

VIETNAM NATIONAL CEMENT
CORPORATION
**VICEM HAI VAN CEMENT JOINT
STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

No.: 63 /XMHV-CBTT

Da Nang, January 21, 2026

REGULAR DISCLOSURE OF INFORMATION

To: Hochiminh Stock Exchange

1. Name of organization: VICEM Hai Van Cement Joint Stock Company

- Stock symbol: HVX

- Address: 65 Nguyen Van Cu, Hai Van Ward, Da Nang City

- Telephone: 0236. 3842172

- Email: info@haivancement.vn

2. Content of information disclosure:

Vicem Hai Van Cement Joint Stock Company discloses the time, venue, and draft meeting documents of the Annual General Meeting of Shareholders 2026.

3. This information was published on the company's website on 21/01/2026 at the link: www.haivancement.vn, in the "Information Disclosure" section.

Attached documents:

- Meeting Invitation No. 02/XMHV-HĐQT.

Recipients:

- As above;
- BoM (report);
- Company Website;
- Archived: Clerical, Administrative organization, Information Disclosure Sy

**CÔNG TY
CỔ PHẦN
XI MĂNG
VICEM
HẢI VAN**

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**PERSON AUTHORIZED TO
CLOSE INFORMATION**

Le Thi Anh Dao

VIETNAM NATIONAL CEMENT
CORPORATION
**VICEM HAI VAN CEMENT JOINT
STOCK COMPANY**

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

Da Nang, January 21, 2026

No.: 02 /XMHV-HĐQT

MEETING INVITATION

**Regarding attendance at the Annual General Meeting of Shareholders 2026
Vicem Hai Van Cement Joint Stock Company**

To: Shareholders of Vicem Hai Van Cement Joint Stock Company.

The Board of Directors of Vicem Hai Van Cement Joint Stock Company respectfully invites all Shareholders to attend the Annual General Meeting of Shareholders 2026 of the Company.

1. **Meeting Time:** 09:00 AM, February 12, 2026
2. **Meeting Venue:** 65 Nguyen Van Cu, Hai Van Ward, Da Nang City.
3. **Agenda:** As enclosed with this Meeting Invitation
4. **Eligibility to Attend the Meeting:** All shareholders holding shares of Vicem Hai Van Cement Joint Stock Company (stock code: HVX) according to the shareholder list finalized on 19/01/2026 by the Vietnam Securities Depository and Clearing Corporation (VSDC).
5. **Meeting documents:** The Meeting documents are published on the Company's website at <http://www.haivancement.vn> under the section "Information Disclosure".
6. **Registration for attendance**

To ensure proper organization of the Meeting, Shareholders are kindly requested to register their attendance or authorization for attendance with the Organizing Committee no later than 4:30 p.m. on 09/02/2026.

Address: No. 65 Nguyen Van Cu Street, Hai Van Ward, Da Nang City

Telephone: 0236.3842172

Fax : 0236.3842441

Contact: Ms. Le Thi Anh Dao – Person in charge of corporate governance cum Secretary of the Board of Directors.

Telephone: 0902149368

Shareholders attending the Meeting are kindly requested to bring this Meeting Invitation, Citizen Identification Card, and Power of Attorney (if attending as an authorized representative).

Sincerely./.

Recipients:

- As above;
- VICEM;
- Board of Directors;
- Board of Supervisors;
- Information Disclosure;
- Company Website;
- Archived: Clerical, Board of Directors.

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



Le Xuan Khoi

VICEM HAI VAN CEMENT JOINT STOCK COMPANY

Address: 65 Nguyen Van Cu, Hai Van Ward, Da Nang City

Telephone: 0236.3842172 Fax : 0236.3842441



**AGENDA OF 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VICEM HAI VAN CEMENT JOINT STOCK COMPANY**

Time:

1 session, from 9:00 a.m. on 12/02/2026

Venue:

65 Nguyen Van Cu, Hai Van Ward, Da Nang City

No.	Contents
1	Announcement of the reasons and introduction of the delegates
2	Report of shareholders' eligibility verification
3	Approval of the composition of the Presidium, Secretary, and Vote Counting Committee for the General Meeting
4	Approval of the General Meeting Agenda and Working Regulations
5	Report on the activities of the Board of Directors in 2025 and the operational plan for 2026
6	Independent member report of the Board of Directors' evaluation in 2026
7	Report on the activities of the Board of Supervisors in 2025 and the operational plan for 2026
8	Report by the Board of Management on the production and business results for 2025 and the operational plan for 2026
9	Audited financial statements for 2025 and the profit distribution plan for 2025
10	Proposal for the payment of remuneration to the Board of Directors and Board of Supervisors for 2025 and the plan for 2026
11	Proposal for the selection of an auditing firm for the 2026 financial statements
12	Proposal on the amendment and supplementation of the contents of the Company's Charter
13	Proposal on the dismissal of a member of the Company's Board of Directors
14	Discussion and voting on the reported content and proposals
15	Proposal on personnel for the supplementary election of a member of the Company's Board of Directors
16	Approval of the Minutes and Resolution of the General Meeting
17	Closing of the General Meeting



**VICEM HAI VAN CEMENT JOINT
STOCK COMPANY**

**2026 ANNUAL GENERAL
MEETING OF SHAREHOLDERS**

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Da Nang, February ..., 2026

**WORKING REGULATION
FOR THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VICEM HAI VAN CEMENT JOINT STOCK COMPANY**

**Chapter I.
GENERAL PROVISIONS**

Article 1. General Provisions

These regulations stipulate the rights and obligations of shareholders and shareholder representatives; the responsibilities of the parties participating in the 2026 Annual General Meeting of Shareholders of Vicem Hai Van Cement Joint Stock Company (hereinafter referred to as the "Meeting") to ensure the Meeting achieves its objectives.

Article 2. Purpose

These regulations aim to ensure that the Meeting is conducted in accordance with the proper procedures and legal regulations; ensure the Meeting proceeds in an orderly, safe manner, and adheres to the agenda's timeframe; and ensure that shareholders exercise their legitimate rights and interests democratically, equally, and in unity, reflecting the wishes of the majority of attendees for the benefit of shareholders and the Company's development needs.

Article 3. Agenda

1. The Meeting agenda has been sent to shareholders along with the invitation letter and posted on the Company's website.

2. A shareholder or group of shareholders owning at least 5% of the total ordinary shares has the right to propose matters for inclusion in the Meeting agenda. Proposals must be in writing and submitted to the Company no later than 03 working days before the opening day of the Meeting. Proposals must clearly state: shareholder's full name, number of each type of share held, shareholder code, and the proposed matter for inclusion in the agenda.

The convener of the General Meeting of Shareholders shall accept and include these proposals in the draft agenda and content of the meeting, unless the proposals are submitted late, incomplete, incorrect in content; at the time of the proposal, the shareholder or group of shareholders does not hold at least 5% of the ordinary shares; or the proposed matter is not within the authority of the General Meeting of Shareholders.

3. The Meeting agenda and content must be approved by the General Meeting of Shareholders at the opening session.

Article 4. Obligations of Shareholders at the Meeting

Shareholders attending the Meeting must comply with the following regulations:

1. Dress formally and respectfully.
2. Present identification documents, invitation letters, and other documents related to verifying delegate status.
3. Maintain order and decorum during the meeting.
4. Communicate politely and amicably; do not leave during the meeting without the Chairperson's permission.
5. Sit in the designated seats or areas as directed by the Organizing Committee and strictly comply with the seating arrangements.
6. Strictly adhere to the Chairperson's management and speak only with the Chairperson's consent.

**Chapter II.
ORGANIZATION OF THE MEETING**

Article 5. Matters Approved by the General Meeting of Shareholders

The 2026 Annual General Meeting of Shareholders of Vicem Hai Van Cement Joint Stock Company has the authority to discuss and approve the following matters:

1. Report on the activities of the Board of Directors in 2025 and the operational plan for 2026.
2. Independent member report of the Board of Directors' evaluation in 2026.
3. Report on the activities of the Board of Supervisors in 2025 and the operational plan for 2026.
4. Report by the Board of Management on the production and business results for 2025 and the operational plan for 2026.
5. Audited financial statements for 2025 and the profit distribution plan for 2025.
6. Proposal for the payment of remuneration to the Board of Directors and Board of Supervisors for 2025 and the plan for 2026.
7. Proposal for the selection of an auditing firm for the 2026 financial statements.
8. Proposal on the amendment and supplementation of the contents of the Company's Charter.
9. Proposal on the dismissal of a member of the Company's Board of Directors.
10. Proposal on personnel for the supplementary election of a member of the Company's Board of Directors.

Article 6. Presidium

The General Meeting shall be chaired by the Presidium, consisting of the Chairman (who is the Chairman of the Board of Directors) and members introduced by the Chairman. The Chairman shall preside over the General Meeting (Chairperson). The Presidium shall operate on the principle of democratic centralism and in accordance with the provisions of law and the Company's Charter.

Responsibilities of the Presidium:

1. Conduct the General Meeting in accordance with the agenda, regulations, and rules approved by the General Meeting.
2. Guide the General Meeting in discussions and voting on matters within the agenda and related matters throughout the General Meeting.
3. Has the right to postpone the General Meeting of Shareholders, which has a sufficient number of registered attendees, for a maximum of 3 working days from the scheduled opening date, to another time or change the meeting venue in case any attendee obstructs, disrupts order, or risks preventing the meeting from being conducted fairly and legally; the meeting venue does not have enough convenient seating; or the means of communication do not ensure that attending shareholders can discuss and vote.
4. Respond to matters raised by the General Meeting.
5. Resolve arising issues (if any) during the General Meeting.

Article 7. Secretary of the General Meeting

1. The Secretary of the General Meeting shall assist the Presidium and the General Meeting. The Secretary of the General Meeting shall be appointed by the Chairperson.

2. The Secretary's duties:
 - Take accurate and complete minutes of the meeting.
 - Assist the Presidium in announcing documents, conclusions, or notices to be sent to the shareholders when requested.
 - Be responsible to the Chairperson of the General Meeting and the General Meeting of Shareholders for their duties; accurately record the full content of the meeting proceedings and the issues approved by the shareholders; draft the minutes of the General Meeting of Shareholders and the resolutions on the issues approved at the meeting.

Article 8. Organizing Committee, Shareholder Eligibility Verification Committee

The Organizing Committee shall be decided by the Company's Board of Directors. The Organizing Committee is responsible for convening, welcoming, arranging seating, distributing

documents, and voting cards to shareholders/authorized shareholder representatives eligible to attend the General Meeting.

The Shareholder Eligibility Verification Committee shall be appointed by the Organizing Committee. The Shareholder Eligibility Verification Committee is responsible for:

1. Verify the conditions for conducting the General Meeting.
2. Receive documents from shareholders attending the meeting and verify shareholder eligibility.
3. Report to the General Meeting of Shareholders on the conditions for conducting the meeting.

Article 9. Vote Counting Committee

The Vote Counting Committee is introduced by the Presidium and approved by the General Meeting. The Vote Counting Committee is responsible for:

1. Communicating the voting principles.
2. Organizing the vote counting process.
Checking and supervising the voting process of shareholders and shareholder representatives.
3. Determining the voting results of shareholders on the issues approved at the meeting and announcing the voting results.
4. Providing the vote counting results to the Presidium or the Secretary of the meeting.

Article 10. Shareholder Rights

1. All shareholders of the Company according to the list finalized on January 19, 2026, by Viet Nam Securities Depository and Clearing Corporation (VSDC) have the right to attend or authorize their representatives to attend the General Meeting of Shareholders. Each shareholder or shareholder representative attending the General Meeting must bring personal identification documents including The Citizen Identity Card (CCCD) or passport, Invitation Letter, and Proxy Form for attending the General Meeting will be submitted to the Shareholder Eligibility Verification Committee and will be used to receive the Voting Ballot, Voting Card, and participate in the voting process.

2. Shareholders are publicly informed by the Organizing Committee about the agenda of the General Meeting of Shareholders, provided with documents related to the meeting content, and have the responsibility to:

- Comply with the Meeting Rules.
- Complete the registration procedures with the Organizing Committee.
- Discuss the report contents.
- Vote on matters at the General Meeting.
- Comply with the direction of the Chairperson of the General Meeting.

Chapter III.

DISCUSSION, VOTING AND MEETING MINUTES

Article 11. Discussion at the General Meeting

When discussing matters on the General Meeting agenda, shareholders must comply with the following regulations:

1. Principle: Shareholders attending the General Meeting who wish to express their opinions must obtain the Chairperson's approval to speak.
2. Method of speaking: Shareholders must speak concisely and focus on the key issues to be discussed, in accordance with the approved agenda of the General Meeting to ensure that the General Meeting proceeds according to the approved agenda, the content does not violate the law, relates to personal matters, or exceed the Company's authority.
3. The Chairperson will arrange for shareholders to speak in order of registration and answer shareholders' questions. Contributions or inquiries will be collected at the same time and answered sequentially, and participation is only allowed during the discussion section of the General Meeting. In the event many shareholders have the same opinion, the Presidium will select and answer collectively for all shareholders. After there are no more comments from shareholders, the

Chairperson will answer each shareholder's comment in turn or designate a person responsible in the Company's Executive Board to answer these comments.

Article 12. Voting at the General Meeting

1. Voting Principles

All matters on the General Meeting agenda are approved by obtaining the votes of all shareholders using voting cards and ballots according to the number of shares owned and represented.

Each shareholder issued 01 Voting Card and Ballot, stating the shareholder's/authorized representative's name and the number of voting shares (owned and authorized) of Vicem Hai Van Cement Joint Stock Company.

2. Voting Regulations

Voting by Voting Card: For matters such as: Approving the agenda; Approving the Working Regulations of the General Meeting; Approving the personnel of the Presidium; Secretary of the General Meeting, Vote Counting Committee; approving the Election Regulations for members of the Board of Directors, approving the Minutes and Resolutions of the General Meeting, shareholders attending the General Meeting vote by raising their Voting Cards (*when asked by the Chairman: agree or disagree*); shareholders who do not raise their Voting Cards are considered to have no opinion on the matter to be voted on.

Voting by Ballot: Ballots are used when shareholders vote to approve the contents of reports and submissions at the General Meeting. Shareholders vote as follows:

- The shareholder or authorized representative votes to Agree, Disagree, or Abstain on a matter by marking an "x" in the corresponding box on the Ballot in the following order: "Agree", "Disagree", and "Abstain" for each item.

- After voting on all contents, the voting shareholder signs the Ballot and puts it in the ballot box. The Ballot Counting Board collects the shareholders' Ballots to tally the results.

- In case of changing their mind, shareholders sign next to the box of their final choice to avoid forgery.

3. Election of additional members of the Board of Directors

4. The election of members of the Board of Directors is carried out according to the Election Regulations approved by the General Meeting of Shareholders before the election.

