

**SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom - Happiness**

**MINUTES OF MEETING OF THE BOARD OF DIRECTORS**  
**SAI SON CEMENT JOINT – STOCK COMPANY**

Today, at 8:00 a.m. on March 25, 2026

At: Sai Son Cement Joint - Stock Company held a meeting of the Board of Directors on organizing the annual General Meeting of Shareholders 2026.

**I. Participants**

- Mr. Nguyen Sy Tiep - Chairman
- Mr. Vuong Duc Nhat
- Ms. Phan Thi Hai

**II. Meeting contents**

- Pursuant to the content of the annual general meeting of shareholders 2026, the board of directors discussed and agreed as follows:

- Date of General Meeting: 8:00 on April 25, 2026.
- Venue of General Meeting: Sai Son Cement Joint - Stock Company - Nam Phuong Tien Commune, Chuong My District, Hanoi City.
- Contents are approved according to the draft:
- Approving of the content of the report evaluating the production and business management of the Board of Directors in 2025 (based on audited financial statements)
- Approving the content of the profit distribution plan 2025, remuneration of the Board of Directors and Board of Supervisors in 2025. Profit distribution plans, remuneration of the Board of Directors and Board of Supervisors in 2026.
- Approving the content of selecting the audit unit for the financial statements 2026.
- Approving the content of the production and business plan orientation 2026.
- Through the election of the board of directors and supervisory board for the term 2026-2031.
- + Other matters within the authority of the general meeting of shareholders.

The Board of Directors voted: 3/3 equals 100% of agreement.

The meeting was ended at 9:00 on March 25 2026. The members unanimously approved the meeting minutes.

**SIGNATURES OF THE MEETING PARTICIPANTS**



Nguyen Sy Tiep

Vuong Duc Nhat

Phan Thi Hai

*Hanoi, March 25, 2026*

**RESOLUTION**  
**OF THE BOARD OF DIRECTORS OF SAI SON CEMENT JOINT - STOCK**  
**COMPANY**  
**(On the approval of the agenda of the Annual General Meeting of Shareholders 2026)**

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

- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020
- Pursuant to the functions and powers of the Board of Directors as stipulated in the charter of organization and operation of Sai Son Cement Joint - Stock Company.
- Pursuant to the meeting minutes of the Board of Directors dated March 25, 2026 of the Board of Directors of Sai Son Cement Joint - Stock Company on the agenda of the Annual General Meeting of Shareholders 2026.

**RESOLUTES**

Article 1: To decide on the date of the General Meeting: 8:00 on April 25, 2026

- Venue of General Meeting: Sai Son Cement Joint - Stock Company - Nam Phuong Tien Commune, Chuong My District, Hanoi City.
- Date of General Meeting: 8:00 on April 25, 2026.
- Venue of General Meeting: Sai Son Cement Joint - Stock Company - Nam Phuong Tien Commune, Chuong My District, Hanoi City.
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- Approving the content of selecting the audit unit for the financial statements 2026.
- Approving the content of the production and business plan orientation 2026.
- Through the election of the board of directors and supervisory board for the term 2026-2031
- + Other matters within the authority of the general meeting of shareholders.



Article 2: The members of the Board of Directors and the Board of Management of Sai Son Cement Joint - Stock Company are responsible for organizing and implementing the contents stated in this decision.

This Resolution takes effect from the date of signing.

**Recipients:**

- Member of the Board of Directors;
- Member of the Board of Management;
- Board of Supervisors
- Upcom, (replace reports)
- Archived at Office.

**ON BEHALF OF THE BOARD OF DIRECTORS**

*tg*



**CHỦ TỊCH HĐQT  
NGUYỄN SỸ TIỆP**

