



VIETNAM NATIONAL CEMENT CORPORATION
VICEM BUT SON CEMENT JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

No. 1581/BTS-TCKT
Re. change in personnel.

Ninh Binh, August 11, 2026

CHANGE IN PERSONNEL

To:

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

Base on Board Resolution No.968/BTS-HDQT dated August 11, 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:

- Mr: Vu Quang Hanh
- Former position in the organization: Workshop Manager of the Cement Plant, Vicem But Son Cement Joint Stock Company.
- Newly appointed position: Deputy General Director of Vicem But Son Cement Joint Stock Company, in charge of the production sector.
- Term: 05 years, from August 11, 2026.
- Effective date: August 11, 2026.

This information was published on the company's website on August 11, 2026, as in the link <https://www.vicembutson.com.vn/>.

Recipients:

- As above;
- Archive: Office, F&A Department.

**PERSON AUTHORIZED TO DISCLOSE
INFORMATION
CHIEF ACCOUNTANT**

Attachments:

- Board Resolution No.968/BTS-HDQT.
- Information Disclosure Form.

Pham Tran Viet

DECISION

**On the Appointment of the Deputy General Director of 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 of Vicem But Son Cement Joint Stock Company;

Pursuant to the Regulation on the Management of Personnel and Representatives of VICEM's Capital promulgated together with Decision No. 839/QD-VICEM dated June 03, 2024 of Vietnam Cement Industry Corporation; and Decision No. 717/QD-VICEM dated April 17, 2026 of Vietnam Cement Industry Corporation on the amendment and supplementation of a number of Articles of the Regulation on the Management of Personnel and Representatives of VICEM's Capital promulgated together with Decision No. 839/QD-VICEM dated June 03, 2024;

Pursuant to Document No. 1581/VICEM-TC dated August 03, 2026 of Vietnam Cement Industry Corporation regarding the approval of the appointment of the Deputy General Director of Vicem But Son Cement Joint Stock Company;

Pursuant to Submission No. 1568/BTS-TGD dated August 10, 2026 of the General Director of the Company regarding the appointment to the position of Deputy General Director of Vicem But Son Cement Joint Stock Company;

Pursuant to Resolution No. 1575/BTS-HDQT dated August 10, 2026 of the Board of Directors of the Company regarding the appointment of the Deputy General Director of Vicem But Son Cement Joint Stock Company.

HEREBY DECIDES:

Article 1. To appoint Mr. Vu Quang Hanh, Workshop Manager of the Cement Plant, to the position of Deputy General Director of Vicem But Son Cement Joint Stock Company, in charge of the production sector.

The term of appointment shall be 05 years.

Article 2. The salary serving as the basis for payment of social insurance, health insurance, and unemployment insurance for Mr. Vu Quang Hanh shall be VND 25,639,250, salary coefficient 5.98, Grade 1, Salary Group QL002, under the salary scale system promulgated together with Decision No. 883/BTS-HDQT



dated May 29, 2020 of Vicem But Son Cement Joint Stock Company. His position-based salary and other entitlements shall be implemented in accordance with the Company's regulations and the provisions of State laws.

Article 3. This Decision shall take effect from the date of signing.

Members of the Board of Directors, the Board of General Directors, Heads of the following divisions: Organization, Finance and Accounting, relevant units and individuals, and Mr. Vu Quang Hanh shall be responsible for the implementation of this Decision./.

Recipients:

- As stated in Article 3;
- Vietnam National Cement Corporation (for reporting);
- Company's Board of Supervisors;
- Company's Party Executive Committee;
- Company's affiliated units;
- Archived at: Administration Office, Organization, Personnel Records, Board of Directors.

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

Dao Tuan Khoi

