



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**





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## **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**





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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**