



VIETNAM NATIONAL CEMENT CORPORATION

VICEM HOANG MAI CEMENT JSC

No. **XI MANG VICEM HOANG MAI** #Tr-XMHM-HDQT

SOCIALIST REPUBLIC OF VIET NAM

Independence - Freedom - Happiness

Nghe An, April....., 2026

PROPOSAL

On the dismissal and additional election of member(s) of the Board of Directors for the 2023–2028 term of Vicem Hoang Mai Cement Joint Stock Company

To: The 2026 Annual General Meeting of Shareholders

Pursuant to the Law on Enterprises No. 59/2020/QH14, as amended and supplemented by Law No. 03/2022/QH15 and Law No. 76/2025/QH15;

Pursuant to the Law on Securities No. 54/2019/QH14;

Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;

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

Pursuant to the resignation letter from the position of Member of the Board of Directors for the 2023–2028 term submitted by Mr. Le Dinh Thang, dated April 15, 2026;

Pursuant to the resignation letter from the positions of Member of the Board of Directors and Chairman of the Board of Directors for the 2023–2028 term submitted by Mr. Le Trung Kien, dated April 15, 2026;

Based on Decision No. 688/QĐ-VICEM dated April 14, 2026 issued by the Members' Council of Vietnam Cement Industry Corporation regarding the representatives of VICEM's capital at Vicem Hoang Mai Cement Joint Stock Company

The Board of Directors of Vicem Hoang Mai Cement Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the dismissal and additional election of members of the Board of Directors for the 2023–2028 term, specifically as follows:

- To approve the dismissal of Mr. Le Trung Kien and Mr. Le Dinh Thang from their positions as Members of the Board of Directors for the 2023–2028 term, effective from the date approved by the General Meeting of Shareholders

- To approve the number of additional members of the Board of Directors to be elected at the 2026 Annual General Meeting of Shareholders as: 02 members.

Respectfully submitted to the General Meeting of Shareholders for consideration and approval./

Recipients:

- As above;
- Filed at: Administration Office, AGM Documents.

**ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN**

Le Trung Kien