5. Approval of resolutions of the General Meeting of Shareholders

The conditions for approving resolutions of the General Meeting of Shareholders are implemented according to the provisions of Article 21 of the Company's Charter.

Article 13. Minutes of the General Meeting

The content of the General Meeting must be recorded in the Minutes by the Secretary of the Meeting. The Minutes and the Resolutions must be read and approved before the meeting is closed.

Article 14. Implementation

The Presidium, Secretary, Shareholder Eligibility Verification Board, Vote Counting Committee, delegates, and shareholders attending the General Meeting of Shareholders must strictly comply with the Working Regulations of the General Meeting.

Article 15. Effect

These Regulations take effect from the time the General Meeting votes to approve them until the end of the General Meeting.

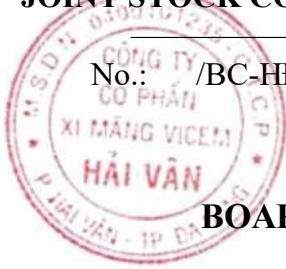
Above are the complete Working Regulations of the 2026 Annual General Meeting of Shareholders of Vicem Hai Van Cement Joint Stock Company.

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

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

Recipients:

- As above;
- File: Clerical, BOD, Meeting documents.



No.: /BC-HĐQT

Da Nang, February ..., 2026

**REPORT
BOARD OF DIRECTORS' ACTIVITIES IN 2025
AND ACTION PLAN FOR 2026**

To: General Meeting of Shareholders

Pursuant to the Law on Enterprises dated June 17, 2020, and the Law amending and supplementing a number of articles of the Law on Enterprises dated June 17, 2025;

Pursuant to Resolution No. 31/NQ-GSHM dated April 24, 2025, of the 2025 Annual General Shareholders' Meeting and the results of business production activities in 2025.

The Board of Directors (BOD) hereby reports to the General Shareholders' Meeting on the results achieved in 2025 and the operational plan for 2026 as follows:

I. CONTEXTUAL OVERVIEW

In 2025, the business production activities of Vicem Hai Van Cement Joint Stock Company (the Company), while benefiting from fundamental advantages, still confronted numerous difficulties and challenges:

- The Government implemented numerous focused solutions to maintain macroeconomic stability, control inflation, provide solution orientations, and remove difficulties and obstacles for businesses; strengthened management solutions to stabilize the price of construction materials; resolved difficulties and obstacles for the real estate market; boosted public investment, and specifically focused on accelerating major processing infrastructure projects.

- The global situation remained complex and unpredictable (geopolitical conflicts, regional conflicts, trade wars, etc.)

- Cement supply continued to far exceed demand, and the export of cement and clinker faced difficulties; the surplus in cement supply led to increasingly fierce competition among cement manufacturing companies, particularly concerning selling prices. The price of construction materials such as sand and stone increased significantly, and supply was scarce. The selling price of cement tended to continuously decrease while the cost of input materials and fuel for production remained high; the average retail price of electricity increasing by 4.8% effective May 10, 2025, contributed to increased production costs and reduced the Company's efficiency.

- The trend of shifting demand from bagged cement to bulk cement is increasing, while the price of bulk cement is not commensurate with bagged cement, thereby reducing business efficiency.

- The weather situation in 2025 was complex, with natural disasters, storms, floods, etc., significantly affecting the Company's production and business operations.

II. ASSESSMENT OF BOARD OF DIRECTORS' OPERATIONAL RESULTS

1. Board of Directors Structure

The members of the Board of Directors elected by the 2023 Annual General Shareholders' Meeting consist of 5 members, including 01 independent member of the BOD.

The Company's Board of Directors uniformly assigned duties to BOD members in managing, directing, and supervising the Company's areas of operation, as stated in Resolution No. 62/NQ-BOD dated December 09, 2024, of the Board of Directors regarding the assignment of duties to the members of the Board of Directors.

2. Results of the Board of Directors' Operations

Based on the functions and duties stipulated by law and the Company Charter, the Resolution of the 2025 Annual General Shareholders' Meeting, and the actual situation; the Board of Directors held meetings to discuss important issues, focusing on direction and the timely issuance of resolutions and decisions to serve the executive and management tasks within the Company's business production activities, construction investment, and other operational aspects.

- The Board of Directors directed the review, amendment, and establishment of regulations and provisions consistent with current legal regulations, VICEM standards, and the Company's actual situation.

- The Company's Board of Directors regularly maintained scheduled meetings as stipulated, convened extraordinary meetings, and solicited revolving opinions from BOD members to pass resolutions and decisions concerning production and business activities and other fields of work. These meetings fostered democracy, solidarity, and consensus among BOD members, emphasizing the roles and responsibilities in discussing, voting on, and deciding matters within their authority.

- In 2025, the Board of Directors held 04 regular sessions, utilizing both in-person and online formats, and 01 extraordinary session regarding personnel work; the Board also collected revolving written opinions from BOD members to issue resolutions and decisions guiding and orienting the General Director in executing Production and Business tasks pursuant to the Resolution of the 2025 Annual General Meeting of Shareholders. In all sessions, the BOD invited the Supervisory Board to attend and contribute feedback.

- The Board of Directors issued 30 resolutions and decisions concerning production and business tasks, personnel work, procurement of goods, and other activities. These resolutions and decisions were issued promptly and within the correct authority, ensuring adherence to the State's legal policies and guidelines, compliance with the Law on Enterprises and the Company Charter, thereby enabling the General Director to conduct production and business operations efficiently and resolve difficulties and bottlenecks arising during operation.

- Directed the successful organization of the 2025 Annual General Meeting of Shareholders.

- Directed and collaborated with the General Director in managing production and business operations and construction investment, closely monitoring planned targets in

accordance with the Resolution of the 2025 Annual General Meeting of Shareholders; regularly communicated and instructed the General Director to devise solutions that are proactive and flexible, suited to the specific practical situation of 2025.

The Resolutions and Decisions issued by the Board of Directors in 2025 include:

No.	Resolution/Decision No.	Date	Content	Approval Rate (%)
01	01/NQ-BOD	14/01/2025	Resolution on the approval of signing the warehouse leasing contract for the Quy Nhon Cement Transit Warehouse with VICEM Hoang Thach Cement Company Limited.	100%
02	02/NQ-BOD	14/01/2025	Resolution on approving the signing of a contract for purchasing cement bags with Danang Building Material Vicem Joint Stock Company.	100%
03	03/NQ-BOD	17/02/2025	Resolution on approving the final date to exercise the right to attend the 2025 Annual General Meeting of Shareholders.	100%
04	04/NQ-BOD	19/02/2025	Resolution on the approval of the 2024 salary fund	100%
05	05/QĐ-HĐQT	19/02/2025	Decision on the approval of the 2024 salary fund	100%
06	07/NQ-HĐQT	22/03/2025	Resolution of the regular meeting for Quarter I/2025	100%
07	09/NQ-HĐQT	01/04/2025	Resolution on the approval of the draft documents for the 2025 Annual General Meeting of Shareholders	100%
08	12/QĐ-HĐQT	11/04/2025	Decision on retirement benefits for Mr. Luu Van Bong – Deputy General Director of the Company	100%
09	15/NQ-HĐQT	21/04/2025	Resolution on the re-appointment of the Director of Van Ninh Cement Factory	100%
10	17/NQ-HĐQT	23/04/2025	Resolution of the regular meeting for Quarter II/2025	100%
11	34/NQ-HĐQT	29/05/2025	Resolution on signing an addendum to adjust the unit price of the VICEM Hoang Thach Cement Company Limited processing contract at Vicem Hai Van Cement Joint Stock Company	100%
12	35/NQ-HĐQT	30/05/2025	Resolution on selecting a unit to review semi-annual financial statements and audit the 2025 financial statements	100%
13	36/NQ-HĐQT	30/06/2025	Resolution on the approval to sign the Hoang Thach Cement processing contract at Vicem Hai Van Cement Joint Stock Company for the last 6 months of 2025.	100%
14	38/NQ-HĐQT	29/07/2025	Resolution of the Q3/2025 Periodic Meeting	100%
15	39/NQ-HĐQT	30/07/2025	Resolution on the policy regarding the change of the corporate seal design	100%
16	40/NQ-HĐQT	30/07/2025	Resolution on the policy regarding signing the toll processing contract for Vicem Hoang Mai cement at Vicem Hai Van Cement JSC for 2025	100%
17	41/NQ-HĐQT	29/08/2025	Resolution approving the 2025 Production and Business Plan and Construction Investment Plan	100%
18	43/NQ-HĐQT	22/09/2025	Resolution approving the 2025 Internal Audit Plan	100%

No.	Resolution/Decision No.	Date	Content	Approval Rate (%)
19	47/NQ-HĐQT	03/10/2025	Resolution of the Q4/2025 Meeting	100%
20	48/NQ-HĐQT	03/11/2025	Resolution on approving Vietnam National Cement Corporation's proposal to extend the loan repayment period	100%
21	49/NQ-HĐQT	12/11/2025	Resolution on signing the addendum to adjust the payment terms of the Vicem Hoang Mai Cement toll processing contract	100%
22	52/NQ-HĐQT	23/12/2025	Resolution on signing the cement sale contract with Vicem Da Nang Construction Materials Joint Stock Company	100%
23	54/NQ-HĐQT	30/12/2025	Resolution on the record date for exercising the rights of the 2026 Annual General Meeting of Shareholders	100%
24	56/NQ-HĐQT	31/12/2025	Resolution on signing the toll processing contract for Vicem Hoang Thach Cement at Vicem Hai Van Cement JSC for the first six months of 2026	100%
25	57/NQ-HĐQT	31/12/2025	Resolution on signing the toll processing contract for Vicem Hoang Mai Cement at Vicem Hai Van Cement JSC for 2026	100%
26	58/NQ-HĐQT	31/12/2025	Resolution on signing the contract to lease the cement transshipment warehouse in Quy Nhon with Vicem Hoang Thach Cement Company	100%
27	63/NQ-HĐQT	31/12/2025	Resolution on Personnel Matters	100%
28	64/QĐ-HĐQT	31/12/2025	Decision on the dismissal of Mr. Tran Viet Hong from the position of General Director	100%
29	65/QĐ-HĐQT	31/12/2025	Decision on the appointment of Mr. Truong Phu Cuong as the General Director and Legal Representative of Vicem Hai Van Cement Joint Stock Company	100%
30	66/QĐ-HĐQT	31/12/2025	Decision on the change of Legal Representative	100%

3. Results of Monitoring the General Director and Management Personnel

In a context where difficulties outnumbered advantages, based on the Company Charter, legal regulations, and the Resolution of the General Meeting of Shareholders, the Company's Board of Directors analyzed, forecasted, and assessed opportunities, difficulties, and challenges to set directions for executive management and develop operational plans and scenarios for production and business activities suitable to the Company's actual situation. The results achieved in 2025 are detailed as follows:

3.1. Production and Business Results

No.	Description	Unit	2025 Plan	2025 Actual Performance	2024 Actual Performance	Comparison (%)	
						2025 Plan	Corresponding Period
I	Production						
1	Clinker	Tonnes		-			
2	Cement	Tonnes	410,000	391,404	367,452	95.46	106.52
II	Consumption	Tonnes	410,000	392,086	368,313	95.63	106.45

No.	Description	Unit	2025 Plan	2025 Actual Performance	2024 Actual Performance	Comparison (%)	
						2025 Plan	Corresponding Period
1	Clinker	Tonnes		-		-	-
2	Cement	Tonnes	410,000	392,086	368,313	95.63	106.45
2.1	Hai Van Self-Consumption		120,000	109,982	114,795	91.65	95.81
2.2	Toll Manufacturing Cement		290,000	281,813	253,518	97.18	111.16
2.3	Outsourced Processing for Hoang Mai			291		-	-
III	Financial Indicators			-		-	-
1	Total Revenue	Million VND	448,864	431,144	347,933	96.05	123.92
2	Profit Before Tax (PBT)	Million VND	-45,861	-45,722	-43,816	-	-
3	Profit After Tax (PAT)	Million VND	-45,861	-45,722	-43,834	-	-
4	Ratio of PAT/Owner's Equity (ROE)	%	-10.64	-10.60	-10.17	-	-
5	State Budget Contribution	Million VND	13.751	6,892	12,229	50.12	56.36

3.2. Construction Investment Activities

- Value of volume executed: VND 118.79 million out of VND 1,350 million, achieving 8.8% of the annual plan;
- Value of payments: VND 118.79 million out of VND 4,329 million, achieving 2.74% of the annual plan.

3.3 Other Activities

- The appointment and reappointment of personnel were all carried out by the Company's Board of Directors strictly according to the procedures, sequence, and authority stipulated by VICEM regulations, the Company Charter, and legal provisions.

- In 2025, the Board of Directors reappointed the Director of Van Ninh Cement Plant and issued a decision regarding the retirement of the Company's Deputy General Director after receiving agreement from VICEM.

- Directed the General Director to review and arrange labor at the Van Ninh Plant to ensure employment and income commensurate with the Company's actual situation, especially since the Van Ninh Plant ceased clinker production due to high variable clinker production costs and unfavorable logistics, leading to unsold stock; therefore, Vicem Hai Van calculated and proactively developed a furnace shutdown plan right at the beginning of 2025.

- Submitting periodic reports and those requested by the State Securities Commission, the Ho Chi Minh City Stock Exchange, and the Vietnam Cement Corporation.

- The quarterly, semi-annual, and annual Financial Statements, the semi-annual and full-year Corporate Governance Reports, and the Annual Report were all prepared

and disclosed in a timely manner, strictly conforming to the provisions of current law; the internal audit plan was approved for implementation in 2025.

- All activities and transactions conducted by the company with related parties have been disclosed on the website and reported to the competent authorities in strict compliance with legal regulations.

4. Remuneration of the Board of Directors Members in 2025

- The total remuneration paid to the members of the Board of Directors amounted to VND 384 million, equivalent to 100% of the remuneration plan for the Board of Directors approved by the 2025 General Shareholders' Meeting.

- Operational expenses of the Board of Directors and individual members in 2025: None.

- Other benefits received by the Board of Directors: None.

5. Evaluation:

- The Board of Directors has demonstrated significant effort in its operations and duties, strictly adhering to the principles of democratic centralism, collective leadership, and individual accountability; emphasizing the inspection and supervision of the implementation of the General Shareholders' Meeting resolutions and the resolutions and decisions of the Board of Directors.

- In light of both the favorable conditions and the difficulties inherent in production and business activities, the Board of Directors focused on in-depth analysis, evaluation, orientation, and guidance to the Executive Management to devise flexible and proactive solutions and scenarios for production and business operations, aiming to optimize efficiency.

- The main targets of the 2025 Business Production Plan were largely accomplished, resulting in a reduction of losses compared to the plan approved by the 2025 Annual General Shareholders' Meeting.

