

No.: **279**/XMBS-TCKT

Thanh Hoa, date **27** month **01** 2026

ANNOUNCEMENT
ON CHANGES IN PERSONNEL

To: - The State Securities Commission;
- Ha Noi Stock Exchange.

Pursuant to Resolution of the Board of Directors No. 256/NQ-HĐQT dated 26 January 2026 of Bim Son Cement Joint Stock Company, we hereby announce the personnel changes as follows:

1. Appointment of personnel:

- Full name: Mr. Nguyen Chi Thuc
- Position before appointment: Deputy General Director of the Company
- Position appointed: Deputy General Director of the Company
- Term of appointment: 05 years from 26 June 2023
- Effective date: 26 January 2026

2. Appointment of personnel:

- Full name: Mr. Nguyen Sy Cuong
- Position before appointment: Deputy General Director of the Company
- Position appointed: Deputy General Director of the Company
- Term of appointment: 05 years from 26 June 2023
- Effective date: 26 January 2026

**** Attached documents:***

- Resolution of the Board of Directors No. 256/NQ-HĐQT
- List of Internal Persons and Related Persons

For and on behalf of the Company
Legal Representative / Authorized Person for
Information Disclosure



Nguyen Duc Son

RESOLUTION

**On the adjustment of the term of appointment of the
Deputy General Director of the 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 management of cadres and capital representatives of the Company promulgated together with Decision No. 0810/QĐ-XMBS dated April 1, 2022, and Decision No. 2019/QĐ-BOD dated August 31, 2023 on amending and supplementing a number of articles of the Regulations on management of cadres and capital representatives of Bim Son Cement Joint Stock Company;

Considering Submission No. 4507/TTr-XMBS dated December 30, 2025 of the General Director regarding the adjustment of the term of appointment of the Deputy General Director of the Company;

Pursuant to the Minutes of the meeting of the Board of Directors dated 26/01/2026 regarding the adjustment of the term of appointment of the Deputy General Director of the Company.

RESOLVES:

Article 1. To approve the following:

1. To adjust the term of holding the position of Deputy General Director of Bim Son Cement Joint Stock Company under Decision No. 1388/QĐ-BOD dated June 26, 2023 of the Board of Directors for Mr. Nguyen Sy Cuong to 05 (five) years from June 26, 2023.

2. To adjust the term of holding the position of Deputy General Director of Bim Son Cement Joint Stock Company under Decision No. 1389/QĐ-BOD dated June 26, 2023 of the Board of Directors for Mr. Nguyen Chi Thuc to 05 (five) years from June 26, 2023.

Article 2. This Resolution shall take effect from the date of signing. Members of the Board of Directors, the Board of General Directors, relevant units and individuals shall be responsible for the implementation of this Resolution.

Recipients:

- As stated in Article 2;
- VICEM (for reporting);
- Party Committee, Trade Union, Youth Union, Supervisory Board of the Company;
- Units under the Company;
- Archived: Administration Office, Personnel Department, Board of Directors.

**ON BE HALF OF
THE BOARD OF DIRECTORS
CHAIRMAN**


Le Huu Ha