

Ha Noi, April 25, 2026

## NOTICE OF PERSONNEL CHANGES

### To: State Securities Commission Hanoi Stock Exchange

Based on Resolution No. 21.../NQ-HĐQT dated April 25, 2026 regarding the appointment of positions at Sai Son Cement Joint Stock Company, we respectfully announce the following personnel changes:

#### I. Re-appointment case

1. Mr : **Vuong Duc Nhat**
  - Previous position before appointment: The company director is also a member of the board of directors
  - Appointed to a position : The company director is also a member of the board of directors.
  - Appointment term : From April 25, 2026 to April 24, 2031
  - Effective date : 25/04/2026
2. Mr : **Nguyen Sy Tiep**
  - Previous position before appointment: Chairman of the company's board of directors
  - Appointed to a position : Chairman of the company's board of directors
  - Appointment term : From April 25, 2026 to April 24, 2031
  - Effective date : 25/04/2026
3. Ms : **Nguyen Ngoc Na**
  - Previous position before appointment: Head of control committee.
  - Appointed to a position : Head of control committee.
  - Appointment term : From April 25, 2026 to April 24, 2031
  - Effective date : 25/04/2026.
4. Ms : **Vuong Thi Bich Ngoc**
  - Previous position before appointment: Chief Accountant, Secretary, and Head of Corporate Administration.
  - Appointed to a position : Chief Accountant, Secretary, and Head of Corporate Administration.
  - Appointment term : From April 25, 2026 to April 24, 2031
  - Effective date : 25/04/2026
5. Mr : **Nguyen Tri Chung**
  - Previous position before appointment: Deputy Director of the company.
  - Appointed to a position : Deputy Director of the company
  - Appointment term : From April 25, 2026 to April 24, 2031
  - Effective date : 25/04/2026
6. Ms : **Nguyen Thu Hang**
  - Previous position before appointment: Deputy Director of the company.
  - Appointed to a position : Deputy Director of the company
  - Appointment term : From April 25, 2026 to April 24, 2031
  - Effective date : 25/04/2026



7. Ms

: **Phan Thi Hai**

- Previous position before appointment: Company board member.

-Appointed to a position : Company board member

- - Appointment term : From April 25, 2026 to April 24, 2031

- Effective date : 25/04/2026

6. Mr

: **Nguyen Sy Dat**

- Previous position before appointment: Member of the company's supervisory board.

-Appointed to a position : Member of the company's supervisory board

- - Appointment term : From April 25, 2026 to April 24, 2031

- Effective date : 25/04/2026

6. Mr

: **Nguyen Sy Anh Quan**

- Previous position before appointment: Member of the company's supervisory board.

-Appointed to a position : Member of the company's supervisory board

- - Appointment term : From April 25, 2026 to April 24, 2031

- Effective date : 25/04/2026

### Organization representative

(\*)**Attached document:**

- Shareholders' Meeting Resolution No.

20 dated April 25, 2026

- Resolution No. 21./NQ-HĐQT dated April 25, 2026 of Saigon Son Cement Joint Stock Company.

- Minutes of the Supervisory Board Meeting, April 25, 2026

Legal Representative/Information Disclosure Officer  
(Signature, full name, title, seal)



**CHỦ TỊCH HĐQT  
NGUYỄN SỸ TIỆP**





**RESOLUTION  
THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026  
SAI SON CEMENT JOIN – STOCK COMPANY**

- Pursuant to the Enterprise Law 59/2020/QH14 dated June 17, 2020
- Pursuant to the charter of Sai Son Cement Joint - Stock Company
- Today, April 25, 2026, Sai Son Cement Joint - Stock Company held the annual general meeting of shareholders 2026 at company hall. After listening to the summary reports 2025, the tasks and directions 2026 of the Board of Directors, the performance report 2025 of the Board of Supervisors, the Board of Directors' submissions on the approval of the audited financial statements and the selection of an auditor for the financial statements 2026; on the production and business results 2025 and the plan 2026, on the profit distribution plan, remuneration of the Board of Directors, the Board of Supervisors, the information discloser, the company secretary in 2025 and the plan 2026 and other submissions. The Annual General Meeting of Shareholders 2026 discussed and agreed as follows:

**RESOLUTES**

**I. Delegate status.**

The total number of delegates attending the General Meeting are 17 delegates with a total number of shares owned and represented of 53,473,258 shares, accounting for 92.452% of charter capital. All delegates are qualified to attend the General Meeting according to the provisions of the Enterprise Law and the Charter of Sai Son Cement Joint - Stock Company.