- Assessment of 2025 Task Performance Results: Given the achievements realized during 2025, the Board of Directors assessed that it had fully completed its mandated duties in accordance with the Resolution of the 2025 General Shareholders' Meeting.

V. Operational Plan of the Board of Directors for 2026

The forecast for cement supply in 2026 is approximately 126 million metric tons (the Bach Dang Cement Project, with a capacity of over 1 million metric tons, is expected to commence operations in April 2026), while domestic cement demand in 2026 is projected to be around 79.9 - 81.3 million metric tons (an increase of 8.1% - 10% compared to 2025).

Although the domestic cement market demonstrates growth, it continues to confront numerous difficulties and challenges: supply significantly exceeds demand, leading to surplus supply and increasingly fierce competition among cement manufacturing companies, particularly concerning selling prices; the cost of raw materials and fuel for cement production remains high, and supply is scarce; the weather situation is developing complexly and irregularly... all of which have substantially affected the Company's production and business operations.

Promoting the results achieved and remedying existing deficiencies, the Board of Directors will focus on directing the Executive Management to implement solutions aimed at fully achieving the targets set forth in the 2026 Business Production and Construction Investment Plan, specifically as follows:

1. 2026 Business Production Plan

No.	Description	Unit	2026 Plan	2025 Actual Performance	Comparison vs. 2025 Actual Performance (%)
I	Production				
1	Clinker	Tons	380,000		
2	Cement	Tons	460,000	391,404	117.53
II	Total Major Products Consumed	Tons	660,000	392,086	168.33
1	Clinker	Tons	200,000	0	-
a	Vicem Internal	Tons	200,000	0	-
2	Cement	Tons	460,000	392,086	117.32
2.1	Hai Van Self-Consumption		305,000	109,982	277.32
a	Hai Van	Tons	145,000	109,982	131.84
b	Hoang Thach Clinker	Tons	160,000	0	-
2	Toll Manufacturing Cement	Tons	155,000	282,105	54.94
a	Outsourced Processing for Hoang Thach	Tons	145,000	281,813	51.45
b	Outsourced Processing for Hoang Mai	Tons	10,000	291	3,432.65
III	Financial Indicators				-
1	Revenue and Other Income	Million VND	670,175	431,144	155.44
	<i>Net Revenue</i>	Million VND	670,175	431,084	155.46
	<i>Financial Activities Revenue</i>	Million VND	0	27	-
	<i>Other Revenue</i>	Million VND	-	33	-
2	Cost of Goods Sold (COGS)	Million VND	653,180	377,544	173.01
3	Van Ninh kiln shutdown cost accounted for in P&L	Million VND	14,968	63,302	23.65
4	Selling Expenses	Million VND	5,291	3,105	170.38
5	Management Expenses	Million VND	29,025	27,054	107.29
6	Financial Expenses	Million VND	7,500	2,914	257.41
7	Other Expenses	Million VND	0	2,946	-
8	Profit Before Tax (PBT)	Million VND	-39,790	-45,722	-
9	Profit After Tax (PAT)	Million VND	-39,790	-45,722	-
10	PAT/Owner's Equity Ratio	%	-9.23	-10.60	-

No.	Description	Unit	2026 Plan	2025 Actual Performance	Comparison vs. 2025 Actual Performance (%)
11	State Budget Contribution	Million VND	15,052	6,892	218.40

2. 2026 Construction Investment Plan

- Volume Value: VND 2,971 million.
- Payment Value: VND 2,971 million.

Unit: VND million

No.	Type of Work	Total Investment Level	2026 Plan					Note
			Volume Plan		Capital Disbursement Plan			
			Total	Others	Capital Structure			
Total	Self-Owned Capital	Other Capital						
	GRAND TOTAL	159,790	2,971	2,971	2,971	2,971	-	
	PART I: PROJECTS TRANSITIONING FROM THE PREVIOUS YEAR'S PLAN	159,790	2,971	2,971	2,971	2,971	-	
C	Group C Projects	159,790	2,971	2,971	2,971	2,971	-	
I	Projects in the Project Preparation Stage	14,713	930	930	930	930	-	
	Investment and Construction Project of Hoc Khe 1 Mine	14,713	930	930	930	930		
II	Projects in the Project Implementation Stage	145,077	2,041	2,041	2,041	2,041	-	
1	Investment and Construction Project of Doi 3 Clay Mine	39,120	300	300	300	300	-	
2	Investment and Construction Project of Southeast Len Ang Limestone Mine	105,957	1,741	1,741	1,741	1,741	-	
III	Projects in the Stage of Construction Completion and Commissioning for Use	-	-	-	-	-	-	

3. Key Priority Tasks Requiring Focused Direction

- Strictly adhere to the regulations regarding the rights and duties of the Board of Directors as stipulated by law and the Company Charter.

- Organize the implementation of the contents of the Resolution approved by the General Meeting of Shareholders in 2026, along with the resolutions and decisions of the Board of Directors, ensuring the successful achievement of the set objectives.

- Maintain the organization of quarterly Board of Directors meetings (once per quarter) to propose effective policies, directions, and solutions for the implementation of the 2025 Annual General Meeting of Shareholders Resolution; organize extraordinary meetings based on practical situational requirements, ensuring the timely issuance of resolutions and decisions to resolve matters within the authority of the Board of Directors in strict accordance with legal provisions.

- Monitor, supervise, and direct the Executive Board and management departments to enhance the efficiency of production and business activities; intensify comprehensive cost savings in procurement and management, increase productivity, and minimize the consumption of electricity, liners, grinding balls, etc., in order to achieve effectiveness.

- Preserve the capital of shareholders, particularly that of VICEM shareholders investing in the Company. Strengthen relationships with banks to ensure the maintenance of working capital credit limits, especially considering the Company's difficulties in production and business and its significant accumulated losses.

- Monitor and direct the Executive Board to review, supplement, and amend regulations and rules to comply with current legal provisions and the Company Charter.

- Direct and supervise the operations of the General Director in accordance with their authority, promptly resolve difficulties and obstacles, and create conditions for the General Director to be proactive and flexible in managing production and business operations, striving to achieve the objectives and tasks assigned by the General Meeting of Shareholders for 2026 in the best manner possible.

Addressing the shortcomings of 2025 and capitalizing on the achieved results, the Board of Directors shall strengthen direction, mobilize all resources, and collaborate with the strenuous efforts and dedication of the General Director and the entire staff and employees to fully implement the Company's 2026 Annual General Meeting of Shareholders Resolution.

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

Recipient:

- As above;
- VICEM (for reporting) ;
- BOD;
- Website, ECM ;
- Save as: General Secretariat,
- Secretary to the BOD.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN

Le Xuan Khoi

Da Nang, January ..., 2026

No.:/BC- HDQT

REPORT
ASSESSMENT BY THE INDEPENDENT MEMBER OF THE BOARD OF
DIRECTORS YEAR 2025

Dear Esteemed Shareholders,

Dear Presiding Committee, distinguished delegates, and the General Meeting,

Pursuant to the Law on Enterprises dated 17/6/2020;

Pursuant to the Law on Securities and its guiding documents;

The Independent Member of the Board of Directors of Vicem Hai Van Cement Joint Stock Company respectfully submits the assessment report on the performance of the Board of Directors in 2025, with the following contents:

The Board of Directors of the Company consists of 05 members, including 01 Independent Member of the Board of Directors. All members actively participated in formulating the Company's strategic plans and supervising compliance with corporate governance regulations in accordance with standard practices and the provisions of securities laws.

1. Organization of meetings of the Board of Directors

In 2025, the Board of Directors maintained the organization of regular and extraordinary meetings in accordance with regulations, collecting opinions of Board members to approve resolutions and decisions of the Board of Directors. During Board meetings, democracy, solidarity, and consensus among Board members were promoted, and each member clearly demonstrated their role and responsibility when discussing and deciding matters within the Board's authority. In 2025, the Board of Directors issued 30 resolutions and decisions related to production and business tasks, personnel matters, and other activities.

All resolutions and decisions of the Board of Directors were discussed, voted on, and promulgated in a timely manner and within proper authority, ensuring compliance with the State's policies and laws, the Law on Enterprises, and the Company's Charter. This created favorable conditions for the Board of Management to proactively and flexibly manage production and business activities and address difficulties arising during operations.

2. Supervision of the General Director and members of the Board of Management

- In 2025, the Company's production and business activities experienced both favorable conditions and difficulties, with difficulties prevailing. The domestic real estate market grew slowly; many construction works and projects were delayed, postponed, or rescheduled. Cement supply significantly exceeded demand; input material and fuel prices for cement production remained high; the average retail electricity price increased by 4.8% from 10/5/2025, increasing production costs and reducing the Company's efficiency. The Central – Central Highlands market saw the participation of many cement brands, resulting in fierce price competition.

- Regarding production activities at Van Ninh Plant, due to declining cement consumption demand in the Central region, Van Ninh clinker could not be consumed because of high variable costs and unfavorable logistics. Based on actual conditions, in 2025 the Company proactively calculated and decided to suspend kiln operations due to inefficiency (Van Ninh clinker variable costs were higher than the clinker selling prices of other companies).

- The Board of Directors always accompanied and supported the Board of Management in operating production and business activities and effectively implementing resolutions and decisions of the General Meeting of Shareholders and the Board of Directors.

- Members of the Board of Directors properly performed their roles and responsibilities in directing, supporting, and supervising the Board of Management in implementing matters approved by the General Meeting of Shareholders and the Board of Directors, ensuring compliance with legal regulations.

- Members of the Board of Directors holding positions in the Board of Management regularly reported to the Board of Directors on production and business activities. During operations, the Board of Management strictly complied with legal regulations, resolutions of the Board of Directors and the General Meeting of Shareholders and implemented solutions for production and business activities.

- In 2025, internal audit activities were implemented in accordance with regulations;

- The General Director carried out information disclosure in accordance with legal requirements, including quarterly, semi-annual, and annual Financial Statements; transactions with related parties; reports to the State Securities Commission, the Stock Exchange, and the parent company on corporate governance; and the Annual Report in compliance with current regulations.

3. Overall assessment of governance and supervision results

- Activities of the Board of Directors in 2025 complied with the Company's Charter, internal corporate governance regulations, and task assignments for Board members by specific areas.

- Members of the Board of Directors effectively performed their roles in implementing resolutions of the General Meeting of Shareholders, fulfilling responsibilities in supporting and supervising the Board of Management in implementing matters approved by the General Meeting of Shareholders and the Board of Directors, and effectively supervising and controlling compliance with legal regulations.

- All members of the Board of Directors fully attended regular Board meetings, discussed and voted independently and objectively, and complied with legal regulations.

4. Conclusion

- The Board of Directors fully performed its roles, responsibilities, powers, and obligations in accordance with legal regulations, providing timely direction and guidance to ensure effective use of resources to fulfill targets approved by resolutions of the General Meeting of Shareholders, in compliance with laws and the Company's Charter.

- In addition to performing management and supervision functions, the Board of Directors closely directed and coordinated with the Board of Management in a flexible manner, seeking solutions to overcome difficulties in production and business activities in 2025.

Overall, in 2025, despite numerous difficulties and challenges in the Company's production and business activities, with a high sense of responsibility, solidarity,

cooperation, honesty, and prudence among members in performing their duties, the Board of Directors implemented decisive solutions in supervision and direction, guiding the Board of Management in implementing resolutions approved by the General Meeting of Shareholders and the Board of Directors.

Respectfully submitted to the General Meeting of Shareholders./.

**INDEPENDENT MEMBER OF THE
BOARD OF DIRECTORS**

Tran Duy Viet

VIETNAM NATIONAL CEMENT
CORPORATION

**VICEM HAI VAN CEMENT
JOINT STOCK COMPANY**



No.: / BC-BTGĐ

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Da Nang, January, 2026

**REPORT
OF THE MANAGEMENT BOARD ON THE RESULTS OF PRODUCTION,
BUSINESS, AND CONSTRUCTION INVESTMENT IN 2025
PLAN FOR PRODUCTION, BUSINESS, AND CONSTRUCTION
INVESTMENT IN 2026**

To: General Meeting of Shareholders

PART I

RESULTS OF PRODUCTION AND BUSINESS ACTIVITIES IN 2025

I. Assessment of the Situation in 2025

In 2025, the cement industry faced numerous pressures: unpredictable global fluctuations, intensified trade competition; public investment disbursement did not meet expectations, and adverse weather conditions and natural disasters caused delays in many projects;

Although domestic cement consumption demand showed signs of recovery, the situation where supply far exceeds demand led to fierce price competition. Meanwhile, input costs remained high, and the 4.8% increase in electricity prices further reduced the efficiency of cement manufacturing companies.

II. Results of Production and Business Activities in 2025

1. Results of Production and Business in 2025

No.	Content	Unit	2025 Plan	2025 Actual	2024 Actual	Comparison	
						Plan	Same period
I	Production						
1	Clinker	Tons					
2	Cement	Tons	410,000	391,404	367,452	95.46	106.52
	Line1	Tons	66,900	51,576	44,904	77.09	114.86
	Line2	Tons	323,100	328,572	309,999	101.69	105.99
	Van Ninh	Tons	20,000	11,256	12,550	56.28	89.69
II	Total Main Products Consumed	Tons	410,000	392,086	368,313	95.63	106.45
1	Clinker	Tons					
2	Cement	Tons	410,000	392,086	368,313	95.63	106.45
2.1	Hai Van Self- Sold	Tons	120,000	109,982	114,795	91.65	95.81

No.	Content	Unit	2025 Plan	2025 Actual	2024 Actual	Comparison	
						Plan	Same period
a	Hai Van	Tons	120,000	109,982	114,795	91.65	95.81
	Bagged Cement	Tons	83,000	89,395	71,516	107.70	125.00
	Bulk Cement	Tons	37,000	20,587	43,279	55.64	47.57
2	Processed Cement	Tons	290,000	282,105	253,518	97.28	111.28
a	HT Processing	Tons	290,000	281,813	253,518	97.18	111.16
	Bagged Cement	Tons	205,100	199,229	180,828	97.14	110.18
	Bulk Cement	Tons	84,900	82,584	72,690	97.27	113.61
b	Hoang Mai Processing	Tons	0	291	-		0.00
	Bulk Cement	Tons	0	291			0.00
III	Financial Indicators						0.00
1	Revenue and Other Income	VND millions	448,864	431,144	347,933	96.05	123.92
	<i>Net Revenue</i>	<i>VND millions</i>	<i>448,864</i>	<i>431,084</i>	<i>347,809</i>	<i>96.04</i>	<i>123.94</i>
	<i>Financial Activities Revenue</i>	<i>VND millions</i>	<i>0</i>	<i>27</i>	<i>18</i>	<i>0.00</i>	<i>152.67</i>
	<i>Other Revenue</i>	<i>VND millions</i>	<i>-</i>	<i>33</i>	<i>106</i>	<i>0.00</i>	<i>30.92</i>
2	Cost of Goods Sold	VND millions	386,822	380,395	290,945	98.34	130.74
3	Van Ninh Kiln Shutdown Costs Accounted for in Business Results	VND millions	67,146	63,302	67,042	94.28	94.42
4	Selling Expenses	VND millions	3,829	3,105	2,861	81.10	108.52
5	General and Administrative Expenses	VND millions	29,480	27,054	26,487	91.77	102.14
6	Financial Expenses	VND millions	7,449	2,914	4,121	39.11	70.71
7	Other Expenses	VND millions		96	293		
8	Profit Before Tax	VND millions	-45,861	-45,722	-43,816	99.70	0.00
9	State Budget Contribution	VND millions	13,751	6,892	12,229	50.12	56.36
10	Salary Fund	VND millions	45,381	45,381	46,300	100.00	98.02
	Average Salary	VND millions/ person/month	10.94	11.45	10.94	104.70	104.70
	Labor Utilization During the Year	Persons	338	323	345	95.41	93.48

2. General Assessment

In 2025, the Company shut down the clinker kiln at Van Ninh Plant because: clinker production costs were high, mainly due to the large proportion accounted for by coal and electricity. Transporting clinker to the port and loading

it onto ships cost approximately VND 100,000 per ton. The clinker quality was unstable and the strength was low, making it unsuitable for bulk cement production. If the kiln were operated, the clinker produced at Van Ninh could not be sold, and furthermore, transporting it back to Hai Van Plant for cement production was also inefficient. Therefore, shutting down the kiln was a necessary decision, based on practical calculations and in line with the resolutions of the GMS and the BOD.

