

No: 21 /NQ-HDQT

Hà Nội, April 25, 2026

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

(Approve the positions on the Board of Directors, the Supervisory Board, 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..

Based on the minutes of the meeting of the Supervisory Board 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
2. Head of the Supervisory Board: Ms. Nguyen Ngoc Na


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 Supervisory Board, 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, Supervisory Board



Nguyen Sy Tiep



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

Today, at 11 am on April 25, 2026

At: Sai Son Cement Joint Stock Company held its first Board of Directors meeting for the 2026-2031 term.

I. Participants

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

II. Meeting contents

- Election of the Chairman of the Board of Directors

1. The Board of Directors unanimously elected Mr. Nguyen Sy Tiep to the position of Chairman of the Board of Directors for the term 2026-2031 with 3/3 votes, achieving a 100% approval rate.

2. The Board of Directors assigns specific duties to its members as follows:

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

- Responsible for leading the activities of the Board of Directors
- Presides over and organizes meetings of the Board of Directors
- Announces information, policies, and main working contents of the Board of Directors

2.2. Mr. Vuong Duc Nhat, member of the Board of Directors

- Responsibilities: Managing the company's production and business operations in accordance with the approved company charter..

2.3. Ms. Phan Thi Hai, member of the Board of Directors

- Responsibilities: Managing and monitoring the price and quality of incoming goods; managing and monitoring the price and market quality of outgoing goods..

3. The Board of Directors elects the executive and managerial positions within the company's structure as follows:



- The Board of Directors unanimously elected Mr. Vuong Duc Nhat as the company's Director for the term 2026-2031 with 3/3 votes in favor, achieving a 100% approval rate.

- The Board of Directors unanimously elected Mr. Nguyen Tri Chung as the company's Deputy Director for the term 2026-2031 with 3/3 votes in favor, achieving a 100% approval rate.

- The Board of Directors unanimously elected Ms. Nguyen Thu Hang as the company's Deputy Director for the term 2026-2031 with 3/3 votes in favor, achieving a 100% approval rate.

- The Board of Directors unanimously elected Ms. Vuong Thi Bich Ngoc as the Chief Accountant, Secretary, and Head of Corporate Governance for the term 2026-2031 with 3/3 votes in favor, achieving a 100% approval rate.

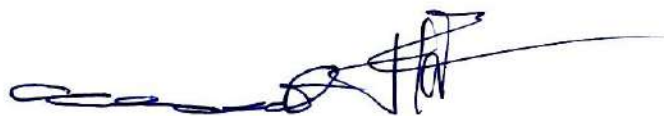
- The Board of Directors unanimously elected Mr. Pham Tien Hieu as the company's information disclosure officer for the term 2026-2031 with 3/3 votes, achieving a 100% approval rate.

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

SIGNATURES OF THE MEETING PARTICIPANTS



Nguyen Sy Tiep



Vuong Duc Nhat

Phan Thi Hai





**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.