

No. *1260* /BTS-TCKT  
Re. change in personnel.

*Ninh Binh, June 26, 2026*

## CHANGE IN PERSONNEL

To:

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

Base on Decisions No.785/BTS-HDQT; No.786/BTS-HDQT; No.788/BTS-HDQT dated June 25, 2026 of Board of Directors 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: Le Ngoc Hung**

- Former position in the organization: Person in charge of corporate governance cum Company Secretary of Vicem But Son Cement Joint Stock Company for the 2021-2026 Term.

- Newly appointed position: Company Secretary of Vicem But Son Cement Joint Stock Company for the 2026-2031 Term.

- Term: the 2026-2031 Term.

- Effective date: June 25, 2026.

#### **2. Mr: Nguyen Duy Tiep**

- Former position in the organization: Company Secretary of Vicem But Son Cement Joint Stock Company for the 2021-2026 Term

- Newly appointed position: Company Secretary of Vicem But Son Cement Joint Stock Company for the 2026-2031 Term.

- Term: the 2026-2031 Term.

- Effective date: June 25, 2026.

#### **3. Ms. Co Thi Thu Hien**

- Former position in the organization: Deputy Head of Finance and Accounting Department.

- Newly appointed position: Person in charge of corporate governance of Vicem But Son Cement Joint Stock Company for the 2026-2031 Term.

- Term: the 2026-2031 Term.

- Effective date: June 25, 2026.



This information was published on the company's website on June 25, 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:***

- Decision No.785/BTS-HĐQT;
- Decision No.786/BTS-HĐQT;
- Decision No.788/BTS-HĐQT;
- Information Disclosure Form.

**Pham Tran Viet**







VIETNAM NATIONAL CEMENT CORPORATION  
VICEM BUT SON CEMENT JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness

No.: 786/BTS-HDQT

Ninh Binh, June 25, 2026

## DECISION

**Regarding the appointment of the person in charge of corporate governance  
VICEM BUT SON CEMENT JOINT STOCK COMPANY**

### **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 the proposal of the General Director of Vicem But Son Cement Joint Stock Company in Submission No. 1236/BTS-TGD dated June 23, 2026, regarding the appointment of the Person in charge of Corporate Governance and the Company Secretary for the 2026–2031 term;*

*Pursuant to the Minutes of the Board of Directors meeting No. 252/BTS-HDQT dated June 24, 2026, regarding the appointment of the Person in charge of Corporate Governance and the Company Secretary for the 2026–2031 term.*

## DECISION:

**Article 1.** To appoint Mr. Le Ngoc Hung, born June 6, 1978; Bachelor of Business Administration; Head of Strategic Planning Department to the position of Company Secretary of Vicem But Son Cement Joint Stock Company for the 2026–2031 term (on a concurrent basis).

**Article 2.** Mr. Le Ngoc Hung is responsible for exercising the rights and fulfilling the obligations of the Company Secretary in accordance with the Company's Charter, the Internal Regulations on Corporate Governance, and applicable laws.

**Article 3.** This Decision takes effect from the date of signing.

Members of the Board of Directors, the Board of Management, heads of Company units, relevant units and individuals, and Mr. Le Ngoc Hung are responsible for implementing this Decision./.

#### **Recipients:**

- As stated in Article 3;
- VICEM (for reporting);
- Supervisory Board;
- Company unit;
- Archived at: Office, Organization Department, personal profile, Board of Directors.

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

**Dao Tuan Khoi**





VIETNAM NATIONAL CEMENT CORPORATION  
VICEM BUT SON CEMENT JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness

No.: 788/BTS-HDQT

Ninh Binh, June 25, 2026

## DECISION

**Regarding the appointment of the person in charge of corporate governance  
VICEM BUT SON CEMENT JOINT STOCK COMPANY**

### **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 the proposal of the General Director of Vicem But Son Cement Joint Stock Company in Submission No. 1236/BTS-TGD dated June 23, 2026, regarding the appointment of the Person in charge of Corporate Governance and the Company Secretary for the 2026–2031 term;*

*Pursuant to the Minutes of the Board of Directors meeting No. 252/BTS-HDQT dated June 24, 2026, regarding the appointment of the Person in charge of Corporate Governance and the Company Secretary for the 2026–2031 term.*

## DECISION:

**Article 1.** To appoint Mr. Nguyen Duy Tiep, born November 13, 1991; Bachelor of Business Administration; Head of Strategic Planning Department to the position of Company Secretary of Vicem But Son Cement Joint Stock Company for the 2026–2031 term (on a concurrent basis).

**Article 2.** Mr. Nguyen Duy Tiep is responsible for exercising the rights and fulfilling the obligations of the Company Secretary in accordance with the Company's Charter, the Internal Regulations on Corporate Governance, and applicable laws.

**Article 3.** This Decision takes effect from the date of signing.

Members of the Board of Directors, the Board of Management, heads of Company units, relevant units and individuals, and Mr. Nguyen Duy Tiep are responsible for implementing this Decision./.

#### **Recipients:**

- As stated in Article 3;
- VICEM (for reporting);
- Supervisory Board;
- Company unit;
- Archived at: Office, Organization Department, personal profile, Board of Directors.

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

**Dao Tuan Khoi**





VIETNAM NATIONAL CEMENT CORPORATION  
VICEM BUT SON CEMENT JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM  
Independence – Freedom – Happiness

No.: 785/BTS-HDQT

Ninh Binh, June 25, 2026

## DECISION

**Regarding the appointment of the person in charge of corporate governance  
VICEM BUT SON CEMENT JOINT STOCK COMPANY**

### **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 the proposal of the General Director of Vicem But Son Cement Joint Stock Company in Submission No. 1236/BTS-TGD dated June 23, 2026, regarding the appointment of the Person in charge of Corporate Governance and the Company Secretary for the 2026–2031 term;*

*Pursuant to the Minutes of the Board of Directors meeting No. 252/BTS-HDQT dated June 24, 2026, regarding the appointment of the Person in charge of Corporate Governance and the Company Secretary for the 2026–2031 term.*

## DECISION:

**Article 1.** To appoint Ms. Co Thi Thu Hien, born August 18, 1986; Bachelor of Accounting; Deputy Head of the Finance and Accounting Department to the position of Person in Charge of Corporate Governance at Vicem But Son Cement Joint Stock Company for the 2026–2031 term (concurrently held position).

**Article 2.** Ms. Co Thi Thu Hien is responsible for exercising the rights and fulfilling the obligations of the Person in Charge of Corporate Governance in accordance with the Company's Charter, the Internal Regulations on Corporate Governance, and applicable laws.

**Article 3.** This Decision takes effect from the date of signing.

Members of the Board of Directors, the Board of Management, heads of company units, relevant units and individuals, and Ms. Co Thi Thu Hien are responsible for implementing this Decision./.

#### **Recipients:**

- As stated in Article 3;
- VICEM (for reporting);
- Supervisory Board;
- Company unit;
- Archived at: Office, Organization Department, personal profile, Board of Directors.

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

**Dao Tuan Khoi**