During the kiln shutdown period, the Company focused on covering and protecting outdoor motors, rotating important equipment such as fans and rollers, drying and protecting kiln bricks using dry firewood, turning materials in silos, maintaining dust filters, inspecting power stations and cable trays to prevent damage, and repaired degraded structural items such as railings, stairs, and operating floors; renewed conveyor belt covers and steel structures; waterproofed the power station floors using a 7–10 cm mortar layer, completed at stations 301 and 202.

In 2025, repair costs incurred amounted to VND 14.232 billion, equivalent to 97% of the plan and an increase of 28% compared to 2024. Of this amount, equipment line repair accounted for VND 12.696 billion, an increase due to maintenance and restoration repairs of the production line at Van Ninh Plant in preparation for restarting the kiln system in 2026. Repair of architectural structures amounted to VND 1.536 billion, focusing on degraded items that posed safety risks to operations.

Procurement of minor equipment was estimated at VND 598 million, achieving 66.4% of the 2025 annual plan

2.2 Sales Activities

In 2025, Cement sales reached 392,086 tons, achieving 95.63% of the Plan and increasing by 6.45% compared to 2024. Specifically: Hai Van self-consumption achieved 91.65% of the Plan and decreased by 4.19% compared to 2024; Cement processed for Hoang Thach achieved 97.28% of the Plan and increased by 11.28% compared to 2024

Cement sales volume in 2025 slightly decreased compared to the previous year due to significant oversupply in the Central region market and fierce price competition among brands. Hai Van's products are primarily sold for construction projects, but the price delivered to the site is often VND 70,000–100,000 per ton higher than other low-cost cements. Furthermore, the shortage of sand and stone at certain times also slowed down construction progress, leading to a drop in cement demand.

2.3 Financial Activities

In 2025, revenue and other income reached 96.05% of the plan, an increase of 23.92% compared to 2024, but failed to meet the target due to low self-consumed cement output and lower-than-expected realized prices for certain types of cement.

Profit before tax resulted in a loss of VND 45.722 billion, a slight reduction in loss compared to the 2025 plan, but an increase in loss of VND 1.906 billion compared to 2024 due to cost pressure and price competition.

The management and collection of receivables were carried out in accordance with regulations, with no difficult-to-collect overdue debts arising. Intercompany debt with VICEM Energy and Environment Joint Stock Company is VND 30 billion, which is being paid gradually monthly.

Due to losses sustained over two consecutive years, the Company faced difficulties in obtaining bank loans, resulting in reduced credit limits and high borrowing interest rates, which increased financial costs. Financial ratios remained within the control threshold: debt payment ratio 0.4 times; debt-to-equity ratio 0.8 times.

2.4 Labor Organization and Salary Management

In 2025, the average salary for employees was VND 11.45 million/person/month, achieving 104.70% of the plan, the reason being that the reduced number of employees resulted in a 4.70% increase compared to 2024. The average workforce was 323 people, a decrease of 15 people compared to the plan. The actual salary fund for employees was VND 43.831 billion. During the year, the Company continued to transfer officers and employees from Van Ninh Plant to work at Hai Van Grinding Station.

The average salary for managers was VND 33.65 million/person/month, achieving 104.2% of the 2025 plan. The average number of managers was 3 people, a reduction due to one person retiring effective July 1, 2025.

2.6 Investment and Construction Activities

In 2025, the total value of implemented volume reached VND 118.79/1,350 million (8.8% of the plan) and disbursement reached VND 118.79/4,329 million (2.74% of the plan). This low result was due to difficulties in capital balancing and prolonged investment procedures in localities undergoing administrative reorganization and merger. The status of project implementation is as follows:

- Quy Nhon Cement Transshipment Warehouse has completed the final settlement approval.
- The Clay Mine Project is currently reviewing, adjusting the total investment, and preparing the contractor selection plan as required by the Board of Directors.

- The Dong Nam Len Ang Limestone Quarry Project continues efforts to adjust the overlapping area of 20.9 hectares of national defense land (total licensed area 36.9 hectares, including 33.3 hectares of natural forest).

- Hoc Khe 1 Da Nang Stone Quarry Project: The Company is following procedures for converting forest land to mineral exploitation.

PART II

PRODUCTION AND BUSINESS PLAN FOR 2026

I. Assessment of the Socio-Economic Situation in 2026

1. Advantages:

2026 is an important year for the country, featuring the 14th National Congress of the Party and the elections for the National Assembly and People's Councils for the 2026–2031 term. This is also the first year of implementing the 2026–2030 five-year plan. The National Assembly has set a GDP growth target of 10% or higher and inflation control at around 4.5%.

The Government will continue to maintain economic stability, but will take stronger measures to resolve difficulties, boost production, and promote digital transformation.

The real estate market is forecasted to warm up, and many infrastructure projects, airports, urban areas, social housing, seaports, etc., will be implemented more quickly. This will help domestic cement demand recover, creating opportunities for factories to boost consumption and increase output.

2. Difficulties:

In 2026, the global situation remains volatile: conflicts, political tensions, trade competition, and natural disasters, unusual storms, and floods due to climate change continue to affect the global economy.

The domestic cement market is forecasted to grow, but pressure remains significant. Supply is approximately 126 million tons, while domestic demand is only about 80 million tons, so the oversupply situation continues. Cement sales are mainly driven by public investment projects and suburban real estate, while residential construction demand remains slow due to incomes being affected following natural disasters at the end of 2025.

Input costs such as coal and electricity remain high, while selling price competition among manufacturers remains fierce, continuing to challenge the industry's business efficiency.

II. Objectives of the Production, Business, and Construction Investment Plan for 2026

1. Production and Business Plan

No.	Content	Unit	Plan 2026	Estimated Actual 2025	Comparison with 2025 Estimated Actual
I	Production				
1	Clinker	Tons	380,000		
2	Cement	Tons	460,000	391,404	117.53
	Line1	Tons	5,000	51,576	9.69
	Line2	Tons	441,500	328,572	134.37
	Van Ninh	Tons	13,500	11,256	119.94
II	Total Main Products Consumed	Tons	660,000	392,086	168.33
1	Clinker	Tons	200,000	0	-
a	Internal Vicem	Tons	200,000	0	-
2	Cement	Tons	460,000	392,086	117.32
2.1	Hai Van Direct Sales		305,000	109,982	277.32
a	Hai Van	Tons	145,000	109,982	131.84
	Bagged Cement	Tons	124,000	89,395	138.71
	Bulk Cement	Tons	21,000	20,587	102.01
b	Hoang Thach Clinker	Tons	160,000	0	-
	Bagged Cement	Tons	113,900		-
	Bulk Cement	Tons	46,100		-
2	Toll Manufacturing Cement	Tons	155,000	282,105	54.94
a	HT Toll Manufacturing	Tons	145,000	281,813	51.45
	Bagged Cement	Tons	104,100	199,229	52.25
	Bulk Cement	Tons	40,900	82,584	49.53
b	Hoang Mai Toll Manufacturing	Tons	10,000	291	3.432.65
	Bulk Cement	Tons	10,000	291	3.432.65
III	Financial Indicators				-
1	Revenue and Other Income	VND Million	670,175	431,144	155.44
	<i>Net Revenue</i>	VND Million	670,175	431,084	155.46
	<i>Financial Activities Revenue</i>	VND Million	0	27	-
	<i>Other Revenue</i>	VND Million	-	33	-
2	Cost of Goods Sold	VND Million	653,180	380,395	171.71
3	Cost of stopping Van Ninh kiln accounted for in P&L	VND Million	14,968	6 3,302	23.65
4	Selling Expenses	VND Million	5,291	3,105	170.38
5	Administrative Expenses	VND Million	29,025	27,054	107.29
6	Financial Expenses	VND Million	7,500	2,914	257.41

No.	Content	Unit	Plan 2026	Estimated Actual 2025	Comparison with 2025 Estimated Actual
7	Other Expenses	VND Million	0	96	-
8	Profit Before Tax	VND Million	-39,790	-45,722	-
9	State Budget Contribution	VND Million	15,052	6,892	218.40
10	Wage Fund	VND Million	46,427	45,381	102.30
	Average Wage	VND Million/ person/month	11.49	11.45	100.32
	Labor Utilization During the Year	Persons	329	323	102.02

2. Construction Investment Plan

Vicem Hai Van's 2026 Construction Investment Plan includes 03 Group C projects carried over from the previous year, comprising: Hoc Khe 1 Quarry Project - Da Nang; Doi 3 Clay Mine Project; and Dong Nam Len Ang Limestone Quarry Project. The planned value is:

- Volume Value: 2,971 million VND.
- Payment Value: 2,971 million VND.

2026 Plan													
Item No.	Type of Project	Total Investm ent Capital	Planned Volume				Planned Disbursement Capital						
			Total	Const ruction	Equi pme nt	Other	Previous Year Debt Repayment	Disburs ement in the Plan Year	Capital Source Structure				
									Total	State Capital	Domestic Loans	Owner's Equity	Other Capital
	GRAND TOTAL	159,790	2,971	-	-	2,971	-	-	2,971	-	-	2,971	-
	PART I: PROJECTS CARRIED OVER FROM THE PREVIOUS YEAR'S PLAN	159,790	2,971	-	-	2,971	-	-	2,971	-	-	2,971	-
	Group C Projects	159,790	2,971	-	-	2,971	-	-	2,971	-	-	2,971	-
I	Projects in the Project Preparation Phase	14,713	930	-	-	930	-	-	930	-	-	930	-
1	Investment and Construction Project for Hoc Khe 1 Mine	14,713	930			930			930			930	
II	Projects in the Project	145,077	2,041	-	-	2,041	-	-	2,041	-	-	2,041	-

2026 Plan													
Item No.	Type of Project	Total Investment Capital	Planned Volume				Planned Disbursement Capital						
			Total	Construction	Equipment	Other	Previous Year Debt Repayment	Disbursement in the Plan Year	Capital Source Structure				
									Total	State Capital	Domestic Loans	Owner's Equity	Other Capital
	Implementation Phase												
1	Investment and Construction Project of Clay Mine Team 3	39,120	300			300					300		300
2	Investment and Construction Project of Southeast Len Ang Limestone Quarry	105,957	1,741			1,741					1,741		1,741

* Hoc Khe 1 Quarry Construction Investment Project - Da Nang: Prepare documentation for applying for an exploitation license.

* Construction Investment Project for the exploitation of a clay mine for cement raw material with an exploitation capacity of 147,610 tons/year in Doi 3 area, Le Ninh Farm Town, Le Thuy District, Quang Binh Province:

- Propose to the Board of Directors for approval to update the total investment of the project;

- Implement project adjustment (adjustment of total investment)

* Dong Nam Len Ang Limestone Quarry Construction and Exploitation Investment Project:

- Propose to the Board of Directors for approval to adjust the exploitation license;

- Survey and topographic mapping;

- Adjust the basic design and feasibility study report;

- Adjust the investment policy;

- Adjust the Environmental Impact Assessment Report;

- Prepare procedures for adjusting the exploitation license.

III. Key Solutions for Implementing the 2026 Plan

Entering 2026, the Board of Management determines this is the year the Company will continue to stabilize production and business activities, focusing on tight management and efficient utilization of existing resources. The focus is on organizing rational production, strictly controlling costs, prioritizing efficiency and cash flow, thereby gradually improving operating results compared to 2025 and creating a foundation for stable development in the subsequent years.

1. Regarding Production

The Company implements repair, restoration, and preparation for the re-operation of the clinker kiln at Van Ninh Plant in a cautious and controlled manner. The operation is carried out based on the principle of ensuring equipment safety, technical stability, and economic efficiency; not pursuing output at all costs, but taking clinker quality, sales potential, and overall efficiency as the main criteria.

Concurrently, the Company strengthens the management of coal, electricity, and other input consumption; proactively uses appropriate additives and alternative materials to reduce the clinker ratio, lower product costs while still ensuring cement quality meets market requirements. Equipment maintenance and production safety work are regularly maintained to limit risks and ensure stable operation.

2. Regarding Sales

In 2026, the Company plans to conduct contract manufacturing for Hoang Thach cement during the first six months and gradually transition to licensing and independently organizing sales during the last six months, based on the support of VICEM and Vicem Hoang Thach Cement Company.

Sales efforts focus on maintaining key markets such as Da Nang, Quang Nam, Quang Ngai, Gia Lai, and the southern area of Hue city; prioritizing projects and constructions with actual demand and good payment capability. The sales policy is flexibly developed according to each market and project, using efficiency and cash flow as the main criteria, thereby limiting sales risks.

Regarding clinker, the Company proactively coordinates with VICEM and its member units to ensure stable output when the kiln resumes operation, enhancing the efficiency of production line utilization and limiting inventory.

3. Regarding Finance

The Company develops and manages the cash flow plan closely aligned with actual production and business activities; continues to review and strictly control production costs and administrative expenses, enhancing the efficiency of working capital utilization.

The management of accounts receivable and accounts payable is strengthened; proactively working with suppliers and credit institutions to adjust payment terms, restructure cash flow appropriately, reduce short-term financial pressure, and create conditions for improving efficiency in the medium term.

