Stock Company.
- ✓ From 01/2008 to 02/2012: Deputy foreman of the repair workshop - Vicem Bim Son Cement Joint Stock Company.
- ✓ From 03/2012 to 03/2013: In charge of the repair workshop - Vicem Bim Son Cement Joint Stock Company.
- ✓ From 04/2013 to 03/2015: Foreman of the repair workshop - Vicem Bim Son Cement Joint Stock Company.
- ✓ From 04/2015 to 05/2017: Director of Central Cement Joint Stock Company.
- ✓ From 06/2017 to 30/6/2020: Director of Project Management Department - Vicem Bim Son Cement Joint Stock Company.
- ✓ From 01/7/2020 to 30/11/2022: Board of Directors's member; Director of Vicem Packaging Bim Son Joint Stock Company.
- ✓ From 30/11/2022 to 21/04/2023: Chairman; Director of Vicem Packaging Bim Son Joint Stock Company.
- ✓ From 21/04/2023 to present: Board of Directors's member; Director of Vicem Packaging Bim Son Joint Stock Company.
- Number of shares held (last registration date 09/09/2024):
 - + Representative of the State's capital ownership: 372,000 shares, occupied 9.79% of charter capital
 - + Individually owned: 0 share, occupied 0% of charter capital
- Conflicting interests with the Company: None
- **Mrs. Pham Thi Thu Huong**
 - Position: Chief Accountant
 - Gender: Female
 - Date of birth: 10/9/1982
 - Place of birth: Bim Son Town, Thanh Hoa Province
 - Nationality: Vietnam
 - Number of ID card: 038182002965, date of issue: 19/08/2016, place of issue: Director general of Police department for administrative management of social order.
 - Place of origin: Hoang Son ward - Hoang Hoa District - Thanh Hoa Province
 - Place of residence: Group 8, Zone 4, Ba Dinh Ward, Bim Son Town, Thanh Hoa Province.
 - Phone number: 0982 363 949
 - Academic standard: 12/12
 - Professional qualification: Bachelor of Accounting; Economic Engineer
 - *Working process:*
 - ✓ From 12/2005 to 31/03/2016: accountant - Vicem Bim Son Cement Joint Stock Company.
 - ✓ From 01/4/2016 to 31/03/2019: Deputy Head of accountant - Vicem Bim Son Cement Joint Stock Company.
 - ✓ From 01/4/2019 to 30/6/2020: accountant - Vicem Bim Son Cement Joint Stock Company.

- ✓ From 01/7/2020 to 30/9/2020: Board of Directors's member; Head of Accountant - Vicem Packaging Bim Son Joint Stock Company.
- ✓ From 01/10/2020 to 21/04/2023: Board of Directors's member; Chief Accountant - Vicem Packaging Bim Son Joint Stock Company.
- ✓ From 21/04/2023 to present: Chief Accountant - Vicem Packaging Bim Son Joint Stock Company.
- ✓ Number of shares held (last registration date 09/09/2024):
 - + Representative of the State's capital ownership: 372,000 shares, occupied 9.79% of charter capital.
 - + Individually owned: 1,000 shares, occupied 0.02% of charter capital
- ✓ Conflicting interests with the Company: None

❖ **Changes in the Board of Management: None**

❖ **Number of staff and brief information on the labor's policies:**

Situation of labors:

- The total number of employees of the Company as of December 31, 2024 is: 181 people including 64 women and 117 men)
- Management staff: 18 people

<i>Degree:</i>	+ Master's Degree	02 people
	+ University	16 people
- Officials doing professional work, serving: 33 people

<i>Degree:</i>	+ University	25 people
	+ College, intermediate	03 people
	+ Other	05 people
- Direct production labor: 130 people

The qualifications of technical workers are shown in the following table:

Level	1/5	2/5	3/5	4/5	5/5	Total
Number of people	14	09	22	33	52	130

Brief information on the labor policies:

- Managers and professional professionals are always facilitated to participate in training courses and foster specialized knowledge to improve the level of economic management, technical management, and professional qualifications to meet the requirements of the job.

- The company has satisfactory care and remuneration policies to encourage and motivate employees such as:

+ Every year, employees are entitled to leave according to the standards and are entitled to additional seniority leave days in accordance with the provisions of the Labor Code, the Company pays 100% of the salary as a basis for paying social insurance premiums for employees during the leave days.

