

Thai Nguyen, July 30, 2025

No.: **MSI** /CBTT-XMQT
(Re: Notice of personnel change)

NOTICE OF PERSONNEL CHANGE

To: State Securities Commission
Hanoi Stock Exchange (HNX)

Pursuant to Resolution of the Board of Directors No. 22 dated July 30, 2025 of VVMI Quan Trieu Cement Joint Stock Company, we respectfully announce the personnel change of VVMI Quan Trieu Cement Joint Stock Company as follows:

In case of appointment (*):

- Mr.: Nguyen Minh Hai
- Former position in the organization: Deputy Head of Accounting Department TKTC
- Newly appointed position: Chief Accountant
- Term: 5 years
- Effective date: 30/07/2025

In case of dismissal/resignation:

- Mr.: Nguyen Minh Hai
- Dismissed/Resigned position: Deputy Head of KTTKTC Department
- Reason (if any): Appointed as Chief Accountant
- Effective date: 30/07/2025

This information was published on the Company's website on 30/07/2025 at the link <http://www.ximangquantrieu.com/>

Attached documents:

- Board of Directors' Decision/Shareholders' Meeting Resolution on personnel change;
- List of related persons (Appendix II - List of insiders and related persons)

**INFORMATION DISCLOSURE
PERSON**



Nguyen Minh Hai

Thai Nguyen, July 30, 2025

No.: 22 /NQ – HDQT

RESOLUTION
BOARD OF DIRECTORS
VVMi QUAN TRIEU CEMENT JOINT STOCK COMPANY

Pursuant to the Charter of organization and operation of VVMi Quan Trieu Cement Joint Stock Company approved by the General Meeting of Shareholders and amended in Decision No. 09/2021/QD-HDQT dated April 14, 2021;

Pursuant to Decision No. 12/QD-HDQT dated April 15, 2021 on promulgating the Operating Regulations of the Board of Directors of VVMi Quan Trieu Cement Joint Stock Company;

Pursuant to Minutes of Meeting No.19/BB-HDQT dated July 29, 2025 of the Board of Directors of VVMi Quan Trieu Cement Joint Stock Company.

RESOLUTION:

Article 1. The Board of Directors of VVMi Quan Trieu Cement Joint Stock Company unanimously approved the following content:

1. Agreed to appoint Mr. Nguyen Minh Hai to the position of Chief Accountant - VVMi Quan Trieu Cement Joint Stock Company. Time from July 30, 2025.
2. Mr. Nguyen Minh Hai's term of office is 05 years, from the date of appointment.

Article 2. Members of the Board of Directors, Executive Board, and related units in VVMi Quan Trieu Cement Joint Stock Company are responsible for implementing this Resolution.

Recipients:

- As in Article 2;
- BOD, BOS (for reporting);
- Archived at: Office, TK.

**ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN**



Nguyen Van Dung

No.: 16 /QD - HDQT

Thai Nguyen, July 30, 2025

DECISION

On the appointment of Chief Accountant of the Company

**BOARD OF DIRECTORS OF
VVMI QUAN TRIEU CEMENT JOINT STOCK COMPANY**

Pursuant to Decision No. 09/2021/QD-HDQT, dated April 14, 2021 of the Board of Directors of the Company on promulgating the Charter of organization and operation (amended) of VVMI Quan Trieu Cement Joint Stock Company;

Pursuant to the Personnel Management Regulation No. 09/QD-HDQT, dated May 15, 2024 of the Board of Directors of VVMI Quan Trieu Cement Joint Stock Company;

Pursuant to Resolution No. 22./NQ-HDQT, dated 30./7/2025 of the Board of Directors of VVMI Quan Trieu Cement Joint Stock Company.

DECISION:

Article 1. Appoint **Mr. Nguyen Minh Hai** - Deputy Head of KTTKTC Department of the Company to hold the position of Chief Accountant of VVMI Quan Trieu Cement Joint Stock Company, effective from July 30, 2025.

Article 2. Mr. Nguyen Minh Hai's term of office is 05 years from the date of appointment.

Article 3. Mr. Nguyen Minh Hai is ranked as Level ½ Chief Accountant, salary 14,136,000 VND - Salary table B3.5 Manager (Issued in Decision No. 13/QD-HDQT, dated November 16, 2024 of the Company).

Article 4. The Directors, Deputy Directors, in charge of accounting, Heads of the Administrative Department, Heads of relevant units and Mr. Nguyen Minh Hai are responsible for implementing this Decision./.

Recipients:

- As article 4 (t/h);
- BOD, BOS (for reporting);
- Company Party Committee Office;
- Units in the Company;
- Archived at: personal profile, office.

ON BEHALF OF BOARD OF DIRECTORS

CHAIRMAN



Nguyen Van Dung