4. Regarding Labor Organization and Wages

The Company continues to review and streamline the organizational structure to align with the scale and business production plan. Labor staffing is adjusted closely to actual needs, focusing on enhancing productivity through training, rational assignment, and improvement of work processes.

The wage and incentive mechanism is developed to be linked to productivity, quality, and work efficiency, both ensuring the stability of the workforce and aligning with the Company's financial capability.

5. Regarding Governance

The Company continues to review and refine internal management regulations to ensure compliance with legal provisions and operational reality, including regulations on wages, personnel matters, procurement, finance, and construction investment management; thereby enhancing discipline, order, and transparency in corporate governance.

6. Regarding the Supply of Raw Materials and Supplies

The Company continues to prioritize the transportation of key raw materials primarily by sea to leverage cost advantages, contributing to the reduction of production costs. Concurrently, it proactively seeks and expands the network of new suppliers, meeting requirements for quality, reasonable prices, and suitable payment terms, ensuring stable and flexible supply.

Procurement planning is regularly reviewed, closely following actual production needs, limiting excess inventory and capital stagnation. Quality control of input raw materials is strictly implemented to ensure safety and efficiency during usage.

7. Regarding Construction Investment

Regarding the Hoc Khe stone quarry, the Company continues to coordinate with the consultant to finalize the procedures for converting the purpose of forest land use in accordance with legal regulations.

Regarding the clay quarry in Team 3 area, the Company continues to propose that the Board of Directors approve the policy of project adjustment and implement the subsequent steps.

For the Dong Nam Len Ang limestone quarry, the Company shall adjust the mining license in accordance with the permitted area and conditions, ensuring the legal basis for stable and long-term exploitation.

The Board of Management clearly recognizes that improving the operational efficiency of Vicem Hai Van Cement Joint Stock Company is a gradual process, requiring discipline in management and the companionship of shareholders. The Board of Management commits to operating the Company cautiously and transparently, closely following market realities, and making the utmost effort to execute the 2026 plan.

Submitted to the General Meeting of Shareholders for consideration and approval.

Sincerely yours./.

GENERAL DIRECTOR

Truong Phu Cuong



No.: /BC-BKS

Da Nang, February ..., 2026

**REPORT
ACTIVITIES OF THE BOARD OF SUPERVISORS IN 2025
& 2026 WORK PLAN**

To: General Meeting of Shareholders

- Pursuant to the Law on Enterprises dated June 17, 2020;
- Pursuant to the Law on Securities dated November 26, 2019 and the Law amending and supplementing a number of articles of the Law on Securities;
- 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; Circular No. 116/2020/TTBTC dated December 31, 2020 of the Ministry of Finance guiding a number of articles on corporate governance applicable to public companies under 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 Charter of Organization and Operation of Vicem Hai Van Cement Joint Stock Company (hereinafter referred to as the Company);
- Pursuant to the Functions and Duties of the Board of Supervisors stipulated in the Company's Charter of Organization and Operation;
- Pursuant to the Company's 2025 production and business situation and Financial Statements audited by An Viet Auditing Co., Ltd.;
- Pursuant to the results of the inspection and supervision activities in 2025 conducted by the Company's Board of Supervisors.

The Board of Supervisors reports to the General Meeting of Shareholders (GMS) the results of the inspection and supervision of the Company's activities in 2025, specifically as follows:

I. REPORT ON THE 2025 ACTIVITIES AND 2026 WORK PLAN OF THE BOARD OF SUPERVISORS

1. Work Performed in 2025

In 2025, the Board of Supervisor of Vicem Hai Van Cement Joint Stock Company consisted of the following members: Mr. Nguyen Sy Linh - Head of the Board of supervisors, Mr. Dang Ngoc Bao (Member), Mr. Huynh Ngoc Khiem (Member - dismissed from April 24, 2025), Ms. Nguyen Hong Minh (Member - elected additionally from April 24, 2025).

Implementing the stipulated functions and duties and the work plan approved at the 2025 Annual General Meeting of Shareholders, the Board of Supervisors carried out the following specific activities during the year:

- Given the nature of their non-centralized work locations and holding concurrent positions, the members of the Board of Supervisors regularly exchanged work and submitted evaluations, comments, and votes primarily via email and telephone during the implementation of inspection and supervision tasks, as well as discussing and reaching consensus to provide the Board of Supervisor's opinions on matters requested by the Board of Directors (BOD) and the Board of Management.

- Supervising the compliance with legal and Company regulations in the management and administration of Production and Business (P&B) activities, and Investment and Construction (I&C) activities by the BOD and the Company's Board of Management in 2025, specifically:

- + Supervising the legality, sequence, and procedures for issuing Resolutions and Decisions by the BOD and the Board of Management; supervising the implementation of the Company's internal rules and regulations.

- + Supervising the implementation status and results of the 2025 Annual GMS Resolution, the BOD's Resolutions, and the performance of functions and duties as stipulated by the BOD and the Company's Board of Management.

- + Evaluating the implementation status of the 2024 P&B and I&C Plan; supervising the process of developing and the implementation status of the Company's 2025 P&B and I&C Plan, and the management and utilization of the Company's assets and capital sources.

- + Participate in reviewing the 2025 performance results and developing the Company's 2026 Business Production and Investment/Construction Plan.

- + Prepare the 2024 Board of Supervisor Activity Report and the 2025 work plan for submission to the 2025 Annual General Meeting of Shareholders for approval.

- + Appraise the Company's 2024 Financial Statements and the 2025 Semi-annual Financial Statements for the accounting period from January 1, 2025, to June 30, 2025, to assess the truthfulness and reasonableness of the financial figures. Coordinate with the Independent Auditor to review the impact of material accounting and auditing errors on the Financial Statements; monitor the implementation status of the Independent Auditor's recommendations.

- + Submit to the 2025 Annual General Meeting of Shareholders the selection of an independent auditing firm to perform the review of the semi-annual financial statements and the audit of the Company's 2025 Financial Statements.

- + Work, coordinate, and urge the Company's specialized Departments (Materials, Planning, Technical) to implement and report the results of implementing the Auditor's recommendations according to the specialized internal audit report: Audit of the Purchasing - Payment process for key raw materials at the Company during the first 03 months of 2024.

- + Supervise the monitoring, management, and reporting of production costs and the calculation of product costs by stage and segment; general and administrative, selling, and financial expenses; the status of monitoring and managing accounts receivable and payable, and cash flow balancing to meet the capital requirements for the Company's business operations...

- + Supervise the signing and execution of economic contracts, material supply,

procurement of assets, equipment, and spare parts... to meet the requirements of the Company's business operations; the status of management, usage, and inventory of raw materials, fuels, supplies, and spare parts...

- + Participate in and supervise the process of reviewing and assessing the condition of machinery and equipment, developing a plan for repair, and restoring equipment operation to restart the clinker kiln at Van Ninh Cement Plant.

- + Supervise compliance with current legal regulations on information disclosure.

- + Supervise the employment situation, the payment of salaries, and the submission of Social Insurance, Health Insurance, and Unemployment Insurance contributions for the Company's management and employees.

- + Supervise the implementation of conclusions and recommendations made by the State Audit, the Inspectorate of the Ministry of Finance, inspection teams, and the independent auditing firm.

- + Fully attend BOD meetings when invited; participate in discussions and contribute opinions to the BOD and the Board of Management regarding issues related to the Company's business operations in 2025; attend the Company Board of Management's business operations briefing meetings.

- + Coordinate with the BOD, the Board of Management, and functional departments/divisions in reviewing, amending, and supplementing the Company's internal regulations, such as the Regulations on Goods Procurement, the Regulations on Construction Investment Project Management, etc.

- During the year, the Board of Supervisors also coordinated well with the BOD and the Board of Management in performing its duties. The Board of Supervisors invited to fully attend all BOD meetings; was provided with complete Meeting Minutes, resolutions, and decisions of the BOD related to the management and operation of the Company; and was provided with full information and documents related to the Company's operations and financial status on a quarterly, semi-annual, and annual basis. The Board of Supervisors also provided many contributions to the BOD for the timely issuance of appropriate resolutions and decisions, meeting the requirements of business operations and complying with current regulations.

- In 2025, the Board of Supervisors did not receive any complaints or grievances from shareholders related to the Company's operations.

2. Self-assessment of the performance results in 2025 of the Board of Supervisors and its members

With a spirit of upholding the law and emphasizing responsibility, during the performance of their duties, the members of the Board of Supervisors were always conscious of complying with legal regulations, the Company's Charter/Articles of Organization and Operation, and the Company's internal rules and regulations; they fully participated in the meetings of the Board of Supervisors, actively contributed opinions, and discussed matters with a high sense of responsibility, promoting the principles of centralized democracy and always seeking improvement to best fulfill their assigned tasks. During the year, the Board of Supervisors in general and each member of the Board of Supervisors provides numerous inputs to the Board of Directors and the Company's Board of Management to make the direction and management of Production

and Business activities more effective and ensure compliance with current regulations.

The Board of Supervisor and its members self-assessed their 2025 performance results as having completed the assigned tasks.

3. Work plan for 2026

In 2026, the Board of Supervisors will continue to perform its functions and duties according to legal and Company regulations regarding the management and direction of Production and Business activities by the Board of Directors and the Board of Management, specifically:

- Supervising the activities of the Board of Directors and the Board of Management in managing and directing Production and Business activities and Investment and Construction activities, aiming for the Company's development and the legitimate interests of the Shareholders; specifically: supervising compliance with legal regulations, the Charter, and the Company's internal rules and regulations during the execution of Production and Business and Investment and Construction tasks; the status of organization, implementation, and results of the General Meeting of Shareholders' Resolutions, and the resolutions and decisions of the Company's Board of Directors, etc.

- Evaluating the Company's 2025 implementation status of the Production and Business and Investment and Construction plans; reviewing the audited 2025 Financial Statements; based on which, preparing the Board of Supervisor's 2025 Activity Report and the 2026 Work Plan to be submitted to the 2026 Annual General Meeting of Shareholders.

- Performing the supervision of the process of developing and implementing the Company's 2026 Production and Business and Investment and Construction plans.

- Reviewing the Company's 2025 Financial Statements and the 2026 Semi-annual Financial Statements for the accounting period from January 1, 2026, to June 30, 2026.

- Coordinating with the Company's Departments/Divisions to submit the selection of an independent auditing firm to the 2026 Annual General Meeting of Shareholders to perform the review of the Semi-annual Financial Statements and the audit of the Company's 2026 Financial Statements.

- Supervising the execution of contracts, purchase, sale, and business transactions falling under the approval authority of the General Meeting of Shareholders/Board of Directors; and the Company's unusual business transactions.

- Supervising bidding activities, the signing and execution of economic contracts; inventory of raw materials, fuels, spare parts, tools, and equipment; supervising the monitoring, management, and reporting of production costs and product cost calculation by stage and segment, management, selling, and financial expenses, as well as the monitoring, management, and urging the recovery of accounts receivable and payable, and balancing cash flow to meet the needs of Production and Business and Investment and Construction activities, etc.

- Continuing to participate, coordinate, and supervise the repair and restoration of equipment operations to quickly restart the clinker kiln at Van Ninh Cement Plant, aiming for efficient asset management and utilization, avoiding waste, and ensuring compliance with current regulations.

Coordinate with the Board of Directors, the Board of Management, and the functional departments/divisions of the Company in reviewing, amending, supplementing, updating, and finalizing internal rules and regulations, ensuring compliance with legal provisions and alignment with actual Production and Business operations, thereby contributing to improved efficiency and risk reduction in the management and administration of the Company's operations.

Fully attend meetings of the Board of Directors, Production and Business review meetings of the Board of Management, summary meetings, specialized conferences, etc., when invited; participate in discussions and contribute opinions to the Board of Directors and the Board of Management regarding issues related to the Company's Production and Business activities and Investment and Construction; promptly provide opinions and warnings based on the Board of Supervisor's monitoring results.

Supervise the implementation of conclusions and recommendations made by the State Audit, the Inspectorate of the Ministry of Finance, inspection teams, and independent audit units (if any) as stipulated by regulations.

Supervise compliance with regulations on information disclosure according to current laws.

Supervise the status of labor utilization, salary payments, and the submission of Social Insurance, Health Insurance, and Unemployment Insurance contributions for the Company's managers and employees.

Develop a specific work program, consistent with the work schedule of the Board of Directors and the Board of Management, to perform the function and duties of supervising Production and Business activities and other tasks in a timely and effective manner.

Perform other tasks according to the functions and duties of the Board of Supervisors.

II. RESULTS OF SUPERVISION OVER THE ACTIVITIES OF THE BOARD OF DIRECTORS

At the 2025 Annual General Meeting of Shareholders, it was agreed to dismiss Mr. Nguyen Danh Huyen - Member of the Board of Directors (due to his resignation letter) and elect Mr. Tran Duy Viet as an additional Member of the Board of Directors. Thus, starting from the 2025 Annual General Meeting of Shareholders, the Company's Board of Directors includes the following members:

- + Mr. Le Xuan Khoi - Chairman of the Board of Directors;
- + Mr. Tran Viet Hong - Member;
- + Mr. Nguyen Quang Tuan - Member;
- + Mr. Nguyen Hoang Tri - Member;
- + Mr. Tran Duy Viet - Member.

In 2025, the Board of Directors fully held regular quarterly meetings in accordance with legal provisions and the Company's Charter of Organization and Operation to evaluate various aspects of operations, as well as set goals and solutions for the Company's activities in the subsequent quarters; and unanimously decided on matters within its authority as stipulated in the Company's Charter and current

regulations. Additionally, during the year, the Board of Directors also approved many decisions through written opinions. The Board of Directors operates collectively, and all Board meetings ensured the required number of attending members; the content of the meetings was documented in minutes and approved before the meeting concluded.

All decisions approved by the Board of Directors were issued as resolutions or decisions for the Board of Management to implement and were fully and properly archived. The Board of Directors issued resolutions and decisions related to the Company's operations within the scope of the Board's responsibilities and authority. The resolutions and decisions of the Board of Directors were issued following the correct procedures, within the proper authority, and consistent with the legal basis stipulated by law and the Company. During the year, the Board of Directors issued 30 resolutions and decisions concerning key aspects of the Company's operations:

- + Regarding the organization of the 2025 Annual General Meeting of Shareholders;

- + Regarding the issuance of certain internal regulations;

- + Regarding the contract for processing cement products for Vicem Hoang Thach;

- + Regarding the 2025 Production and Business (P&B) program, objectives, tasks, and specifics for each quarter;

- + Regarding personnel work...

- The Board of Directors (BOD) supervised the activities of the Board of Management in implementing the Resolution of the General Meeting of Shareholders (GMS) and the Company's P&B activities. The BOD coordinated with the Board of Management to direct and manage the Company's P&B activities, striving to achieve the assigned plan targets in the best possible way, ensuring employment and income for employees.