+ Organize attentive and regulated medical care for employees.

+ Proactively and promptly take measures to prevent and control epidemics and infectious diseases and spreads according to the guidance of the health sector and localities.

+ The deduction and payment of health insurance, social insurance, unemployment insurance, and physical insurance for employees are always well implemented by the Company in accordance with regulations.

+ The company implements the working regime according to labor law. Implement the deduction and fostering of shift diets, anti-heat and toxic for employees.

+ Paying product salaries to each stage of production of employees, thereby encouraging the spirit and responsibility of employees for the products they make. Helping employees' income and productivity increase.

3. Investment activities, project implementation:

- ❖ **Major investments:** None
- ❖ **Subsidiaries, associated companies:** None

4. Financial situation:

- ❖ **Financial situation:**

Indicators	This year	Current year	Movement (%)
Total asset (VND)	187,044,481,900	178,138,045,193	95.23
Net revenue (VND)	227,620,231,241	268,891,407,690	118.13
Profit from business activities (VND)	1,350,789,733	1,403,853,998	103.92
Other profits (VND)	338,154,243	105,618,566	31.23
Profit before tax (VND)	1,688,943,976	1,509,472,564	89.34
Profit after tax (VND)	1,127,512,465	1,097,047,322	97.33
Payout ratio (%)	2%	2%	100.00

Major financial indicators

Indicators	This year	Current year	Notes
<i>1. Solvency ratio</i>			
+ Current ratio:	1.99	2.09	
<i>Short term Asset/Short term debt</i>			
+ Quick ratio:	1.69	1.86	
<i>(Short term Asset - Inventories)/ Short term debt</i>			
<i>2. Capital structure ratio</i>			
+ Debt/Total assets ratio (%)	49.81	47.32	
+ Debt/Owner's Equity ratio (%)	99.27	89.84	
<i>3. Operation capability Ratio</i>			
+ Inventory turnover:	6.34	10.30	
<i>Cost of goods sold/Average inventory</i>			
+ Net revenue/ Average Total Assets	1.21	1.50	
<i>4. Profitability</i>			
+ Profit after tax/ Net revenue Ratio (%)	0.49	0.40	
+ Profit after tax/ total capital Ratio (%)	1.20	1.16	
+ Profit after tax/ Total assets Ratio (%)	0.60	0.61	
+ Profit from business activities/ Net revenue Ratio (%)	0.59	0.52	

5. Shareholders' structure, change in the owner's equity:

a) Shares:

- + Total number of floating shares: 3,800,000 shares.
- Number of freely transferable shares: 1,938,000 shares.
- Number of shares restricted from transfer: 1,862,000 shares.

b) Shareholders structure (According to the list of shareholders as of 09/09/2024):

+ State shareholders (VICEM): 1,862,000 shares (49%).

+ Individual shareholders: 1.715.440 shares (45,14%).

✓ Domestic: 1.680.180 shares (44,21%).

✓ Oversea: 35.260 shares (0,93%).

+ Group shares: 222.560 shares (5,86%).

✓ Domestic: 206.060 shares (5,42%).

✓ Oversea: 16.500 shares (0,43%).

c) Change in the owner's equity: None

d) Transaction of treasury stocks: None

e) Other securities: None

III. REPORTS AND ASSESSMENTS OF THE BOARD OF MANAGEMENT:

1. Assessment of operating results:

❖ General analysis of the company's operations:

In 2024, the construction industry in general, the cement and cement packaging industry are facing many difficulties. Besides, the situation of oversupply is increasing, the competition in the market is fierce in terms of quality and price. The change in product structure of cement in which increasing the proportion of bulk cement, reducing traditional bag cement has also reduced the demand for bags at some customers. Some major customers in VICEM delayed their payables, affecting the efficiency of working capital use during the year.

In such difficult conditions, the Board of Management has closely followed the assigned goals and tasks to executive production and business by not only making maximum efforts, proactively overcoming difficulties, taking advantage of advantages but also propose implementation measures such as: saving costs, managing material consumption standards well to reduce product costs, searching and expanding the market to increase output. As a result, in 2024, we have provided customers with more types of export bags such as PP bottom-sealed bags (40kg), Jumbo bags (1000kg) and Sling bags (2000kg).

