

DRAFT

PROPOSAL

On approval of remuneration payment of the Board of Directors, Board of Supervisors and Company Secretary in 2024 and payment plan in 2025

To: The 2025 Annual 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 Charter 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 Company's business performance results in 2024 and the business plan in 2025,

The Board of Directors of Vicem Hoang Mai Cement Joint Stock Company (BOD) respectfully submits to the General Meeting of Shareholders (GMS) for approval of salary and remuneration payment settlement in 2024 and salary and remuneration payment plan in 2025 for the Board of Directors, Board of Supervisors and Company Secretary as follows:

1. The implementation of remuneration payment for the Board of Directors, Board of Supervisors and Company Secretary in 2024

Pursuant to Article 8 of Resolution No. 02/2024/NQ-ĐHĐCĐ dated April 26, 2024 of the 2024 Annual General Meeting of Shareholders, the Company has paid remuneration to members of the Board of Directors, Board of Supervisors, and Company Secretary as follows:

- Chairman of the Board of Directors: VND 8 million /person/month;
- Members of the Board of Directors: VND 6 million /person/month;
- Members of the Board of Supervisors: VND 4 million VND/person/month;
- Company Secretary: 04 million VND/person/month.

The total remuneration paid in 2024 is VND 576 million.

The Company has not paid remuneration for the full-time head of the Board of Supervisors but has paid a salary for her as a full-time manager. The income of the head of the Board of Supervisors in 2024 is VND 443,737,384.

2. Remuneration plan in 2025

The Company's Board of Directors proposes to pay the salary and remuneration to the Chairman of the Board of Directors, members of the Board of

Directors, the Board of Supervisors and the Company Secretary in 2025 similar to the remuneration paid in 2024, specifically as follows:

- Chairman of the Board of Directors: VND 8 million/person/month
- Members of the Board of Directors: VND 6 million/person/month
- Members of the Board of Supervisors: VND 4 million/person/month
- Company Secretary: VND 4 million/person/month
- The salary of the full-time head of the Board of Supervisors shall be paid according to the Company's current salary regulation.

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

Recipients: *phan*

- As above;
- Archived: Clerical department,
HR, BOD.

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

Le Trung Kien