

VIETNAM NATIONAL CEMENT CORPORATION

**VICEM HOANG MAI CEMENT JSC**

No. /TTr- XMHM-HĐQT

**SOCIALIST REPUBLIC OF VIETNAM**

**Independence - Freedom - Happiness**

*Nghe An,*

, 2025

DRAFT

**PROPOSAL**

**On approval of the amendment of the Internal Regulation on Corporate Governance of Vicem Hoang Mai Cement Joint Stock Company**

To: General Meeting of Shareholders of Vicem Hoang Mai Cement Joint Stock Company

Pursuant to the Law on Enterprises dated June 17, 2020;

Pursuant to the Internal Regulation on Corporate Governance of Vicem Hoang Mai Cement Joint Stock Company approved by the General Meeting of Shareholders at the Annual General Meeting on April 21, 2023;

Based on the actual business and production activities of the Company.

The Board of Directors of Vicem Hoang Mai Cement Joint Stock Company respectfully submits to the General Meeting of Shareholders for consideration and approval of the amendment of the Internal Regulation on Corporate Governance of Vicem Hoang Mai Cement Joint Stock Company (attached to the changed contents).

The amended the Internal Regulation on Corporate Governance of Vicem Hoang Mai Cement Joint Stock Company takes effect immediately after being approved by the General Meeting of Shareholders.

Respectfully submit./.

Recipients: *[Signature]*

-As above;

-Archived: Clerical department, Department of Organization, BOD

**FOR AND ON BEHALF OF THE  
BOARD OF DIRECTORS  
CHAIRMAN**

**Le Trung Kien**



**AMENDMENT OF THE INTERNAL REGULATION ON CORPORATE GOVERNANCE OF VICEM HOANG MAI  
CEMENT JOINT STOCK COMPANY**

*(Attached to Proposal No. / TTr-XMHM-HDQT dated / /2025 of the Board of Directors of Vicem Hoang Mai Cement Joint  
Stock Company)*

<b>THE 2023 INTERNAL REGULATION ON CORPORATE GOVERNANCE</b>	<b>DRAFT OF THE 2025 INTERNAL REGULATION ON CORPORATE GOVERNANCE</b>	<b>LEGAL GROUND</b>
<p><b>Clause 3 Article 17. Appointment, dismissal, signing of contract, termination of contract with the General Director</b></p> <p>The term of office of the General Director shall not exceed 05 years, in accordance with the term of the Board of Directors and may be reappointed for an unlimited number of terms. The General Director must meet the standards and conditions prescribed by law and the Company's Charter.</p>	<p><u>Amended as follows:</u></p> <p><b>Clause 3 Article 17. Appointment, dismissal, signing of contract, termination of contract with the General Director</b></p> <p>The term of office of the General Director shall not exceed 05 years and may be reappointed for an unlimited number of terms. The General Director must meet the standards and conditions prescribed by law and the Company's Charter.</p>	<ul style="list-style-type: none"><li>- Due to inadequacies and difficulties in the implementation process</li><li>- Pursuant to the Enterprise Law No. 59/2020/QH14 dated June 17, 2020; Model Charter issued together with Circular No. 116/2020/TT-BTC dated December 31, 2020</li></ul>