- Other tasks according to the functions and authorities of the BOD.

The Board of Supervisors assessed that the activities of the BOD in 2025 were compliant with the provisions of law and the Company's regulations, meeting the requirements of P&B activities.

III. RESULTS OF SUPERVISION OVER THE ACTIVITIES OF THE BOARD OF MANAGEMENT

- To implement the GMS Resolution, and the resolutions, decisions, and directives of the BOD, the Board of Management proactively and closely directed and managed daily P&B activities in accordance with the functions, duties, and powers stipulated in the Company Charter. Specifically:

- + Regularly organized periodic and extraordinary meetings to direct and manage departments and divisions in performing P&B tasks, promptly resolving arising issues.

- + Proactively and flexibly managed and operated P&B activities according to the approved plan, and the resolutions and decisions of the GMS and the Company's BOD.

In 2025, the Board of Management fully performed its assigned functions and duties; implementing the P&B plan closely following the resolutions and decisions of the BOD. Although some key targets (production and consumption output, revenue) did

not meet the assigned plan, the Board of Management maintained stable P&B activities for the Company, reduced costs to minimize losses compared to the assigned plan; and continued to mobilize and arrange employees from Van Ninh Cement Plant to work at Hai Van Grinding Station to maintain the Company's experienced and skilled workforce, ensuring employment and income for employees. However, in 2025, the implementation of reviewing, amending, supplementing, and issuing the Company's internal rules and regulations continued to be slow, failing to meet the requirements directed by the Company's BOD and the opinions of VICEM.

- Regarding the implementation of the 2025 Annual GMS Resolution:

- + Key targets regarding the 2025 P&B results (production and consumption output, revenue) all failed to meet the plan approved by the GMS.

- + The Company paid remuneration to the members of the BOD, the Board of Supervisors, and the Company Secretary exactly according to the payment level approved by the 2025 Annual GMS.

- + The Company selected and signed an auditing contract with An Viet Auditing Co., Ltd. to review the interim Financial Statements and audit the 2025 Financial Statements in accordance with the 2025 Annual GMS Resolution.

IV. REVIEW OF THE FINANCIAL STATEMENTS FOR 2025

1. Preparation and audit of the Financial Statements

- The Company's quarterly, interim, and 2025 annual Financial Statements were prepared in accordance with current Vietnamese accounting standards and regimes.

- The 2025 Financial Statements were audited by An Viet Auditing Co., Ltd., an entity approved by the State Securities Commission (SSC) to audit listed companies.

- Auditor's opinion on the 2025 Financial Statements: The accompanying Financial Statements present truly and fairly, in all material respects, the financial position of the Company as of December 31, 2025, as well as the results of its business operations and cash flows for the fiscal year ended on the same date, in accordance with Vietnamese Accounting Standards, the Corporate Accounting System, and relevant legal regulations concerning the preparation and presentation of Financial Statements.

2. Business results for 2025

Domestic cement demand in 2025 increased by 12.8% compared to 2024 because the Government directed the implementation of solutions to boost the economy and stimulate domestic demand, creating favorable conditions for the cement market to flourish through: proactive and flexible deployment of fiscal and monetary policies; strengthening management solutions and stabilizing construction material prices; removing difficulties and obstacles for the real estate market; promoting public investment and especially focusing on accelerating transport infrastructure projects, etc.

However, the Vietnamese cement industry continued to face a situation where supply far exceeded demand (cement supply was 125 million tons, while domestic cement demand was only about 75 million tons, and cement and clinker exports were about 36.8 million tons). The supply surplus led to increasingly fierce competition among cement manufacturing companies, especially regarding selling prices. High and scarce supply of construction materials such as sand and stone affected the progress of

project implementation... Cement selling prices tended to decrease while the prices of input raw materials and fuels for production remained high; the average retail electricity price increased by 4.8% starting from May 10, 2025, impacting the increase in production costs and reducing the efficiency of companies. The trend of shifting demand from bagged cement to bulk cement is increasing, while the price of bulk cement is not commensurate with bagged cement, reducing the efficiency of cement manufacturing companies, including Vicem Hai Van.

With determination and efforts to overcome all difficulties to strive to complete the Business Production (SXKD) and Investment Construction (ĐTXD) plan targets approved by the General Meeting of Shareholders (GMS), the results of achieving the Company's key business production targets in 2025 are as follows:

No .	Content	Unit	2025 Plan	2025 Actual	2024 Actual	Comparison Ratio (%)	
						2025 Actual/ 2025 Plan	2025 Actual/ 2024 Actual
I	Production						
1	Clinker	Tons	-	-	-	-	-
2	Cement	Tons	410,000	391,404	367,452	95.46	106.52
II	Total Sales Volume	Tons	410,000	392,086	368,313	95.63	106.45
1	Clinker	Tons	-	-	-	-	-
2	Cement	Tons	410,000	392,086	368,313	95.63	106.45
III	Key Financial Indicators						
1	Revenue and Other Income	Mil. VND	448,864	431,144	347,933	96.05	123.92
2	Profit Before Tax	Mil. VND	(45,861)	(45,722)	(43,816)	99.70	-
3	Contribution to State Budget	Mil. VND	13,751	6,892	12,229	50.12	56.36

Overall, the Company's production output and sales volume targets in 2025 increased compared to the actual performance in 2024, but both failed to meet the assigned plan (cement production output in 2025 equaled 95.46% of the Plan and increased by 6.52% compared to 2024 actual performance; cement sales volume in 2025 equaled 95.63% of the Plan and increased by 6.45% compared to 2024 actual performance). In 2025, the Company continued not to restart the clinker production stage at Van Ninh Cement Plant because it was not deemed efficient compared to purchasing clinker externally for cement production.

Total net revenue and other income in 2025 was VND 431.144 billion, equaling 96.05% of the 2025 Plan (VND 448.864 billion) and increasing by 23.92% compared to the 2024 actual performance (VND 437.933 billion). Thanks to efforts to reduce costs, the Company's Profit before Corporate Income Tax (CIT) in 2025 resulted in a smaller loss compared to the assigned Plan (loss of VND 45.722 billion / 2025 Plan loss of VND 45.861 billion); of which the cost of kiln shutdown at Van Ninh Cement Plant

accounted for VND 63.302 billion, including VND 20.924 billion accounted for in the cost of goods sold and VND 42.378 billion accounted for in other expenses. Due to the loss in business results, the Company did not ensure the principle of preserving and developing the Owner's invested capital.

3. Financial position of the Company as of December 31, 2025

3.1. Financial analysis indicators

Indicator	Unit	Year 2025	Year 2024
1. Asset Structure:			
Total Assets:	Bil. VND	526.98	602.27
<i>Of which: - Current Assets</i>	<i>Bil. VND</i>	<i>90.12</i>	<i>119.64</i>
<i>- Non-current Assets</i>	<i>Bil. VND</i>	<i>436.86</i>	<i>482.63</i>
2. Capital Structure			
Total Capital Sources:	Bil. VND	526.98	602.27
<i>Of which: - Liabilities</i>	<i>Bil. VND</i>	<i>238.66</i>	<i>268.22</i>
<i>- Owner's Equity</i>	<i>Bil. VND</i>	<i>288.32</i>	<i>334.05</i>
3. Liquidity			
- Current Ratio	Times	0.38	0.45
- Quick Ratio	Times	0.06	0.16
4. Profitability Ratios			
- Profit Before Tax/Net Revenue	%	-10.61	-12.60
- Profit Before Tax/Owner's Equity	%	-14.69	-12.96

3.2. Analysis and assessment of the financial situation as of December 31, 2025

- **Regarding total assets:** As of December 31, 2025, the Company's total assets amounted to VND 526.98 billion, a decrease of VND 75.29 billion, corresponding to a 12.5% reduction compared to the same period in 2024 (VND 602.27 billion); specifically:

+ Current assets amounted to VND 90.12 billion, a decrease of VND 29.54 billion, corresponding to a 24.7% reduction compared to the same period in 2024 (VND 119.64 billion), mainly due to a decrease of VND 21.217 billion in cash and cash equivalents; and a decrease of VND 5.288 billion in short-term trade receivables.

+ Non-current assets amounted to VND 436.86 billion, a decrease of VND 45.77 billion, corresponding to a 9.5% reduction compared to the same period in 2024 (VND 482.63 billion), mainly due to depreciation expense of fixed assets.

- Regarding total capital: As of December 31, 2025, the Company's total capital amounted to VND 529.98 billion, a decrease of VND 75.29 billion, corresponding to a 12.5% reduction compared to the same period in 2024 (VND 602.27 billion), specifically:

+ Liabilities amounted to VND 238.66 billion, a decrease of VND 29.56 billion, corresponding to an 11.02% reduction compared to the same period in 2024 (VND 268.22 billion), mainly due to the Bank reducing the working capital credit limit.

+ Owner's equity amounted to VND 288.32 billion, a decrease of VND 45.72 billion compared to the same period in 2024 (VND 334.05 billion), resulting from a loss of VND 45.72 billion from production and business activities in 2025.

- Regarding solvency: The current ratio as of December 31, 2025, was 0.38 times, a decrease compared to December 31, 2024 (0.45 times); the quick ratio is very low (0.06 times in 2025 / 0.16 times in 2024). With a very low solvency ratio and significant accumulated losses (VND 142 billion as of December 31, 2025, equivalent to 49.25% of owner's equity and 34.20% of owner's contributed capital), the Company always faces a very high risk of insolvency, as well as significant difficulties in balancing cash flow to support production and business activities. Therefore, special attention must be paid to regularly reviewing and balancing cash flow to ensure capital sources for production and business activities and debt repayment, guaranteeing solvency and financial safety, especially as the production and business situation is forecasted to continue facing many difficulties, and the Company does not yet have a feasible plan to quickly improve its operational status.

- **Regarding profitability ratio:** In 2025, the Company incurred a loss of VND 45.722 billion, resulting in all profitability indicators being negative. Given the losses from production and business activities for 03 consecutive years, and accumulated losses reaching VND 142 billion as of December 31, 2025 (equivalent to 49.25% of owner's equity and 34.20% of owner's contributed capital), this is a warning sign that requires special attention regarding the Company's production and business operations.

Due to losses from production and business activities for 03 consecutive years, the Company's shares are at risk of being delisted from the HOSE stock exchange, as stipulated in Point e, Clause 1, Article 120 of Decree No. 155/2020/ND-CP dated December 31, 2020.

V. RECOMMENDATIONS OF THE BOARD OF SUPERVISORS

The real estate market is forecasted to recover, and investment projects in urban transport infrastructure, inter-regional connectivity, airports, commercial urban areas, mega-cities, social housing, renovation of old apartment buildings, rivers, canals, seaports, etc., will continue to be promoted in 2026, creating momentum to boost domestic cement consumption demand. The cement supply in 2026 is forecasted to be around 126 million tons, while domestic cement demand in 2026 is expected to be approximately 79.9 - 81.3 million tons (an increase of 8.1% - 10% compared to 2025).

The domestic cement market is forecasted to grow but continues to face many difficulties and challenges: supply far exceeds demand; growth in demand mainly comes from public investment projects, especially key projects, and real estate projects in suburban and satellite urban areas; civil construction demand remains low due to the impact on people's income following continuous storms and floods in the last six months of 2025; input raw material and fuel prices for production remain high; fierce price competition among manufacturers shows no sign of easing... Cement export volume is difficult to increase due to: the trend of decreasing export prices, protection of domestic cement production through tax policies in many countries or requirements for import licenses, environmental indices, and emissions upon import, and competition from surplus cement and clinker supplies...

Given this situation, the Board of Supervisors several proposals and

recommendations for the Board of Directors and the Company's Board of Management regarding the direction and management of the Company's Production, Business, Investment, and Construction activities as follows:

- Develop a plan and roadmap to promote the application of science and technology and digital transformation (implementing Resolution No. 57-NQ/TW dated December 22, 2024, of the Politburo and Resolution No. 71/NQ-CP dated April 1, 2025, of the Government on breakthrough development of science, technology, innovation, and national digital transformation); apply Artificial Intelligence (AI) in management, production, and sales, optimizing logistics to reduce consumption costs, lower product costs, and enhance competitiveness; implement solutions to improve productivity and product quality, optimize and enhance the efficiency of thermal energy and electrical energy usage, and achieve technical targets according to the goals of the Vietnam Construction Materials Development Strategy for the 2021-2030 period, with a vision to 2050; closely coordinate with VICEM and its member companies to actively collaborate in researching green cement products, slag cement, and high-quality, low-CO₂ emission export cements to meet domestic and international market requirements.

- Continue to drastically, comprehensively, and synchronously implement solutions related to governance, production, technical aspects, market, finance, procurement, organization, etc., to optimize production activities, stabilize quality, reduce product costs, increase consumption volume, save costs, etc., in order to quickly improve the Company's Production and Business situation, ensuring stable employment and income for employees.

- Actively coordinate and work with Vicem Hoang Thach to develop and agree upon solutions for implementing the cement processing/licensing plan as per the signed schedule and contract, boosting cement consumption volume into key and important national public investment projects; based on this, develop a production plan that ensures optimal efficiency for the Company.

- Pay special attention to the self-distribution of products; develop a specific strategy, plan, and solutions for the Company's self-distribution efforts to ensure autonomy in consumption, increase volume and market share, thereby quickly improving the situation and ensuring stable, sustainable, and effective Production and Business operations; promptly report and propose solutions to VICEM to support the Company's distribution efforts (for matters falling under VICEM's jurisdiction - if any).

- Leverage the support of VICEM and its member companies, actively coordinate with VICEM's Technical Support Expert Team, and proactively and decisively review, evaluate, develop, and implement the equipment repair and restoration plan to restart the clinker kiln at Van Ninh Cement Plant, aiming for efficient management and use of assets and avoiding waste; actively work and coordinate with VICEM member companies (Bim Son Cement, Vicem Ha Tien, etc.) to agree upon and implement the consumption plan for clinker products from Van Ninh Cement Plant exactly as agreed, ensuring the effectiveness and feasibility of the clinker kiln restart plan.

Focus on production management, upkeep, and maintenance of equipment to ensure stable production and product quality meeting market demand; strengthen the management of consumption norms in production; review and evaluate production operations for optimal efficiency; increase the use of fly ash, synthetic gypsum, etc., to

reduce costs, increase production efficiency, reduce emissions, protect the environment, and contribute to the economical and effective use of natural resources; research and evaluate the feasibility of using waste products from other industries as adjusting raw materials for clinker production and additives for cement production, ensuring stable production operations; enhance in-house repair capabilities; comply with current regulations on occupational safety, fire and explosion prevention, and environmental protection, ensuring the safety of personnel and equipment.

Implement the management, exploitation, processing, and use of resources and minerals at raw material mines, ensuring compliance with current legal regulations.

