

No. **2201** /XMBS-TCKT

Bim Son , day **20** month **05** year 2026

CHANGE IN PERSONNEL

To: - The State Securities Commission
- Hanoi Stock Exchange

Based on Decision No. 2188/QĐ-HĐQT dated May 20, 2026 and Decision No. 2189/QĐ-HĐQT dated May 20, 2026, we would like to announce the change in personnel of Bim Son Cement Joint Stock Company as follows:

In case of appointment:

- Mr. : **Nguyen Sy Cuong**
- Former position in the organization: Deputy General Director of the Company
- Newly appointed position: General Director of the Company
- Term: 05 years
- Effective date: May 20, 2026

In case of dismissal:

- Mr. : **Le Huy Quan**
- Former position in the organization: Member of the Board of Directors, Acting General Director, Deputy General Director of the Company
- Dismissed/Resigned position: Acting General Director
- Current position: Member of the Board of Directors, Deputy General Director of the Company
- Reason (if any): Completion of the appointment to the position of General Director
- Effective date: May 20, 2026

This information was published on the company's website on May 20, 2026, as in the link <https://ximangbimson.com.vn>

Attached documents:

- Decision No. 2188/QĐ-HĐQT
- Decision No. 2189/QĐ-HĐQT
- Information Disclosure Form as Appendix III issued with Circular No. 96/2020/TT-BTC.

Organization representative
Legal representative



Nguyen Sy Cuong

No: **2188** /QD-HDQT

Bim Son, May 20, 2026

DECISION

**On the assignment termination of Acting General Director
of Bim Son Cement Joint Stock Company**

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

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

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

Pursuant to Official Letter No. 887/VICEM-TC dated May 11, 2026 of Vietnam National Cement Corporation regarding the appointment approval of General Director of Bim Son Cement Joint Stock Company;

Pursuant to Resolution No. 2186/NQ-HDQT dated May 20, 2026 of the Board of Directors of Bim Son Cement Joint Stock Company regarding personnel affairs.

HEREBY DECIDES:

Article 1. Mr. Le Huy Quan, Deputy General Director, shall cease to hold the position of Acting General Director of Bim Son Cement Joint Stock Company from May 20, 2026.

Article 2. Mr. Le Huy Quan shall be responsible for handing over work, assets, records, documents and other related matters of Bim Son Cement Joint Stock Company in accordance with regulations.

Article 3. Members of the Board of Directors, Board of Executive, Chief Accountant, Heads of units of Bim Son Cement Joint Stock Company, relevant

organizations and individuals, and Mr. Le Huy Quan shall be responsible for implementing this Decision./.

Recipients:

- As stated in Article 3;
- Vietnam National Cement Corporation (for reporting);
- Party Committee of Bim Son Ward (for reporting);
- Party Committee, Trade Union, Youth Union, Board of Supervisors of the Company;
- Relevant units;
- Archived at: Administration Office, Organization Department, Board of Directors, Personnel Files.



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



Le Huu Ha

No: **2189** /QD-HDQT

Bim Son, May 20, 2026

DECISION

**On the appointment of General Director
of Bim Son Cement Joint Stock Company**

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

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;

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

Pursuant to Official Letter No. 887/VICEM-TC dated May 11, 2026 of Vietnam National Cement Corporation regarding the appointment approval of General Director of Bim Son Cement Joint Stock Company;

Pursuant to Resolution No. 2186/NQ-HDQT dated May 20, 2026 of the Board of Directors of Bim Son Cement Joint Stock Company regarding personnel affairs.

HEREBY DECIDES:

Article 1. Mr. Nguyen Sy Cuong, Deputy General Director of the Company is hereby appointed to hold the position of General Director of Bim Son Cement Joint Stock Company from May 20, 2026.

The term of appointment shall be five (05) years from the date of appointment, concurrently Mr. Nguyen Sy Cuong shall be assigned as the legal representative of Bim Son Cement Joint Stock Company, replacing Mr. Le Huy Quan, Deputy General Director of the Company.

Article 2. Mr. Nguyen Sy Cuong shall be responsible for taking over the handover of work, assets, records, documents, and other related matters of Bim Son Cement Joint Stock Company in accordance with the regulations.

The salary serving as the basis for payment of social insurance, health insurance, and unemployment insurance for Mr. Nguyen Sy Cuong shall be ranked at Grade 1/2, coefficient 4.24, at a salary of VND 21,412,000 in accordance with the salary scale for the General Director under the Company's salary scale system issued in conjunction with Decision No. 2454/QD-XMBS dated September 15, 2016 and Decision No. 139/QD-XMBS dated January 15, 2025 of Bim Son Cement Joint Stock Company.

The position-based salary and other entitlements of Mr. Nguyen Sy Cuong shall be implemented in accordance with the Company's regulations and provisions of the State.

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

Recipients:

- As stated in Article 3;
- Vietnam National Cement Corporation (for reporting);
- Party Committee of Bim Son Ward (for reporting);
- Party Committee, Trade Union, Youth Union, Board of Supervisors of the Company;
- Relevant units;
- Archived at: Administration Office, Organization Department, Board of Directors, Personnel Files.



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



Le Huu Ha