In addition, with the active direction of the Board of Directors, in 2024, the Board of Management has effectively managed the Company's operations to ensure the correct implementation of the production and business orientations approved by the Board of Directors and the General Meeting of Shareholders, ensuring the Company's operations in accordance with the authority prescribed in the Company's Charter.

Results achieved: Production output reached 49.676 million bags (123.05% of the plan and 123.78% of 2023); Sales reached 49.582 million bags (122.82% of the plan and 120.96% of 2023); Total revenue reached VND 269.001 billion (120.91% of the plan and 117.98% of 2023); Profit before tax reached VND 1.509 billion (113.03% of the annual plan and 89.35% of 2023).

❖ The Company's achievements:

- Correctly assess objective and subjective factors and propose specific solutions to improve production and business efficiency

- Focuses on product quality, design and gradually improves it, thereby meeting customer requirements and receiving high appreciation from customers.

- Focus on marketing to increase output, pay attention to customer care services.
- Efficient use of machinery and equipments.
- Well implement the work of technical innovation initiatives, practice thrift to improve production and business efficiency.
- Improve salary and remuneration plans for executives and employees, pay salaries linked to productivity and product quality.
- Amend, supplement the reward and recognition regimes for departments and individuals with good achievements. Strengthening the legal system in all aspects of the Company such as: building labor regulations, regulations on material purchase management, training regulations and financial regulations.
- Improve awareness of labor discipline, practice civilized lifestyle and corporate culture.
- Actively take care of the life of workers, provide meals, provide anti-toxic heat, strengthen training policies and retrain professional skills for workers.

2. Financial Situation:

a) Assets:

Items	01/01/2024	31/12/2024
I. Short-term Assets	185,544,150,725	176,638,289,028
1. Cash and equivalents	2,866,206,750	1,483,217,135
2. Short-term financial investment	898,560,000	692,640,000
3. Short-term receivables	154,144,362,292	154,595,530,409
4. Inventory	27,604,893,862	19,806,637,849
5. Others	30,127,821	60,263,635
II. Long-term Assets	1,500,331,175	1,499,756,165
1. Tangible fixed assets	1,500,331,175	1,499,756,165
- Cost	106,180,027,326	106,901,087,020
- Accumulated depreciation	(104,679,696,151)	(105,401,330,855)
2. Construction in progress		
Total Assets	187,044,481,900	178,138,045,193

b) Debt payables:

Items	01/01/2024	31/12/2024
I. Current liability	93,180,736,656	84,304,765,092
1. Short-term loans and obligations	35,452,794,528	19,410,638,976
2. Trade account payables	47,810,557,495	53,450,679,566
3. Advance from customers	-	-
4. Taxes and amounts payable to State Budget	827,381,120	795,488,146
5. Payables to employees	7,608,961,179	8,626,300,851
6. Accrued expenses	338,667,712	346,316,522
7. Other current payables	313,249,034	1,612,622,348
8. Bonus and welfare funds	829,125,588	62,718,683
II. Long-term liability	-	-
Total liability	93,180,736,656	84,304,765,092

- 3) **Improvements in organizational structure, policies, and management:** None
4) **Development plans for future:**

Continue to fully utilize existing machinery and equipment to meet the bag needs of the customers. Determining product quality is the decisive factor for the existence and development of the Company, so in the following years continues to focus on quality management, enhance internal control and inspection, apply scientific and technical advances in production to reduce the rate of waste products. Thoroughly and effectively apply the Quality Management System according to the International Standard ISO 9001:2015 to improve the quality of the Company's products, create prestige and satisfy customer needs.

In addition, the Company will research the market and develop new products such as PP agricultural bags and carton packaging to diversify products provided to the market, develop and perform diversify strategy and gradually proactively integrate with the global economy.

- 5) **Explanation of the Board of Management for auditor's opinions (if any):** None

IV. ASSESSMENTS OF THE BOARD OF DIRECTORS ON THE COMPANY'S OPERATION:

1. Assessments of the Board of Directors on the Company's operation:

In 2024, there were disadvantages and advantages in production and business activities such as:

Disadvantages:

- The situation of oversupply is increasing, the competition in the market is fierce in terms of quality and price between cement packaging Companies.
- The change in product structure of cement in which increasing the proportion of bulk cement, reducing traditional bag cement has also reduced the demand for bags at some customers.
- Some major customers delayed their payables, affecting the efficiency of working capital use during the year.

