

No. 1177 /BTS-TCKT
Re. change in personnel.

Ninh Binh, June 12, 2026

CHANGE IN PERSONNEL

To:

- State Securities Commission of Vietnam;
- Hanoi Stock Exchange.

Base on Board Resolution No.1151/BTS-HDQT dated June 11, 2026 of Board of Directors of Vicem But Son Cement Joint Stock Company and Resolution No.1152/BTS-BKS dated June 11, 2026 of Board of Supervisors of Vicem But Son Cement Joint Stock Company, we would like to announce the change in personnel of Vicem But Son Cement Joint Stock Company as follows:

In case of appointment:

1. Mr: Dao Tuan Khoi

- Former position in the organization: Member of the Broad of Directors of Vicem But Son Cement Joint Stock Company for the 2026-2031 Term.
- Newly appointed position: Chairman of the Broad of Directors of Vicem But Son Cement Joint Stock Company for the 2026-2031 Term.
- Term: the 2026-2031 Term.
- Effective date: June 11, 2026.

2. Mr: Nguyen Quang Tuan

- Former position in the organization: Member of the Broad of Supervisors of Vicem But Son Cement Joint Stock Company for the 2026-2031 Term.
- Newly appointed position: Head of the Broad of Supervisors of Vicem But Son Cement Joint Stock Company for the 2026-2031 Term.
- Term: the 2026-2031 Term.
- Effective date: June 11, 2026.

This information was published on the company's website on June 12, 2026, as in the link <https://www.vicembutson.com.vn/>.

Recipients:

- As above;
- Archive: Office.

PERSON RESPONSIBLE FOR INFORMATION
DISCLOSURE
FOR THE GENERAL DIRECTOR
CHIEF ACCOUNTANT

Attachments:

- Board Resolution No.1151/BTS-HDQT.
- Resolution No.1152/BTS-BKS.
- Information Disclosure Form.



Pham Tran Viet

RESOLUTION

**On the Election of the Chairman of the Board of Directors of
Vicem But Son Cement Joint Stock Company for the 2026-2031 Term**

**THE BOARD OF DIRECTORS
OF VICEM BUT SON CEMENT JOINT STOCK COMPANY**

Pursuant to the Law on Enterprises dated June 17, 2020;

*Pursuant to the Charter on Organization and Operation of Vicem But Son
Cement Joint Stock Company;*

*Pursuant to Decision No. 680/QD-VICEM dated April 14, 2026 and Decision
No. 816/QD-VICEM dated May 04, 2026 of Vietnam National Cement Corporation
regarding the appointment of representatives managing VICEM's capital
contribution in Vicem But Son;*

*Pursuant to the election results of the Board of Directors of Vicem But Son
Cement Joint Stock Company for the 2026-2031 term approved by the 2026 Annual
General Meeting of Shareholders;*

*Pursuant to Minutes No. 240/BTS-BOD dated June 11, 2026 of the Board of
Directors of Vicem But Son Cement Joint Stock Company regarding the election of
the Chairman of the Board of Directors of Vicem But Son Cement Joint Stock
Company for the 2026-2031 term.*

RESOLVES:

Article 1. To elect Mr. Dao Tuan Khoi, Member of the Board of Directors of Vicem But Son Cement Joint Stock Company, to hold the position of Chairman of the Board of Directors of Vicem But Son Cement Joint Stock Company for the 2026-2031 term.

Article 2. This Resolution shall take effect from the date of signing.

Article 3. Members of the Board of Directors, the Executive Board, Heads of the Company's affiliated units, and relevant organizations and individuals shall be responsible for implementing this Resolution./.

Recipients:

- As stated in Article 3;
- Vietnam National Cement Corporation;
- Party Committee of the Company;
- Head and Members of the Board of Supervisors;
- Trade Union and Youth Union of the Company;
- Shareholders and relevant agencies and organizations;
- Archived at: Administration Office, Organization Department, Board of Directors.

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN**

Dao Tuan Khoi



No.: 1152/BTS-BKS

RESOLUTION

**On the Election of the Head of the Board of Supervisors of
Vicem But Son Cement Joint Stock Company for the 2026-2031 Term**

THE BOARD OF SUPERVISORS OF VICEM BUT SON CEMENT JOINT STOCK COMPANY

Pursuant to the Law on Enterprises dated June 17, 2020;

*Pursuant to the Charter on Organization and Operation of Vicem But Son
Cement Joint Stock Company;*

*Pursuant to Document No.1067/VICEM-HDTV dated June 03, 2026 of
Vietnam National Cement Corporation regarding key matters of the 2026 Annual
General Meeting of Shareholders of Vicem But Son Cement Joint Stock Company;*

*Pursuant to the election results of the Board of Supervisors of Vicem But Son
Cement Joint Stock Company for the 2026-2031 term at the 2026 Annual General
Meeting of Shareholders;*

*Pursuant to Minutes No.01/BTS-BKS dated June 11, 2026 of the Board of
Supervisors of Vicem But Son Cement Joint Stock Company regarding the election
of the Head of the Board of Supervisors of Vicem But Son Cement Joint Stock
Company for the 2026-2031 term.*

RESOLVES:

Article 1. To elect Mr. Nguyen Quang Tuan, Member of the Board of Supervisors of Vicem But Son Cement Joint Stock Company, to hold the position of Head of the Board of Supervisors of Vicem But Son Cement Joint Stock Company for the 2026-2031 term.

Article 2. This Resolution shall take effect from the date of signing.

Article 3. Members of the Board of Supervisors, the Executive Board, Heads of the Company's affiliated units, and relevant organizations and individuals shall be responsible for implementing this Resolution./.



Recipients:

- As stated in Article 3;
- Vietnam National Cement Corporation;
- Board of Directors of the Company;
- Party Committee of the Company;
- Trade Union and Youth Union of the Company;
- Shareholders and relevant agencies and organizations;
- Archived at: Administration Office, Organization Department, Board of Directors.

**ON BEHALF OF THE BOARD OF
SUPERVISORS
HEAD OF THE BOARD OF
SUPERVISORS**

Nguyen Quang Tuan

