



VIỆT NAM NATIONAL CEMENT CORPORATION
CÔNG TY CỔ PHẦN XI MĂNG VICEM HOÀNG MAI

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

No: /TTr-XMHM-HĐQT

Nghe An, , 2026

PROPOSAL
Regarding the Approval of the 2025 Profit Distribution Plan

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

Pursuant to the Charter of Vicem Hoàng Mai Cement Joint Stock Company as approved by the General Meeting of Shareholders on April 25, 2025;

Pursuant to the audited financial statements of Vicem Hoàng Mai Cement Joint Stock Company for the year 2025.

The Board of Directors respectfully reports and submits the 2025 profit distribution plan to the General Meeting of Shareholders for approval as follows:

1. Profit before tax for 2025	23,320,270,851 VND
2. Accumulated undistributed after-tax profit as of 2025	(71,937,947,676) VND
Including:	
- Accumulated undistributed after-tax profit as of 2024	(95,258,218,527) VND
- Profit after tax for 2025:	23,320,270,851 VND

Accordingly, the Company shall not distribute dividends nor allocate funds from the distributable Profit After Tax for 2025.

The Board of Directors of Vicem Hoàng 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