Review and definitively resolve bottlenecks and outstanding issues to implement Investment and Construction (I&C) projects, especially projects related to raw material mines, to ensure a stable and long-term supply of raw materials for the Company's production; actively liaise with functional agencies of Da Nang city to promptly grasp information related to the planning and construction plan of the Free Trade Zone in Da Nang city, in order to develop an appropriate response plan in case the implementation of the planning affects the Production and Business (P&B) activities at the Company's Hai Van Cement Grinding Station.

Continue to carry out procurement ensuring competitiveness, openness, transparency, and efficiency, consistent with actual conditions, and complying with current laws and Company regulations; proactively seek additional suppliers to ensure competition in price, quality, and delivery schedule, thereby enhancing procurement efficiency; prioritize the use of products, goods, and services within VICEM (coal, gypsum, cement bags, basic bricks, transportation, etc.) to maximize common benefits in line with VICEM's orientation.

Continue to direct the monitoring and urging of debt collection, control working capital norms, paying special attention to cash flow balance, etc., to ensure capital sources serve Production and Business (P&B) and Investment and Construction (I&C) activities, utilizing capital economically and effectively; strengthen relationships with banks and credit institutions to ensure the maintenance of working capital credit limits amidst the Company's continuous losses and large accumulated losses.

Strengthen cost management and cost calculation, ensuring timely and complete provision of information to serve the Company's governance and operation.

Strictly comply with directives from the Party, the Government, the Prime Minister, the Ministry of Construction, VICEM, etc., practice thrift and combat waste in all stages and areas, striving to achieve the best completion of the 2026 plans, goals, and tasks.

Arrange, deploy, and utilize labor effectively, complying with current regulations, ensuring employment and income stability for employees' livelihoods.

Continue to pay attention to and decisively direct the building, review, amendment, supplement, updating, and completion of the Company's internal rules and regulations, ensuring compliance with current regulations and the actual situation of Production and Business (P&B) activities.

Continue to implement the contents of the conclusions and recommendations of the State Audit, the Ministry of Finance Inspectorate, inspection teams, and independent audit units (if any), as regulated.

- Fully comply with the regime for information disclosure and reporting as stipulated by law, the Company, and VICEM.

The above is the report on the 2025 operating results and the 2026 work plan of the Board of Supervisors, respectfully submitted to the General Meeting of Shareholders for review and approval.

Thank you sincerely!

Recipients:

- As above;
- BOD, Board of Management;
- Save as: BOS.

**FOR THE BOARD OF SUPERVISORS
HEAD OF THE BOARD**

Nguyen Sy Linh

No.: / TTr-HĐQT

Da Nang, January ..., 2026

PROPOSAL

Regarding the approval of the audited financial statements for 2025 and the profit distribution plan for 2025

To: General Meeting of Shareholders

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17 June 2020;

Pursuant to the Charter on Organization and Operation of Vicem Hai Van Cement Joint Stock Company;

Pursuant to the Financial Statements for 2025 audited by An Viet Auditing Company Limited, issued on/2026;

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

1. The auditing firm for the 2025 financial statements:

Auditing firm: An Viet Auditing Company.

2. Content of the audited financial statements

The 2025 financial statements, audited by An Viet Auditing Company, have been disclosed in accordance with legal regulations, and include:

- Report from the Board of General Director
- Report from the independent auditing firm.
- Balance sheet as of December 31, 2025.
- Income statement for the year 2025.
- Cash flow statement for the year 2025.
- Notes to the financial statements.

Summary of some financial indicators for 2025:

No.	Indicator	Unit	Amount
A	Total assets / capital sources	VND	526,981,366,788
1	Payables	VND	238,655,690,644
2	Shareholder equity	VND	288,325,676,144
B	Profit		
1	Profit before tax	VND	(45,721,307,110)
2	Profit after tax	VND	(45,721,307,110)

3. Profit distribution plan, fund allocation, and dividend payment for 2025

No.	Indicator	Unit	Amount
I	Profit		
1	Profit before tax for 2025	VND	(45,721,307,110)
2	Profit after tax for 2025	VND	(45,721,307,110)
3	Undistributed profit as of December 31, 2025	VND	(142,003,786,222)
II	Profit distribution plan		
1	Dividend rate: 0%	VND	0
2	Employee reward and welfare fund	VND	0
III	Remaining undistributed profit	VND	(142,003,786,222)

4. Opinion of An Viet Auditing Company:

“In our opinion, the accompanying financial statements give a true and fair view of, in all material respects, the financial position of the Company as at 31 December 2025, and of the results of its operations and its cash flows for the year then ended, in accordance with Vietnamese Accounting Standards, Corporate Accounting System and the relevant statutory requirements applicable to the preparation and presentation of the financial statements.”

As stated in Note 4.1 – Basis of preparation of the Financial Statements in the Notes to the Financial Statements: the Company’s business results for 2025 recorded a loss of 45.721 billion VND; as of 31/12/2025, the Company had accumulated losses and current liabilities exceeding current assets in the amounts of 142.004 billion VND and 147.85 billion VND, respectively (as of 31/12/2024, these figures were 96.28 billion VND and 147.96 billion VND, respectively), of which payables to the parent company – VICEM and VICEM’s member companies amounted to 135.26 billion VND.

The Company’s ability to settle its due liabilities within the 12 months following 31/12/2025 depends on the Company’s ability to generate profits in the future; the timely and full recovery of receivables; the arrangement of financial resources; as well as support from the parent company and VICEM’s member companies.

The above matters indicate the existence of material uncertainties that may affect the Company’s ability to continue as a going concern. However, the Board of Management of the Company believes that, with the established production, business and financial plans, together with the support from the parent company – VICEM, the Company’s business results and financial position will continue to improve and will not affect the Company’s ability to continue its operations in the coming period.

The Board respectfully submits this for the General Meeting of Shareholders for consideration and approval.

Recipients:

- As above;
- Archive: Admin, Board of Directors.

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

Le Xuan Khoi

Da Nang, February ..., 2026

No.: /TTr-HĐQT

PROPOSAL

Regarding the payment of remuneration to the Board of Directors and the Board of Supervisors for 2025 and the remuneration payment plan for 2026

To: General Meeting of Shareholders

Pursuant to the Resolution of the Annual General Meeting of Shareholders in 2025;

Based on the production and business results of 2025 and the Company's 2026 Production and Business Plan;

The Board of Directors of Vicem Hai Van Cement Joint Stock Company submits to the General Meeting of Shareholders for approval the implementation of remuneration payment in 2025 for the Board of Directors, Board of Supervisors, and the Remuneration Payment Plan for 2026 as follows:

1. Implementation of remuneration payment to the Board of Directors and Board of Supervisors in 2025

The total remuneration cost for the Board of Directors and Board of Supervisors in 2025 approved by the General Meeting of Shareholders is 600,000,000 VND. The total remuneration paid in 2025 is 600,000,000 VND, equal to 100% of the plan, specifically:

No.	Full name	Position	Amount (VND)
I	Board of Directors		384,000,000
1	Le Xuan Khoi	Chairman of the Board of Directors	96,000,000
2	Tran Viet Hong	Member of the Board of Directors, General Director	72,000,000
3	Nguyen Quang Tuan	Member of the Board of Directors	72,000,000
4	Nguyen Hoang Tri	Member of the Board of Directors, Deputy General Director cum Head of Technical Department	72,000,000
5	Tran Duy Viet	Independent member of the Board of Directors	72,000,000
II	Board of Supervisors		168,000,000
1	Nguyen Sy Linh		72,000,000
2	Dang Ngoc Bao	Head of Board of Supervisors	48,000,000
3	Huynh Ngoc Khiem	Member of Board of Supervisors (until April 24, 2025)	16,000,000
4	Nguyen Hong Minh	Member of Board of Supervisors (from April 24, 2025)	32,000,000
III	Person in charge of Corporate Governance and Secretary of the Board of Directors		48,000,000

1	Le Thi Anh Dao	Person in charge of Corporate Governance and Secretary of the Board of Directors	48,000,000
	Total		600,000,000

- The salary paid in 2025 to Mr. Tran Viet Hong, General Director of the Company, is 576,589,861 VND.

2. Remuneration Payment Plan for 2026

The Board of Directors of the Company respectfully requests the General Meeting of Shareholders to approve the remuneration payment plan for the Board of Directors, Board of Supervisors, and the Person in charge of Corporate Governance and Secretary in 2026, specifically as follows:

No.	Title	Quantity	Remuneration (VND/person/month)	Total amount (VND)
<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>
I	Board of Directors	5		
1	Chairman of the Board of Directors	1	0	0
2	Member of the Board of Directors	3	0	0
3	Independent member of the Board of Directors	1	6,000,000	72,000,000
II	Board of Supervisors	3		
1	Head of Board of Supervisors	1	0	0
2	Member of Board of Supervisors	2	4,000,000	96,000,000
III	Person in charge of Corporate Governance and Secretary of the Board of Directors	1	4,000,000	48,000,000
	Total			216,000,000

** Members of the Board of Directors who are representatives of VICEM's capital shall receive zero remuneration; the independent members of the Board of Directors, members of the Board of Supervisors, and the Officer in charge of corporate governance cum Secretary of the Board of Directors shall maintain the same remuneration level as in 2025.*

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

Recipients:

- As above;
- Save as: Admin, Board of Directors.

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

Le Xuan Khoi

No.: /TTr-BKS

Da Nang, January ..., 2026

PROPOSAL

Regarding the selection of an audit firm for the 2026 Financial Statements

To: General Meeting of Shareholders of Vicem Hai Van Cement Joint Stock Company

Pursuant to the Law on Enterprises dated June 17, 2020;

Pursuant to the Law on Securities dated November 26, 2019;

Pursuant to Circular No. 116/2020/TT-BTC dated 31/12/2020, providing guidance on a number of articles of Decree No. 155/2020/ND-CP detailing the implementation of a number of articles of the Law on Securities;

Pursuant to the Charter on Organization and Operation of the Company.

The Board of Supervisors of Vicem Hai Van Cement Joint Stock Company respectfully submits to the Annual General Meeting of Shareholders 2026 for approval the selection of an independent audit firm to audit the Financial Statements and review the semi-annual Financial Statements for 2026 of the Company, with the following contents:

1. Criteria for selecting an independent audit firm

- An independent audit firm fully qualified under the provisions of current law;
- The audit firm has a team of honest, reputable auditors with professional ethics, high professional qualifications, and extensive experience to ensure the quality and progress of the financial statement audit;
- Reasonable audit fees, commensurate with the volume, scope, and audit schedule required by the Company.

2. Proposal to select an independent audit firm:

The Supervisory Board respectfully submits to the General Meeting of Shareholders the list of units that meet the above criteria for selecting the 2026 financial statement audit unit as follows:

- An Viet Auditing Company Limited;
- Vietnam Auditing and Valuation Company Limited;
- Deloitte Vietnam Company Limited.

The Board of Supervisors respectfully proposes that the General Meeting of Shareholders authorize the Board of Directors to select one of the three audit firms listed above to perform the audit of the Financial Statements for 2026 of the Company.

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

HEAD OF SUPERVISORY BOARD

Recipients:

- General Meeting of Shareholders
- Board of Directors, Board of Management;
- Save as: Board of Supervisors;

Nguyen Sy Linh

Da Nang, January ..., 2026



No.: /TTr-HĐQT

PROPOSAL

Regarding the amendment and supplementation of the Company Charter

To: General Meeting of Shareholders

Pursuant to the Law on Enterprises dated June 17, 2020, and the Law amending and supplementing a number of articles of the Law on Enterprises dated June 17, 2025;

Pursuant to Resolution No. 1659/NQ-UBTVQH15 dated June 16, 2025, of the Standing Committee of the National Assembly regarding the arrangement of commune-level administrative units in Da Nang City in 2025;

Pursuant to Resolution No. 1680/NQ-UBTVQH15 dated June 16, 2025, of the Standing Committee of the National Assembly regarding the arrangement of commune-level administrative units in Quang Tri Province in 2025;

Pursuant to Decision No. 36/2025/QĐ-TTg dated September 29, 2025, of the Prime Minister promulgating the Vietnam Standard Industrial Classification System.

The Board of Directors respectfully submits to the General Meeting of Shareholders for consideration and approval the amendment and supplementation of a number of contents of the Company Charter as follows:

1. Amending the Address section in Clause 3 and Points 4.1, 4.2, 4.3 of Clause 4, Article 2 of the Company Charter as follows:

“3. Registered Headquarters of the Company

- Head office address: 65 Nguyen Van Cu Street, Hai Van Ward, Da Nang City”

“4.1 Branch of Vicem Hai Van Cement Joint Stock Company – Van Ninh Cement Plant

- Address: Ang Son Hamlet, Truong Ninh Commune, Quang Tri Province

4.2 Branch of Vicem Hai Van Cement Joint Stock Company – Consumption Enterprise

- Address: Group 24 Nguyen Phuoc Chu Street, Hai Van Ward, Da Nang City

4.3 Branch of Vicem Hai Van Cement Joint Stock Company – Hoa Phat Stone Enterprise

- Address: 65 Nguyen Van Cu Street, Hai Van Ward, Da Nang City”

2. Amending Point c, Clause 2, Article 3 of the Company Charter as follows:

“c. The Company's legal representative shall be personally liable, as prescribed by law, for damages caused to the Company due to violations of the responsibilities stipulated in Point b, Clause 2, Article 3 of this Charter”

3. Amending Clause 1, Article 4 of the Company Charter as follows:

“1. The Company's business lines are:

No.	Business Line	Industry Code
1	Manufacture of cement, lime and gypsum Details: Cement manufacturing	2394 (main)
2	Road freight transport Details: Freight transport business by motor vehicles	4933
3	Inland waterway freight transport Details: Inland waterway freight transport business	5022
4	Manufacture of construction materials from clay Details: Manufacture of construction materials	2392
5	Site preparation Details: Site leveling	4312
6	Other manufacturing not elsewhere classified Details: Manufacture of clinker and additives (not operated at head office)	3290
7	Manufacture of concrete and products from concrete, cement and gypsum Details: Manufacture of ready-mixed concrete and precast concrete components (not operated at head office)	2395
8	Quarrying of stone, sand, gravel and clay Details: Mining of minerals and additives for cement production; quarrying of construction stone and construction sand (not operated at head office)	0810
9	Wholesale of other construction materials and installation equipment Details: Wholesale of cement, clinker and other construction materials and installation equipment; import and export of cement and clinker; sale of construction stone	4673
10	Other short-term accommodation services Details: Tourism accommodation business	5520
11	Restaurants and mobile food service activities Details: Restaurants, eateries and food stalls	5610
12	Cargo handling Details: Inland waterway port cargo handling	5224

No.	Business Line	Industry Code
13	Real estate business, land use rights owned, used or leased Details: Real estate business and investment; leasing of factories and warehouses	6810
14	Repair and maintenance of other equipment Details: Manufacturing and repair of spare parts and accessories for machinery and equipment serving the cement industry	3319
15	Wholesale of machinery, equipment and other machine parts Details: Import and export of materials, machinery and equipment for the cement industry	4659
16	Support service activities for inland water transport Details: Seaport business	5222
17	Manufacture of other non-metallic mineral products not elsewhere classified Details: Manufacture of construction stone (not operated at head office)	2399

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

Sincerely./.

