

No. 876 /BTS-TGD
Re. change in personnel.

Ninh Binh, May 06, 2026

CHANGE IN PERSONNEL

To:

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

Base on Board Resolution No.567/BTS-HDQT and Board Resolution No.568/BTS-HDQT dated May 05, 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: Tran Anh Tuan
- Former position in the organization: General Director of Vicem Tam Diep Cement One Member Company Limited.
- Newly appointed position: General Director of Vicem But Son Cement Joint Stock Company.
- Term: 05 years, from May 05, 2026, and not exceeding the end of the 2026 - 2031 term of the Company's Board of Directors.
- Effective date: May 05, 2026.

In case of dismissal/resignation:

- Mr: Do Tien Trinh
- Former position in the organization: Member of Board of Directors, General Director of Vicem But Son Cement Joint Stock Company.
- Dismissed position: General Director of Vicem But Son Cement Joint Stock Company.
- Current position: Member of Board of Directors.
- Reason: undertake a new assignment in accordance with the decision of Vietnam National Cement Corporation.
- Effective date: May 05, 2026.

This information was published on the company's website on May 6, 2026, as in the link <https://www.vicembutson.com.vn/>.

Recipients:

- As above;
- Archive: Office.

Attachments:

- Board Resolution No.567/BTS-HDQT.
- Board Resolution No.568/BTS-HDQT.
- Information Disclosure Form.

LEGAL REPRESENTATIVE
GENERAL DIRECTOR



Tran Anh Tuan

DECISION

**On the Relinquishment of the Position of General Director
of Vicem But Son Cement Joint Stock Company by Mr. Do Tien Trinh**

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

Pursuant to Decision No.818/QD-VICEM dated May 04, 2026 of Vietnam National Cement Corporation on the mobilization, rotation and appointment of the Deputy General Director of VICEM;

Pursuant to Meeting Minutes No.213/BTS-TTLD dated May 05, 2026 of the Collective Leadership of Vicem But Son Cement Joint Stock Company regarding personnel matters; Pursuant to Meeting Minutes No.214/BTS-HDQT dated May 05, 2026 of the Board of Directors of Vicem But Son Cement Joint Stock Company regarding personnel matters;

Pursuant to Resolution No.866/BTS-HDQT dated May 05, 2026 of the Board of Directors of Vicem But Son Cement Joint Stock Company regarding personnel matters.

HEREBY DECIDES:

Article 1. Mr. Do Tien Trinh shall relinquish the position of General Director of Vicem But Son Cement Joint Stock Company in order to undertake a new assignment in accordance with the Decision of Vietnam National Cement Corporation.

Effective from May 05, 2026.



Article 2. Mr. Do Tien Trinh shall be responsible for handing over work, assets, records, documents and other relevant matters in accordance with the applicable regulations.

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

Members of the Board of Directors, the Board of Management, heads of the Organization Department, Finance and Accounting Department, relevant units and individuals and Mr. Do Tien Trinh shall be responsible for the implementation of this Decision./.

Recipients:

- Vietnam National Cement Corporation (for reporting);
- Party Committee of Ly Thuong Kiet Ward (for reporting);
- Chairman and Members of the Board of Directors;
- Head and Members of the Board of Supervisors;
- Board of Management of the Company;
- Party and Mass Organizations Office;
- Affiliated units of the Company;
- Archived at: Administration Office, Organization Department, Board of Directors, Personnel Records.

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



Dao Tuan Khoi



DECISION

**On the acceptance and appointment of Mr. Tran Anh Tuan to hold the position of
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 Decision No. 839/QD-VICEM dated June 03, 2024 of Vietnam National Cement Corporation promulgating the Regulations on Management of Personnel and Representatives of VICEM's Capital Portion; and Decision No. 717/QD-VICEM dated April 17, 2026 of Vietnam National Cement Corporation on the amendment and supplementation of a number of Articles of the Regulations on Management of Personnel and Representatives of VICEM's Capital Portion promulgated together with Decision No. 839/QD-VICEM dated June 03, 2024;

Pursuant to Decision No. 819/QD-VICEM dated May 04, 2026 of Vietnam National Cement Corporation regarding the transfer and approval for appointment of personnel to hold the position of General Director of Vicem But Son Cement Joint Stock Company;

Pursuant to Meeting Minutes No. 213/BTS-TTLD dated May 05, 2026 of the Collective Leadership of Vicem But Son Cement Joint Stock Company regarding personnel matters; Minutes No. 214/BTS-HDQT dated May 05, 2026 of the Board of Directors of Vicem But Son Cement Joint Stock Company regarding personnel matters;

Pursuant to Resolution No. 866/BTS-HDQT dated May 05, 2026 of the Board of Directors of Vicem But Son Cement Joint Stock Company regarding personnel matters.

HEREBY DECIDES:

Article 1. To accept Mr. Tran Anh Tuan, General Director of Vicem Tam Diep Cement Company, to commence his assignment at Vicem But Son Cement Joint Stock Company and appoint him to hold the position of General Director of Vicem But Son Cement Joint Stock Company.

The appointment term shall be 05 years, commencing from May 05, 2026 and not exceeding the expiration of the 2026-2031 term of office of the Company's Board of Directors.

Article 2. Mr. Tran Anh Tuan shall be responsible for taking over the handover of work, assets, records, documents and other relevant matters of Vicem



But Son Cement Joint Stock Company in accordance with the applicable regulations.

The salary serving as the basis for payment of social insurance, health insurance and unemployment insurance for Mr. Tran Anh Tuan shall be fixed at VND 29,473,990, salary coefficient 6.64, Step 1, salary group QL001 under the salary scale and payroll system promulgated together with Decision No. 883/BTS-HDQT dated May 29, 2020 of Vicem But Son Cement Joint Stock Company. The position salary and other entitlements of Mr. Tran Anh Tuan shall be implemented in accordance with the Company's regulations and the provisions of the State.

Article 3. This Decision shall take effect from May 05, 2026.

Members of the Board of Directors, the Board of Management, heads of the Organization Department, Finance and Accounting Department, relevant units and individuals, and Mr. Tran Anh Tuan shall be responsible for the implementation of this Decision./.

Recipients:

- Vietnam National Cement Corporation (for reporting);
- Party Committee of Ly Thuong Kiet Ward (for reporting);
- Chairman and Members of the Board of Directors;
- Head and Members of the Board of Supervisors;
- Board of Management of the Company;
- Party and Mass Organizations Office;
- Affiliated units of the Company;
- Archived at: Administration Office, Organization Department, Board of Directors, Personnel Records.

ON BEHALF OF THE BOARD
OF DIRECTORS
CHAIRMAN



Dao Tuan Khoi