**II. The General Meeting approved.**

1. Approval of the production and business results report 2025 of the Board of Directors with 100% approval, corresponding to 53,473,258 votes with the following main contents:

Business results in 2025:

The General Meeting approved

Indicator	Unit	Performance in 2025	Plan-indicators of General Meeting of Shareholders 2025	Performance/Plan-indicators of General Meeting of Shareholders 2025 (%)
Clinker production output	Ton	665,608	765,000	87
Cement production output	Ton	1,478,926	1,560,000	94.8
Revenues (excluding tax)	Million VND	1,128,199	1,220,087	92.47
Profit (after tax)	Million VND	11,344	13,886	81.8
Average income per capita/month	Million VND	9.8	8.0	122.5

**2. Approval of the production and business plan 2026 of the Board of Directors with 100% of approval voting rate corresponding to 53,473,258 votes with the main contents as follows:**

**Production and business plan 2026**

- Clinker production: 700,000 tons.
- Cement production: 1,500,000 tons.
- Revenue (before tax): 1,208.7 billion VND
- Profit (after tax): 12.561 billion VND
- Average income per capita: 9.8 million VND/month

**3. The company's financial statement 2025 has been audited by an independent auditing organization with a 100% of approval rate corresponding to 53,473,258 voting cards.**

**4. Approval of the profit distribution plan 2025 and the expected profit distribution 2026 with the approval voting rate reaching 100% equivalent to 53,473,258 voting cards.**

**4.1. Profit distribution plan 2025**



- a. Last year's retained earnings: 48,355,549,710VND
- b. Total profit after tax in 2025: 11,344,379,931VND
- c. Distribution of profit after tax: 0 VND
- d. Remaining undistributed profits: 59,699,929,641VND

#### **4.2. Profit distribution plan for 2026:**

Total profit after tax in 2026 is expected to be 12.561 billion VND. Due to the impact of exchange rates, the impact of the difficulties of the world economy in general and the Vietnamese economy in particular, leading to difficulties in the company's production and business activities, the company will not distribute after-tax profits.

#### **5. Approval of remuneration levels for the Board of Directors and the Board of Supervisors with the following two contents:**

5.1. Approval of total remuneration for the Board of Directors and Board of Supervisors 2025 is: 132,000,000 VND with 100% of approval rate corresponding to 53,473,258 voting cards.

5.2. Approval of remuneration levels for the Board of Directors, Board of Supervisors, information discloser, and company secretary in 2026 are:

- + Chairman of the Board of Directors: 5,000,000 VND/month.
- + Member of the Board of Directors: 1,000,000 VND/month.
- + Member of the Board of Supervisors: 1,000,000 VND/month.
- + Member of the Board of Supervisors: 750,000 VND/month.
- + Information Discloser: 750,000 VND/month
- + Company Secretary: 750,000 VND/month

With the approval vote rate reaching 100% corresponding to 53,473,258 voting cards.

**6. Approval of the performance result report of the Board of Supervisors in 2025 and the direction and tasks for 2026 with the approval vote reaching 100% corresponding to 53,473,258 voting cards.**

**7. The General Meeting approved Sai Son Cement Joint - Stock Company to sign a contract for the purchase and sale of goods; a loan transaction with Hoang Long Cement Joint Stock Company; and Sai Son Cement Joint - Stock Company to sign a loan contract and a loan transaction with Mr. Nguyen Sy Tiep with the approval voting rate reaching 100% corresponding to 3,754,330 voting cards.**

**8. Through authorizing the Board of Directors to research and find solutions to resolve the financial imbalance in 2026 to suit the actual situation of production and business activities and at the same time comply**

with the charter and regulations of the law with the approval vote reaching 100% corresponding to 53,473,258 voting cards.

9. The General Meeting approved the authorization for the company's Board of Directors to select one of the independent auditing companies licensed to audit listed enterprises in Vietnam to audit the financial statements 2026 with a 100% approval rate corresponding to 53,473,258 voting cards.

10. Approved the dismissal of members of the Board of Directors and the Supervisory Board with a 100% voting rate, corresponding to 53,473,258 votes.

11. Approved the list of elected members of the Board of Directors and the Supervisory Board for the 2026-2031 term with a voting rate according to the election results.

\* List of elected members of the Board of Directors:

1. Mr. Nguyen Sy Tiep.
2. Mr. Vuong Duc Nhat
3. Ms. Phan Thi Hai

\* List of elected members of the Supervisory Board:

1. Ms. Nguyen Ngoc Na.
2. Mr. Nguyen Sy Dat
3. Mr. Nguyen Sy Anh Quan

The General Meeting of Shareholders unanimously assigned the Board of Directors to direct the company's director to seriously implement the spirit of this resolution as soon as possible. If there are any major changes, the board of directors will submit them to the general meeting of shareholders for consideration and approval.

