

**YEN BINH CEMENT JOINT
STOCK COMPANY**
No: 39 /TB-XMYB

SOCIALIST REPUBLIC OF VIET NAM
Independence – Freedom – Happiness
Lao Cai, January 28th 2026

NOTICE OF CHANGE IN PERSONNEL

To - **State Securities Commission of Viet Nam**
 - **Hanoi Stock Exchange**

Pursuant to Resolution No. 06./QĐ-HĐQT dated 28/01/2026 issued by the Board of Directors of Yen Binh Cement Joint Stock Company, we hereby announce the change in personnel of Yen Binh Cement Joint Stock Company as follows:

1. Appointment to the position of Person in charge of Corporate Governance cum Company Secretary

Ms. Nguyen Thi Oanh

- Position prior to appointment: Head of Planning and Organization Department
- Position appointed: Person in charge of Corporate Governance cum Company Secretary
- Term of appointment: Five (05) years (in accordance with the term of office of the Board of Directors for the 2025–2030 term)
- Effective date: January 28th 2026

2. Dismissal from the position of Person in charge of Corporate Governance cum Company Secretary

Mr. Kieu Manh Huan

- Position ceased: Person in charge of Corporate Governance cum Company Secretary
- Reason for dismissal (if any): Transfer to another position
- Effective date: January 28th 2026

Attachments:

- Resolution of the Board of Directors;

Recipients:

- As above;

**AUTHORIZED INFORMATION
DISCLOSURE PERSON**


KẾ TOÁN TRƯỞNG
Nguyễn Thị Nguyệt

No.: 06 /QD-HDQT

Lao Cai, January 28th 2026

DECISION

**Re: Dismissal and appointment of the position of
Person in charge of Corporate Governance cum Company Secretary**

**BOARD OF DIRECTORS
YEN BINH CEMENT JOINT STOCK COMPANY**

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 dated 17/06/2020;
- Government's Decree 155/2020/ND-CP dated 31/12/2020 detailing the implementation of a number of articles of the Law on Securities;
- Charter of organization and operation of Yen Binh Cement Joint Stock Company approved by the General Meeting of Shareholders;
- The Minutes of Meeting No. 05./2026/BB-HDQT of the Board of Directors of Yen Binh Cement Joint Stock Company dated 28./1./2026;
- Considering the capacity and quality of cadres.

DECISION:

Article 1. Approving the dismissal of the title of person in charge of management Company secretary for Mr. Kieu Manh Huan as follows:

Dismissal of Mr. Kieu Manh Huan, born on 15 August 1982.

Hometown: Viet Thanh – Tran Yen – Yen Bai Province

Ceased to hold the position of Person in charge of Corporate Governance cum Company Secretary of Yen Binh Cement Joint Stock Company as from 28 January 2026.

Article 2. Approving the appointment Ms. Nguyen Thi Oanh to hold the position of Administrator Company Secretary as follows:

Appointment of Ms. Nguyen Thi Oanh, born on: 29/01/1977

ID no: 015177001017 issued on 25/04/2021, place of issue: Department of Land Management and Social Affairs

Hometown: Hai An – Hai Hau – Nam Dinh Province

Holding the position of Officer in charge of Corporate Governance concurrently serving as Company Secretary of Yen Binh Cement Joint Stock Company, effective from 28 January 2026.



Article 3. Ms. Nguyen Thi Oanh has the rights and obligations specified in Clause 3, Article 281 of Decree 155/2020/ND-CP dated 31/12/2020, the Charter of Yen Binh Cement Joint Stock Company and current legal provisions.

Article 4. The term of office of the Person in charge of Corporate Governance is according to the remaining term of the term of the Board of Directors of Yen Binh Cement Joint Stock Company (2025-2030).

Article 5. This Decision takes effect from the date of signing. Members of the Board of Directors, Board of Directors, Supervisory Board, departments and units under the Company and Ms. Nguyen Thi Oanh are responsible for implementing this Decision./.

Recipients: *tm*

- As in Article 5;
- Filed: Office

ON BEHALF OF THE BOD
CHAIRMAN



Mai The Loan

