BIM SON CEMENT JOINT STOCK COMPANY	THE SOCIALIST REPUBLIC OF VIETNAM
----------	Independence - Freedom - Happiness

No.: 5135 /XMBS-TCKT	Bim Sơn , November 06, 2026

CHANGE IN PERSONNEL

To: - The State Securities Commission

- Hanoi Stock Exchange

Pursuant to Resolution No. 5127/NQ-HĐQT dated November 6, 2026, of the Board of Directors, we hereby respectfully announce the following changes in personnel of Bim Son Cement Joint Stock Company:

In case of appointment:

- Mr. : **Nguyen Cong Kinh**
- Former position in the organization: Head of the Strategic Planning Department, Person in Charge of Corporate Governance, concurrently serving as Company Secretary
- Newly appointed position: Person in Charge of Corporate Governance, concurrently serving as Company Secretary
- Term: 2026-2030
- Effective date: November 06, 2026

This information was published on the company's website on November 06, 2026, as in the link https://ximangbimson.com.vn

Attached documents:
- Resolution No. 5127/NQ-HĐQ

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

M.S.D.N: 2800232620 - C.T.C.P - CÔNG TY CỔ PHẦN XI MĂNG BỈM SƠN - P. BỈM SƠN T. THANH HÓA

Nguyen Duc Son

VIETNAM NATIONAL CEMENT CORPORATION
BIM SON CEMENT JSC.

No.: 5127 /QD-HDQT

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Bim Son, 06 11 2026

DECISION
On the Reappointment of the Person in Charge of Corporate Governance and the Company Secretary

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 Decision No. 1718-QĐ/HĐQT dated July 31, 2026, of the Company's Board of Directors on the appointment of the Person in Charge of Corporate Governance and Company Secretary;

Pursuant to Resolution No. 4974/NQ-HĐQT dated October 23, 2026, of the Company's Board of Directors adopted at the regular meeting for the fourth quarter of 2026.

HEREBY DECIDES:

Article 1. To reappoint Mr. Nguyen Cong Kinh, Head of the Strategic Planning Department, as the Person in Charge of Corporate Governance, Company Secretary, and Secretary to the Board of Directors for the 2026–2031 term of office.

Article 2. Mr. Nguyen Cong Kinh shall be responsible for performing the duties and exercising the powers of the Person in Charge of Corporate Governance, concurrently serving as the Company Secretary and Secretary to the Board of Directors, in accordance with applicable laws, the Company's Charter, and its internal regulations. He shall be entitled to remuneration in accordance with applicable regulations.

Article 3. This Decision shall take effect on the date of its signing. Members of the Board of Directors, the Board of General Directors, the Chief Accountant, the heads of units within Bim Son Cement Joint Stock Company, and Mr. Nguyen Cong Kinh shall be responsible for implementing this Decision.

Recipients:
- As stated in Article 3;
- VICEM (for reporting);
- Party Committee, Trade Union, Youth Union, Board of Supervisors;
- Relevant units;
- Central Region Cement JSC. (CRC);
- Archived at: BOD, Administration Office.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

M.S.D.N: 2800... C.T.C.P. CÔNG TY CỔ PHẦN XI MĂNG BỈM SƠN P. BỈM SƠN T. THANH HÓA

Le Trung Kien