

No: 686/QD-NL&MT

Hanoi, day 03 month 6 year 2026

**DECISION**

**Regarding the re-appointment of the General Director  
VICEM Energy and Environment Joint Stock Company**

**BOARD OF DIRECTORS OF  
VICEM ENERGY AND ENVIRONMENT JOINT STOCK COMPANY**

*Pursuant to the Charter of VICEM Energy and Environment Joint Stock Company;*

*Pursuant to the Regulation on management of officials and representatives of VICEM capital issued together with Decision No. 839/QD-VICEM dated June 3, 2024 of Vietnam Cement Corporation (VICEM); Decision No. 717/QD-VICEM dated April 17, 2026 on amending and supplementing a number of articles of the Regulation on management of officials and representatives of VICEM capital promulgated together with Decision No. 839/QD-VICEM dated June 3, 2024;*

*Pursuant to the Regulation on personnel management of VICEM Energy and Environment Joint Stock Company issued together with the Company's Decision No. 829/QD-NL&MT dated June 26, 2025;*

*Pursuant to the Regulation on management of labor, salaries and remuneration in VICEM Energy and Environment Joint Stock Company issued together with Decision No. 624/QD-NL&MT dated May 21, 2026; The basic salary scale system of VICEM Energy and Environment Joint Stock Company issued together with Decision No. 625/QD-NL&MT dated May 21, 2026;*

*Pursuant to Resolution No. 170-NQ/DU dated April 16, 2026 of the Executive Committee of the Company's Party Committee on personnel work;*

*Pursuant to VICEM's Document No. 896/VICEM-TC dated May 12, 2026 on the unanimous re-appointment of the General Director of VICEM Energy and Environment Joint Stock Company;*

*Pursuant to Resolution No. 685/NQ-HDQT dated June 3, 2026 of the Board of Directors of the Company on personnel work.*

**DECISION:**

**Article 1.** Re-appointing Mr. Tran Khac Manh to hold the position of General Director of VICEM Energy and Environment Joint Stock Company, effective June 3, 2026.

The term of appointment is 05 years.

**Article 2.** The salary used as the basis for payment of social insurance, health insurance, unemployment insurance and salary of Mr. Tran Khac Manh are entitled to according to the Regulation on labor management, salaries, remuneration and the





Company's basic salary scale system issued together with Decision No. 624/QD-NL&MT dated May 21, 2026 and Decision No. 625/QD-NL&MT dated May 21, 2026, prescribed by law.

**Article 3.** The Board of Directors, the Board of General Directors, the Chief Accountant, the Heads of Departments/Departments and units under VICEM Energy and Environment Joint Stock Company and Mr. Tran Khac Manh are responsible for the implementation of this Decision./.

**Recipients:**

- As in Article 3;
- VICEM (for b/report);
- The Party Committee of the Company (for b/report);
- Supervisory Board, Trade Union, Youth Union;
- Related units;
- Save: VT, TCLD, BOARD OF DIRECTORS, HSCB.

*Du*

**TM. BOARD OF DIRECTORS  
CHAIRMAN**



**Nguyễn Thi Kim Chi**