The resolution of the annual general meeting of shareholders 2026 of Sai Son Cement Joint - Stock Company was passed with a voting rate of 100% of votes in favor at 10:15 on April 25, 2026.

ON BEHALF OF SECRETARIAT OF GENERAL MEETING

ON BEHALF OF THE PRESIDIUM



Vuong Thi Bich Ngoc



Nguyen Sy Tiep



No: 21./NQ-HĐQT

Ha Noi, April 25, 2026

**RESOLUTION  
OF THE BOARD OF DIRECTORS OF SAI SON CEMENT JOINT - STOCK  
COMPANY**

*( Approve the positions on the Board of Directors, and leadership positions in the  
company's management structure, and other matters.)*

*Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020*

*Based on the charter of Sai Son Cement Joint Stock Company.*

*Based on the minutes of the meeting of the Board of Directors of Sai Son Cement  
Joint Stock Company dated April 25, 2026..*

**Resolution**

**Article 1: The following positions in the Board of Directors and Supervisory Board for  
the term 2026-2031 are hereby approved:**

1. Chairman of the Board of Directors: Mr. Nguyen Sy Tiep

**Article 2: The following executive and management positions within the company's  
structure are approved:**

1. Company Director: Mr. Vuong Duc Nhat. Term: 5 years.

2. Company Deputy Director: Mr. Nguyen Tri Chung. Term: 5 years.

3. Company Deputy Director: Ms. Nguyen Thu Hang. Term: 5 years.

4. Chief Accountant, Secretary, and Head of Company Administration: Ms. Vuong  
Thi Bich Ngoc. Term: 5 years.

5. Company Information Disclosure Officer: Mr. Pham Tien Hieu. Term: 5 years.

**Article 3: Specific duties are assigned to the members of the Board of Directors as  
follows:**

3.1. Mr. Nguyen Sy Tiep: Chairman of the Board of Directors

- Responsible for leading the activities of the Board of Directors

- Preside over and organize meetings of the Board of Directors

- Announce information, policies, and main working contents of the Board of Directors

3.2. Mr. Vuong Duc Nhat: Member of the Board of Directors

- Responsible for: Managing the production and business activities of the company  
according to the approved company charter.

3.3. Ms. Phan Thi Hai: Member of the Board of Directors

- Responsible for: Managing and supervising the price and quality of input goods; managing  
and supervising the price and quality of goods sold.



**Article 4: The Board of Directors, the Board of Management, relevant departments, and the individuals named in this Resolution are responsible for implementing this Resolution.**

Chairman of the Board

*Recipients:*

*- As per Article 3*

*- Retain office, Board of Directors, the Board of Management*



Nguyen Sy Tiep







## MINUTES OF THE SUPERVISORY BOARD MEETING SAI SON CEMENT JOINT STOCK COMPANY

Today, at 11:00 AM on April 25, 2026

Sai Son Cement Joint Stock Company held its first Supervisory Board meeting for the 2026-2031 term.

### I. Thành phần

#### I. Participants

- Ms. Nguyen Ngoc Na Chairperson
- Mr. Nguyen Sy Dat
- Mr. Nguyen Sy Anh Quan

Signature

Signature

Signature

### II. Meeting Agenda

#### 1. Election of the Head of the Supervisory Board

The Supervisory Board unanimously elected Ms. Nguyen Ngoc Na to the position of Head of the Supervisory Board for the term 2026-2031 with 3/3 votes in favor, achieving a 100% approval rate.

#### 2. The Supervisory Board assigns specific tasks to its members as follows:

##### 2.1. Ms. Nguyen Ngoc Na: Head of the Supervisory Board

- Responsible for the overall management of the board's activities
- Presides over and organizes meetings of the Supervisory Board
- Prepares reports, publishes information, and outlines the main work contents of the Board

##### 2.2. Mr. Nguyen Sy Dat: Member of the Supervisory Board

- Responsible for overseeing the company's overall financial activities.
- Evaluating financial reports.
- Performing other assigned tasks.

##### 2.3. Mr. Nguyen Sy Anh Quan: Member of the Supervisory Board

- Responsible for overseeing the implementation of company regulations.
- Supervising expense and interest activities.
- Performing other assigned tasks.

The meeting concluded at 12:00 AM on April 25, 2026. The members unanimously approved the meeting minutes.