



*Nghe An, March 20, 2026*

**INVITATION  
TO THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

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

The Board of Directors of Vicem Hoang Mai Cement Joint Stock Company respectfully invites the Shareholders to attend the 2026 Annual General Meeting of Shareholders as detailed below:

**1. Time and Venue of the Meeting:**

- **Time:** 08:00 AM, April 24, 2026
- **Venue:** Vicem Hoang Mai Cement Joint Stock Company
- **Address:** Tan Tien Block, Hoang Mai Ward, Nghe An Province

**2. Main Agenda of the Meeting:**

- Report on the activities of the Board of Directors in 2025 and the action plan for 2026.
- Report from the Independent Member of the Board of Directors for 2025.
- Report on the results of Production & Business Activities and Investment & Construction in 2025, and the action plan for 2026.
- Proposal for the approval of the audited financial statements for 2025.
- Proposal for the approval of the profit distribution plan after tax for 2025.
- Report on the activities of the Supervisory Board in 2025.
- Proposal for the selection of the auditing firm for the 2026 financial statements.
- Proposal for the approval of the remuneration for the Board of Directors and Supervisory Board for 2025 and the remuneration plan for 2026.
- Proposal for amendments and supplements to the Company's Charter of Organization and Operations.
- Proposal for amendments and supplements to the Internal Regulations on Corporate Governance.
- Other matters falling under the authority of the General Meeting of Shareholders (if any).

**3. Meeting Documents:** Shareholders can obtain the meeting documents at:

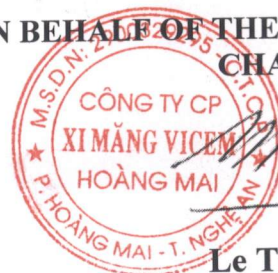
- The Company's headquarters: Vicem Hoang Mai Cement Joint Stock Company - Tan Tien Block, Hoang Mai Ward, Nghe An Province, or:
- Access and download from the Company's website: <http://www.ximanghoangmai.vn>

**4. Shareholders or authorized representatives attending the General Meeting are kindly requested to bring the following documents:**

- ID card/Passport or Citizen Identification Card (CCCD);
- Invitation to the meeting;
- A valid power of attorney and ID card/CCCD of the authorized person (in case a shareholder is represented by an authorized person at the meeting).

We look forward to welcoming our esteemed shareholders!

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



**Le Trung Kien**