

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



Nguyễn Duc Son