

No: **4668** /QD-HDQT

Bim Son, October 06, 2026

DECISION

**On the reappointment of Chief Accountant
of Bim Son Cement Joint Stock Company**

**THE BOARD OF DIRECTORS
OF BIM SON CEMENT JOINT STOCK COMPANY**

Pursuant to the Charter on Organization and Operation of Bim Son Cement Joint Stock Company;

Pursuant to the Regulations on Personnel Management of Bim Son Cement Joint Stock Company issued in conjunction with Decision No. 0810/QD-HDQT dated April 01, 2022; and Decision No. 2019/QD-XMBS dated August 31, 2023 amending and supplementing a number of Articles of the Regulations issued in conjunction with Decision No. 0810/QD-HDQT dated April 01, 2022 of the Board of Directors of the Company;

Pursuant to the Regulations on Management of Personnel and Representatives of VICEM's capital portion issued in conjunction with Decision No. 839/QD-VICEM dated June 03, 2024 of Vietnam National Cement Corporation, and Decision No. 717/QD-VICEM dated April 17, 2026 amending and supplementing a number of Articles of the Regulations issued in conjunction with Decision No. 839/QD-VICEM dated June 03, 2024;

Pursuant to Proposal No. 4456/TTr-XMBS dated 30 September, 2026 of the Company regarding the request for reappointment approval of Chief Accountant of the Company;

Pursuant to Resolution No. 393-NQ/BCH dated October 01, 2026 of the Executive Committee of the Party Committee of Bim Son Cement Joint Stock Company regarding personnel matters;

Pursuant to Official Letter No 2095/VICEM-TC dated October 06, 2026 of Vietnam National Cement Corporation regarding the appointment reapproval of Chief Accountant of Bim Son Cement Joint Stock Company;

Pursuant to Resolution No. 4666/NQ-HDQT dated October 06, 2026 of the Board of Directors of Bim Son Cement Joint Stock Company regarding the appointment reapproval of Chief Accountant of the Company;

HEREBY DECIDES:

Article 1. To reappoint Mr. Nguyen Duc Son, date of birth: March 23, 1983, qualification: Bachelor of Accounting, as Chief Accountant of Bim Son Cement

Joint Stock Company. The term of reappointment shall be five (05) years, commencing from October 07, 2026.

Article 2. Mr. Nguyen Duc Son shall be entitled to salary and other benefits in accordance with the prevailing regulations of Bim Son Cement Joint Stock Company.

Article 3. Members of the Board of Directors, Board of Executive, Chief Accountant, Heads of units of Bim Son Cement Joint Stock Company, and Mr. Nguyen Duc Son shall be responsible for implementing this Decision./.

Recipients:

- As stated in Article 3;
- VICEM (for reporting);
- Party Committee, Trade Union, Youth Union, Board of Supervisors of the Company;
- Relevant units;
- Person in charge of corporate governance, Company's Secretary;
- Archived at: Administration Office, Organization Department, Board of Directors.

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



Le Trung Kien