

No: XI MANG VICEM
HOANG MAI
TIT- XMHM-HĐQT

Nghe An, March 2025

DRAFT

PROPOSAL

Regarding the Approval of the 2024 Profit Distribution Plan

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

Pursuant to the Charter of Vicem Hoang Mai Cement Joint Stock Company
as approved by the General Meeting of Shareholders on April 21, 2023;

Pursuant to the audited financial statements of Vicem Hoang Mai Cement
Joint Stock Company for the year 2024.

The Board of Directors respectfully reports and submits the 2024 profit
distribution plan to the General Meeting of Shareholders for approval as follows:

- | | |
|---|----------------------|
| 1. Profit before tax for 2024 | (69.860.569.067) VND |
| 2. Accumulated undistributed after-tax profit as of
2024 | (95.258.218.527) VND |

Including:

- | | |
|--|----------------------|
| - Accumulated undistributed after-tax profit as of
2023 | (25.397.649.460) VND |
| - Profit after tax for 2024: | (69.860.569.067) VND |

Accordingly, the Company shall not distribute dividends nor allocate funds
from the distributable Profit After Tax for 2024.

The Board of Directors of Vicem Hoang Mai Cement Joint Stock Company
respectfully submits this matter to the General Meeting of Shareholders for
consideration and approval.

Recipients: 

- As above;
- Finance & Accounting Dept;
- Corporate Secretary;
- Filed at: Office Archives; Board of
Directors.

**ON BEHALF OF THE BOARD OF
DIRECTORS**

CHAIRMAN OF THE BOARD

Le Trung Kien