Advantages:

- The production lines operated stably.
- The technical team is qualified; the young workforce has received basic training.
- The quality of the Company's packaging has been consistently assessed by customers over the years as the basis for maintaining stable current markets and developing new markets.
- Results achieved: Production output reached 49.676 million bags (123.05% of the plan and 123.78% of 2023); Sales reached 49.582 million bags (122.82% of the plan and 120.96% of 2023); Total revenue reached VND 269.001 billion (120.91% of the plan and 117.98% of 2023); Profit before tax reached VND 1.509 billion (113.03% of the annual plan and 89.35% of 2023).

2. Assessment of Board of Directors on Board of Management s performance:

The Board of Management has fully performed the functions, tasks and powers stipulated in the Company's Charter, closely following the Company's production and business plans and the Resolutions of the Board of Directors to take management measures. Proactively and promptly handling issues arising in the management of production and business activities, having solutions to organize the optimal implement production and business tasks in 2024.

3. Plans and orientations of the Board of Directors:

Based on forecasting the business environment and assessing the opportunities and challenges for the Company's production and business activities, the Board of Directors focuses on directing several key contents in 2024 as follows:

- Organize effective production management, avoid waste, reduce scrap rate, reduce material consumption, use labor reasonably to reduce production costs.
- Apply technical measures to production, improve productivity and product quality to reduce production costs, and increase product competitiveness.
- Use reasonable equipment systems, improve equipment repair and maintenance quality to exploit equipment most effectively.

- Continue to conduct comprehensive surveys and assessments of customer needs to find solutions to improve competitiveness and production efficiency and orient the development strategy for new products and traditional products of the Company.
- Maintain quantity and increase market share at traditional customers, especially large customers such as Vicem Bim Son Cement and Long Son Cement.
- Signing contracts with the traditional cement companies which will be implemented in 2025.
- Continue to effectively implement financial solutions in cash flow, inventory and debt management. Restructure loans to ensure capital for production and business activities and investment in 2025.
- Strictly manage and control input materials, implement consumption norms, and technical and economic norms in production.
- Tightly manage cost price, reduce production cost, improve production and business efficiency.
- Balance payments to suppliers, use financial leverage flexibly to create efficiency in business.
- Arrange and allocate human resources in department to fit the Company's production and business plan in 2025.
- Organize training courses to improve skills and improve promotion exam methods for employees in the Company to improve their qualifications and capacity.

V. CORPORATE GOVERNANCE:

1. Board of Directors:

Members and structure of the Board of Directors

No.	Name	Position	Voting shares	Proportion (%)	Notes
01	Ms. Nguyen Thi Kim Chi	Chairwoman	746.000	19,63	
02	Mr. Trinh Van Dien	Member; CEO	372.000	9,79	
03	Mr. Nguyen Minh Duc	Member	372.000	9,79	
04	Mr. Mai Viet Dung	Member	15.700	0,41	
05	Mr. Nguyen Duc Son	Independent member	0	0,00	

a) The committees of the Board of Directors:

The Company does not establish subcommittees in the Board of Directors as prescribed in the model charter, but beside the Board of Management, there are also functional departments to assist the Board of Directors. In addition, the Company also has a system of grassroots Councils established by law since the Company's establishment, with the function of advising and assisting the Board of Directors and the Board of Management, and is also improved annually as follows: Salary review council, Reward council, Innovation council, Labor protection council, ISO 9001:2015 quality system management board. These Councils include members of the Board of Directors and these function as subcommittees assisting the Board of Directors.

Activities of the Board of Directors:

During the year, the Board of Directors holds regular quarterly meetings to analyze and evaluate the production and business situation and other activities of the Company. Set short-term, medium-term and long-term development strategies. Evaluate the performance of tasks according to the assigned areas of each member of the Board of Directors.

Develop operational and strategic goals based on the full implementation of the Resolution of the Annual General Meeting of Shareholders. Direct the Board of Management and functional departments to organize production and business in accordance with the law, preserve capital and generate profits, fully perform obligations to the State, shareholders' rights, and ensure stable employment and income for employees.

