

Ninh Binh, May 11, 2026.

ANNOUNCEMENT

Regarding the nomination of personnel for election of members of the Board of Directors and Supervisory Board term 2026-2031 of Vicem But Son Cement Joint Stock Company

Based on the Enterprise Law of the Socialist Republic of Vietnam;
Based on the Charter of Vicem But Son Cement Joint Stock Company;
Based on actual requirements and conditions;

At the 2026 Annual General Meeting of Shareholders, the members of the Board of Directors and Supervisory Board will complete their terms; The Board of Directors hereby informs shareholders of the nomination of candidates to participate in the Board of Directors and Supervisory Board for the term 2026-2031 of Vicem But Son Cement Joint Stock Company as follows:

1. Conditions for nomination and candidacy of Board of Directors members:

- Number of Board of Directors members: 5 people
- Shareholders or groups of shareholders holding 10% or more of the total number of common shares have the right to nominate candidates for the Board of Directors in accordance with the provisions of the Law on Enterprises. Specifically as follows: Shareholders or groups of shareholders holding from 10% to less than 20% of the total number of voting shares may nominate one (01) candidate; from 20% to less than 30% may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from 40% to less than 50% may nominate up to four (04) candidates; from 50% to less than 60% may nominate up to five (05) candidates; from 60% to less than 70% may nominate up to six (06) candidates; from 70% to 80% may nominate up to seven (07) candidates; and 80% or more may nominate eight (08) candidates.

- In case the number of candidates nominated and elected by the Board of Directors is still insufficient, the incumbent Board of Directors shall nominate additional candidates to meet the required number.

2. Standards for candidates nominated to the Board of Directors:

Board members and independent board members must meet the standards and conditions as prescribed in Clause 1, Clause 2, Article 155 of the Enterprise Law, in which the standards and conditions for board members are as follows:

- Not subject to the provisions of Clause 2, Article 17 of the Enterprise Law;
- Possess professional qualifications and experience in business administration or in the field, industry, or profession of the Company's business, and are not necessarily shareholders of the Company;
- Members of the Company's Board of Directors may simultaneously be members of the Board of Directors of another company;
- Members of the Board of Directors may not be family members of the General Director and other managers of the Company; of managers or persons



authorized to appoint managers of the parent company.

3. Conditions for nominating and electing members of the Supervisory Board:

- Number of members of the Supervisory Board: 3 people
- Shareholders or groups of shareholders holding 10% or more of the total number of common shares have the right to nominate candidates for the Supervisory Board in accordance with the provisions of the Law on Enterprises. Specifically as follows: Shareholders or groups of shareholders holding from 10% to less than 20% of the total number of voting shares may nominate one (01) candidate; from 20% to less than 30% may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from 40% to less than 50% may nominate up to four (04) candidates; from 50% to less than 60% may nominate up to five (05) candidates; from 60% to less than 70% may nominate up to six (06) candidates; from 70% to 80% may nominate up to seven (07) candidates; and 80% or more may nominate eight (08) candidates.

- In case the number of candidates nominated and elected by the Supervisory Board is still insufficient, the incumbent Supervisory Board shall nominate additional candidates to meet the required number.

4. Criteria for candidates nominated to the Supervisory Board:

- Not subject to the provisions of Clause 2, Article 17 of the Enterprise Law;
- Trained in one of the following majors: economics, finance, accounting, auditing, law, business administration, or a major relevant to the business activities of the enterprise;

- Not related to any member of the Board of Directors, Director or General Director, or other managers;

- Not a company manager; not necessarily a shareholder or employee of the company, unless otherwise stipulated in the company's charter;

- Not related to any business managers of the company and its parent company; representatives of the enterprise's capital, representatives of state capital in the parent company and in the company;

- Not working in the accounting or finance department of the Company;

- Not a member or employee of an independent auditing firm that audited the company's financial statements for the three (03) consecutive years prior to the meeting.

5. Documents for candidacy and nomination of Board of Directors and Supervisory Board members:

- Application for candidacy or nomination to the Board of Directors/Supervisory Board (according to the template);

- Candidate's self-declared resume (according to the template);

- Copy of ID card/Citizen Identification Card, Permanent Residence Registration (or Long-term Temporary Residence Registration Certificate), Passport if a Vietnamese expatriate or foreigner, and other qualifications, diplomas, certificates, and other relevant documents.

- Nomination and candidacy documents should be submitted to Vicem But Son Cement Joint Stock Company before 4:00 PM on June 8, 2026, at the following address:



VICEM BUT SON CEMENT JOINT STOCK COMPANY.

- Address: Hong Son Residential Group - Ly Thuong Kiet Ward - Ninh Binh Province, Vietnam.

- Fax: (84-2263) 851.320.

- Telephone: (84-2263) 851.323.

