

**NOTICE****Regarding nomination and self-nomination of candidates for additional election to the Board of Directors of Vicem Hoang Mai Cement JSC for the term 2023–2028**

To: Shareholders of Vicem Hoang Mai Cement Joint Stock Company

Pursuant to the Law on Enterprises No. 59/2020/QH14;

Pursuant to the current Charter of Vicem Hoang Mai Cement Joint Stock Company;

Based on practical requirements and conditions;

On 15 April, 2026, the Board of Directors of Vicem Hoang Mai Cement Joint Stock Company received resignation letters from Mr. Le Trung Kien and Mr. Le Dinh Thang regarding their resignation as members of the Board of Directors for personal reasons.

The Board of Directors hereby informs all shareholders of the nomination and self-nomination of candidates for additional election to the Board of Directors for the term 2023–2028 as follows:

The number of additional members to be elected to the Board of Directors at the 2026 Annual General Meeting of Shareholders is: 02 members.

**1. Conditions for nomination and self-nomination to the Board of Directors:**

- Shareholders or groups of shareholders holding 10% or more of the total voting shares shall have the right to nominate candidates to the Board of Directors in accordance with the Law on Enterprises.

- In the event that the number of candidates nominated and self-nominated is insufficient as required, the incumbent Board of Directors shall introduce additional candidates to meet the required number in accordance with regulations.

**2. Criteria for candidates nominated or self-nominated to the Board of Directors:**

- Not falling under the cases specified in Clause 2, Article 17 of the Law on Enterprises;

- Possessing professional qualifications and experience in business administration or in the Company's lines of business, and not necessarily being a shareholder of the Company, unless otherwise stipulated in the Company's Charter;

- A member of the Board of Directors of a public company may concurrently serve as a member of the Board of Directors of no more than 05 other companies.

- Not being a family member of the Chief Executive Officer or other managers of the Company; or of managers or persons having authority to appoint managers of the parent company.

- Meeting other standards and conditions as prescribed by applicable laws;

### **3. Application dossier for nomination/self-nomination to the Board of Directors**

- Application for nomination or self-nomination to the Board of Directors (in prescribed form);

- Curriculum Vitae declared by the candidate (in prescribed form);

- Notarized copy of Citizen Identity Card or equivalent legal documents.

- Notarized copies of diplomas, degrees, and certificates evidencing educational and professional qualifications.

- Copy of Business Registration Certificate of companies where the candidate is currently holding managerial positions in the Board of Directors or Supervisory Board (if any).

Application dossiers for nomination/self-nomination must be submitted to Vicem Hoang Mai Cement Joint Stock Company before 16:00 on 23 April, 2026, at the following address:

#### **VICEM HOANG MAI CEMENT JOINT STOCK COMPANY.**

- Address: Tan Tien Block, Hoang Mai Ward, Nghe An Province.

- Tel: 02383.866.170

After the above deadline, submitted dossiers will not be included in the list of candidates presented to the General Meeting. The Organizing Committee will compile the list of eligible candidates for official election at the 2026 Annual General Meeting of Shareholders.

Respectfully notified./.

***Recipients:***

- Company's shareholders;
- Filed: Admin., AGM dossier.

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

**Le Trung Kien**