Decide on other issues under the authority of the Board of Directors. In summary, the Board of Directors has promoted its role and responsibility in managing and operating the Company, complying with the charter and laws.

b) Activities of the Board of Directors' subcommittees: None

c) List of members of the Board of Directors possessing certificates on corporate governance

No.	Name	Position	Certificate
01	Ms. Nguyen Thi Kim Chi	Chairwoman	MBA
02	Mr. Trinh Van Dien	Member; CEO	Improve business management competence
03	Mr. Nguyen Minh Duc	Member	MBA
04	Mr. Mai Viet Dung	Member	MBA
05	Mr. Nguyen Duc Son	Independent member	

2. Board of Supervisors:

a) Members and structure of the Board of Supervisors:

Members and structure of the Board of Supervisors

No.	Name	Position	Voting right	Proportion	Notes
01	Ms. Nguyen Thi Thao	Head	-	-	
02	Ms. Do Thi Trang	Member	-	-	
03	Mr. Pham Xuan Quyet	Member	1.000	0,02	

b) Activities of the Board of Supervisors:

Performing the functions of the Board of Supervisors as prescribed in the charter of the Company, in 2024, the Board of Supervisors monitored and comprehensively reviewed the operations of the Company as well as worked directly with the Board of Directors, the Board of Management and functional departments to better understand and evaluate the overall performance of the Company in 2024.

Members of the Board of Supervisors attended meetings of the Board of Directors related to the Company's development strategy and business operations, closely following the Company's operations, development orientation, and implementation of the Resolution of the 2024 Annual General Meeting of Shareholders.

Periodically inspect activities related to the implementation of resolutions of the General Meeting of Shareholders and decisions of the Board of Directors.

Collect and exchange information with shareholders and propose solutions according to shareholders' requests.

3. Transactions, remunerations and benefits of the Board of Directors, Board of Management and Board of Supervisors:

a) Remunerations and benefits:

Board of Directors, Management:

(unit: dong)

STT	Name	Position	2023	2024
01	Ms. Nguyen Thi Kim Chi	Chairwoman	49,800,000	72,000,000
02	Mr. Trinh Van Dien	Member, CEO	558,679,110	563,869,116
03	Mr. Nguyen Minh Duc	Member	48,000,000	48,000,000
04	Mr. Mai Viet Dung	Member	48,000,000	48,000,000
05	Mr. Nguyen Duc Son	Independent Member	33,200,000	48,000,000
06	Ms. Pham Thi Thu Huong	Chief Accountant	396,580,228	398,782,127

Board of Supervisors:

(unit: dong)

STT	Name	Position	2023	2024
01	Ms. Nguyen Thi Thao	Head	33,200,000	48,000,000
02	Mr. Pham Xuan Quyet	Member	163,395,592	263,477,618
03	Ms. Do Thi Trang	Member	145,710,698	169,624,279

b) Share transactions of internal persons and their affiliated persons:

No.	Transaction executor	Relationship with internal persons	Number of shares at the beginning of the period		Number of shares at the end of the period		Reasons for increasing, decreasing
			Number of shares	Percentage	Number of shares	Percentage	
1	Mr. Mai Viet Dung	Internal person	17,000	0.44%	15,700	0.41%	Personal interest demand

c) Contracts or transactions with internal shareholders: None**d) Assessing the Implementation of regulations on corporate governance:**

In 2024, the Company strictly implemented the regulations on corporate governance, promptly reported and periodically disclosed information on the corporate governance on a quarterly, semi-annual and annual basis to state management agencies and investors in a timely and complete manner.

VI. FINANCIAL STATEMENTS:**1. Auditor's opinions:**

In our opinion, the accompanying financial statements give a true and fair view of, in all material respects, the financial position of the Company as at 31 December 2024, and its operations and its cash flows for the year then ended in accordance with Vietnamese accounting standards, corporate accounting system and the statutory requirements relevant to preparation and presentation of financial statements.

2. Audited financial statements:

According to Resolution No. 334/NQ-DHDCD dated April 19, 2024 of the 2024 Annual General Meeting of Shareholders. The Board of Directors of the company has selected An Viet Auditing Co., Ltd. to audit the financial statements for the accounting period from 01/01/2024 to 31/12/2024.

The financial statements in 2023 include: Balance sheet; Income Statement; Cash flow statements; Note to the Financial statements have been audited by An Viet Auditing Co., Ltd. and have been sent to the State Securities Commission, the Hanoi Stock Exchange and published on the IDS system of the State Securities Commission, the CIMS system of the Hanoi Stock Exchange, on the company's website <http://baobibimson.vn>

Bim Son, 05 March 2025

Director



Trinh Van Dien