After the above deadline, we will not accept or process any further requests from shareholders regarding nomination and candidacy for Board of Directors members for the 2026-2031 term. The organizing committee will compile a list of eligible individuals to be included in the official election list at the 2026 Annual General Meeting of Shareholders.

Sincerely./.

Recipient:

- Company Shareholders;
- File: Office; Conference Documents.

**THE BOARD OF DIRECTORS
CHAIRMAN**

Dao Tuan Khoi



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NOMINATION FORM

CANDIDATE FOR THE BOARD OF DIRECTORS

VICEM BUT SON CEMENT JOINT STOCK COMPANY

**To: Organizing committee of the annual general meeting of shareholders
Vicem but son cement joint stock company**

Today, the/...../2026, at, we, the shareholders of Vicem But Son Cement Joint Stock Company, together hold shares, representing% of the total number of shares. The following shareholders with voting rights in the Company, whose names are listed in the attached list, unanimously nominate:

Mr./Ms.:

ID Card No:..... Date of Issue:.....Place of Issue:

Permanent Address:

Education Level:..... Major:

Currently owning: shares (In words:)

Corresponding to a total par value of (VND):

As a candidate to participate in the Board of Directors of Vicem But Son Cement Joint Stock Company for the term 2026-2031, to be elected at the Annual General Meeting of Shareholders on June 11, 2026.

At the same time, we unanimously nominate:

Mr./Ms.:

ID Card No:..... Date of Issue:..... Place of Issue:

Permanent Address:

Currently owning: shares (In words:)

Corresponding to a total par value of (VND):

as the group representative to carry out the nomination procedures in accordance with the Regulations on participation in the nomination for the Board of Directors of Vicem But Son Cement Joint Stock Company.

....., date month year 2026

REPRESENTATIVE OF THE SHAREHOLDER GROUP

(Signature and full name)

Note:

*Nomination forms must be sent to the General Meeting Organizing Committee before 4:00 PM on June 8, 2026 to the following address: Vicem But Son Cement Joint Stock Company; Address: Hong Son Hamlet - Ly Thuong Kiet Ward - Ninh Binh Province.
Phone: (84-2263) 851.323 - Fax: (84-2263) 851.320.*



LIST OF NOMINATED SHAREHOLDER GROUP

(Nominated person:.....)

[illegible]



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NOMINATION FORM

**CANDIDATE FOR PARTICIPATION IN THE BOARD OF
DIRECTORS/SUPERVISORY BOARD
VICEM BUT SON CEMENT JOINT STOCK COMPANY**

**To: Organizing committee of the annual general meeting of shareholders
Vicem but son cement joint stock company**

Name of organization/individual:
ID Card/Business Registration Number:.....Date of Issue:..... Place of Issue:...
Address:.....
Currently owning/representing: shares (In words:.....)
Corresponding to the total par value:.....

I request the Organizing Committee of the Annual General Meeting of Shareholders of
Vicem But Son Cement Joint Stock Company to nominate me:

Mr./Ms:.....
ID Card/Business Registration Number: ... Date of Issue:..... Place of Issue:.....
Permanent Address:.....
Education Level:..... Major:.....
Currently owning: shares (In words:.....)
Corresponding to the total par value:

To be a candidate to participate in the of Vicem But Son
Cement Joint Stock Company for the term 2026-2031 to be elected at the Annual General
Meeting of Shareholders on June 11, 2026.

Thank you!

....., Date Month Year 2026

SHAREHOLDER

(Signature and full name, seal if applicable)

Note:

*Nomination forms must be sent to the General Meeting Organizing Committee before 4:00 PM on
June 8, 2026 to the following address: Vicem But Son Cement Joint Stock Company; Address: Hong
Son Hamlet - Ly Thuong Kiet Ward - Ninh Binh Province.
Telephone: (84-2263) 851.323 - Fax: (84-2263) 851.32*

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CURRICULUM VITAE

1. Full Name: _____ Gender: Female/Male
2. Date of Birth: _____ Place of Birth: _____
3. Nationality: Vietnamese
4. ID Card Number: _____ Issued on: _____ at _____
5. Permanent Residence Address: _____
6. Current Address: _____
7. Educational Level: _____
8. Professional Qualification: _____
9. Education and Training History; Certificates:

Time	Training school	Field of study	Awards	Discipline

10. Work process:

Time	Training school	Field of study	Awards	Discipline

11. Current positions held

Workplace	Position	Time spent
		From...../...../..... to.../.../.....
		From...../...../..... to.../.../.....
		From...../...../..... to.../.../.....



12. Close relationship:

Relationship	Full name	Year of birth	Permanent address	Occupation	Workplace (if any)
Father					
Mother					
Brother/Sister					
Husband					
Child					

I hereby pledge to take full legal responsibility for the accuracy and truthfulness of the above content.

....., Date.....Month Year 2026

*Confirmation from the local authorities or
workplace*

....., Date.....Month Year 2026

DECLARANT