Recipients:

- As above;
- VICEM (for reporting);
- BOD;
- Save as: Clerical, BOD.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Le Xuan Khoi

VIETNAM NATIONAL CEMENT
CORPORATION
VICEM HAI VAN CEMENT
JOINT STOCK COMPANY

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness

Da Nang, January ..., 2026

No.: /TTr-HĐQT

PROPOSAL
Regarding the dismissal of a member of the Board of Directors

To: The General Meeting of Shareholders

Based on the Enterprise Law dated June 17, 2020;

Based on the Charter on the Organization and Operation of VICEM Hai Van Cement Joint Stock Company;

Pursuant to Decision No. 2553/QĐ-VICEM dated 24/12/2025 of the Members' Council of VICEM on the appointment of the representative of VICEM's capital at Vicem Hai Van Cement Joint Stock Company.

On 07/01/2026, the Board of Directors of the Company received the letter of resignation from Mr. Tran Duy Viet, Independent Member of the Board of Directors; the Company has carried out extraordinary information disclosure in accordance with the provisions of law.

Pursuant to the letter of resignation from the position of Chairman of the Board of Directors and member of the Board of Directors of Mr.;

Pursuant to the letter of resignation from the position of member of the Board of Directors of Mr....;

The Board of Directors respectfully submits to the Annual General Meeting of Shareholders 2026 for approval of the following:

- Dismissal from the position of Chairman and member of the Board of Directors (term 2023–2028) of Mr.,
- Dismissal from the position of member of the Board of Directors (term 2023–2028) of Mr. Tran Duy Viet...

The Board respectfully requests the General Meeting to consider and approve./.

Recipients:

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

- As above;
- Save as: Admin, Board of Directors.

Le Xuan Khoi

Da Nang, January ..., 2026

No.: /TTr-HĐQT

PROPOSAL
Regarding the election of an additional member
to the Board of Directors of the Company

To: The General Meeting of Shareholders

Pursuant to the Law on Enterprises dated 17/6/2020;

Pursuant to the Charter on Organization and Operation of Vicem Hai Van Cement Joint Stock Company;

Pursuant to Proposal No./TTr-HĐQT dated .../....2026 of the Board of Directors of the Company regarding the dismissal of a member of the Board of Directors;

Pursuant to the provisions of the Company's Charter, the Law on Enterprises and relevant legal regulations.

In order to ensure a sufficient number of members of the Board of Directors in accordance with the provisions of the Company's Charter, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the supplementary election of members of the Board of Directors of the Company for the term 2023–2028, specifically as follows:

- Number of members to be additionally elected to the Board of Directors: 03 persons

- The shareholder representing the capital contribution of holding% of the Company's charter capital, nominates ... candidates to participate in the supplementary election of members of the Board of Directors of Vicem Hai Van Cement Joint Stock Company for the term 2023–2028 including:

1. Mr.;
2. Mr.;
3. Mr.;

The Board respectfully requests the General Meeting to consider and approve./.

Recipients:

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

- As above;
- Save as: Admin, Board of Directors.

Le Xuan Khoi

REGULATIONS

**ELECTION OF ADDITIONAL MEMBERS TO THE BOARD OF DIRECTORS
VICEM HAI VAN CEMENT JOINT STOCK COMPANY**

- *Pursuant to the Law on Enterprises dated June 17, 2020;*
- *Pursuant to the Law on Securities dated 26/11/2019 and the Law amending and supplementing a number of articles of the Law on Securities;*
- *Pursuant to Decree No. 155/2020/ND-CP dated 31/12/2020 of the Government detailing the implementation of a number of articles of the Law on Securities; and Decree No. 245/2025/ND-CP dated 11/09/2025 of the Government amending and supplementing a number of articles of Decree No. 155/2020/ND-CP dated 31/12/2020;*
- *Pursuant to the Charter of Vicem Hai Van Cement Joint Stock Company;*
- *Pursuant to the Internal Regulations on Corporate Governance of Vicem Hai Van Cement Joint Stock Company.*

The Regulations on the additional election of members of the Board of Directors of Vicem Hai Van Cement Joint Stock Company for the term 2023–2028 at the Extraordinary General Meeting of Shareholders 2026 are as follows:

**Chapter I: Self-nomination and Supplementary Nomination of members
of the Board of Directors**

**Article 1: Self-nomination and Supplementary Nomination of members of
the Board of Directors**

The self-nomination and Supplementary Nomination of members of the Board of Directors shall be carried out in accordance with Article 25 of the Company's Charter.

Article 2: Standards and conditions for members of the Board of Directors

1. Members of the Board of Directors shall meet the following standards and conditions:

a) Having full civil act capacity and not falling under the cases prohibited from enterprise management in accordance with Clause 2, Article 17 of the Law on Enterprises 2020;

b) Having professional qualifications and experience in corporate business management, and not necessarily being a shareholder of the Company;

c) Not being a family member (including spouse, biological father, biological mother, adoptive father, adoptive mother, father-in-law, mother-in-law, father of spouse, mother of spouse, biological child, adopted child, son-in-law, daughter-in-

law, biological brother, biological sister, biological younger sibling, brother-in-law, sister-in-law, brother of spouse, sister of spouse, younger sibling of spouse) of the General Director and other managers of the Company; or of managers or persons having authority to appoint managers of the parent company.

d) A member of the Board of Directors of the Company may concurrently serve as a member of the Board of Directors and the Members' Council of no more than five (05) other companies.

2. Except where otherwise provided by the Law on Securities, an independent member of the Board of Directors as prescribed in Point b, Clause 1, Article 137 of the Law on Enterprises shall satisfy the following standards and conditions:

a) Not being a person currently working for the Company, its parent company, or its subsidiary; and not having worked for the Company, its parent company, or its subsidiary for at least three (03) consecutive years immediately preceding;

b) Not being a person currently receiving salary or remuneration from the Company, except for allowances received by members of the Board of Directors in accordance with regulations;

c) Not being a person whose spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adopted child, biological brother, biological sister, or biological younger sibling is a major shareholder of the Company, or a manager of the Company or its subsidiary;

d) Not being a person who directly or indirectly owns at least one percent (1%) of the total voting shares of the Company;

đ) Not being a person who has served as a member of the Board of Directors or the Board of Supervisors of the Company for at least five (05) consecutive years immediately preceding, except in the case of continuous appointment for two (02) consecutive terms.

Chapter II: Supplementary Election of the Board of Directors

Article 3. Eligible participants in the election

Shareholders holding shares with voting rights and authorized representatives of shareholders holding shares with voting rights of the Company.

Article 4. Ballots and ballot marking

1. List of candidates for membership of the Board of Directors

- Arranged in alphabetical order (A, B, C), fully stating the full names of the candidates printed on the ballots (white), bearing the hanging stamp of Vicem Hai Van Cement Joint Stock Company at the upper left corner of the ballot.

2. Ballots and ballot marking

- Ballots are printed in a uniform format, stating the total number of shares with voting rights according to the attendance code;

- Shareholders or authorized representatives are simultaneously provided with ballots for members of the Board of Directors according to the shareholder's attendance code and the total number of voting rights (owned shares and authorized shares);

- In case of incorrect marking, shareholders may request the Ballot Counting Committee to exchange for another ballot;

- Shareholders or authorized representatives must personally write the number of votes for each candidate in the blank box corresponding to that candidate on the ballot.

3. Cases of invalid ballots

- Ballots not in the form prescribed by the Meeting Organizing Committee and without the Company's stamp;

- Ballots with erasures, alterations, additional writings, or incorrect names, or names not included in the list of candidates approved by the General Meeting of Shareholders prior to the voting;

- Ballots in which the total number of voting rights cast for candidates by a shareholder exceeds the total number of voting rights held by such shareholder (including owned shares and authorized shares).

Article 5. Voting method

- The voting for members of the Board of Directors shall be conducted using the cumulative voting method;

- Each shareholder shall have a total number of votes corresponding to the total number of shares with voting rights (including owned shares and authorized shares) multiplied by the number of members to be elected to the Board of Directors;

- Shareholders may allocate all of their votes to one person or several persons, but not exceeding the number of members approved by the General Meeting of Shareholders.

Article 6. Ballot Counting Committee and election, principles of voting and vote counting

1. Ballot Counting Committee and election

- a) The Ballot Counting Committee and Election Committee shall be nominated by the Chairperson and approved by the General Meeting of Shareholders;

b) The Ballot Counting Committee and Election Committee shall have the following responsibilities:

- To approve the Election Regulations;
- To distribute ballots and guide the method of ballot marking;
- To conduct vote counting;
- To announce the election results before the Meeting.

c) Members of the Ballot Counting Committee shall not have their names included in the list of nominees and self-nominees for the Board of Directors.

2. Principles of voting and vote counting

a) The Ballot Counting Committee shall inspect the ballot box in the presence of shareholders;

b) Voting shall commence after the distribution of ballots is completed and shall end when the last shareholder casts his/her ballot into the ballot box;

c) Vote counting shall be conducted immediately after the voting ends;

d) The vote counting results shall be recorded in writing and announced before the Meeting by the Head of the Ballot Counting Committee and Election Committee.

Article 7. Principles of cumulative voting and principles for election of members of the Board of Directors

- Principle of cumulative voting:

Each shareholder shall have a total number of voting rights corresponding to the number of shares with voting rights (including owned shares and authorized shares) multiplied by the number of members to be elected as approved by the General Meeting of Shareholders.

Election by the method of recording the number of shares voted for candidates: Shareholders shall directly write the number of voting rights in the blank box to the right of the name of the candidate they choose. The number of voting rights cast for a candidate depends on the confidence of the shareholder/authorized representative in such candidate. The total number of voting rights cast by a shareholder/authorized representative for candidates shall not exceed the total number of voting rights of such shareholder/authorized representative.

Total voting rights	=	Total shares held or represented	x	Number of members of the Board of Directors to be elected (supplemented)
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Example: Shareholder Nguyen Van A owns 1,000 shares

The number of members of the Board of Directors to be elected is 03 persons.

The total number of votes for the election of members of the Board of Directors of shareholder Nguyen Van A is: $1,000 \times 03 = 3,000$ votes

Shareholder Nguyen Van A may vote for members of the Board of Directors by allocating all 3,000 votes to one candidate, or by allocating only a portion of his votes according to his level of confidence.

- Principle of election:

+ Candidates elected to the Board of Directors shall be the 03 candidates with the highest number of votes, ranked from highest to lowest. According to this principle, candidates with a higher number of votes shall be elected first until the required number of 03 members of the Board of Directors is reached.

+ In case the expected number of members of the Board of Directors cannot be selected due to several candidates having an equal number of votes, a separate re-voting shall be conducted among such candidates to select the candidate(s) with a higher number of votes.

Article 8. Preparation and Announcement of the Ballot Counting Minutes

After counting the ballots, the Ballot Counting Committee must prepare the ballot counting minutes.

The full text of the Ballot Counting Minutes must be announced before the General Meeting.

Article 9. Any complaints regarding voting and ballot counting will be resolved by the chairman of the meeting and recorded in the minutes of the General Meeting of Shareholders.

These regulations consist of 09 articles and are read publicly before the General Meeting of Shareholders for approval.

These election regulations take effect immediately after being approved by the General Meeting of Shareholders.

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

Le Xuan Khoi



**MINUTES OF MEETING
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

Pursuant to the Law on Enterprises dated June 17, 2020, and the Law amending and supplementing a number of articles of the Law on Enterprises dated June 17, 2025;

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; Decree No. 245/2025/ND-CP dated September 11, 2025, of the Government amending and supplementing a number of articles of Decree No. 155/2020/ND-CP dated December 31, 2020;

A. Enterprise: VICEM HAI VAN CEMENT JOINT STOCK COMPANY

Business Registration Certificate No. 0400101235 issued by the Department of Planning and Investment of Da Nang City on April 01, 2008, and the 10th amendment issued on January 06, 2026.

B. Commencement time of the meeting: 09:00 AM on February 12, 2026

C. Venue: at the headquarters of Vicem Hai Van Cement Joint Stock Company, address 65 Nguyen Van Cu Street, Hai Van Ward, Da Nang City.

D. Attendees

- Shareholders and authorized representatives of shareholders according to the shareholder list finalized on January 19, 2026, by the Vietnam Securities Depository and Clearing Corporation (VSDC);

- Representatives of Vietnam National Cement Corporation (VICEM)

+ Mr. VICEM;

+ Mr. Le Trung Kien, Head of Organization Department, VICEM;

And representatives of departments of Vietnam National Cement Corporation;

- The Chairman of the Board of Directors, Members of the Board of Directors, members of the Board of Supervisors, the Company's Board of Management, Heads of units, and Directors of Branches within Vicem Hai Van Cement Joint Stock Company;

- Representative of An Viet Auditing Co., Ltd.

E. Conditions for conducting the General Meeting

The Head of the Shareholder Eligibility Verification Committee – Mr. Dang Ngoc Bao reported the results of the verification of shareholder eligibility to attend the 2026 Annual General Meeting of Shareholders.

At the time of commencement, 09:00 AM, the General Meeting met the legal requirements to proceed with the following shareholder structure: The number of attending shareholders and authorized shareholders attending the meeting is shareholders, representing shares, accounting for% of the total voting shares (41,525,250 shares), including:

- The number of attending shareholders is shareholders, representing shares, accounting for % of the total voting shares.
- The number of authorized shareholders is shareholders, representing shares, accounting for% of the total voting shares.

F. Presidium and assisting Committees at the General Meeting:

The Presidium and assisting Committees at the General Meeting were approved by the General Meeting of Shareholders through voting by shareholder card, specifically as follows:

1. Presidium:

- Mr. Le Xuan Khoi - Chairman of the Board of Directors, Chairman of the Meeting
- Mr. Tran Viet Hong - Member of the Board of Directors, Member
- Mr. Nguyen Hoang Tri - Member of the Board of Directors, Deputy General Director, Member
- Mr. Nguyen Quang Tuan - Member of the Board of Directors, Member
- Mr. Tran Duy Viet - Independent Member of the Board of Directors, Member

2. Secretariat:

- Ms. Le Thi Anh Dao Secretary of the Board of Directors, Head
- Ms., Member

The Presidium and Secretariat were approved by the General Meeting of Shareholders with a number of affirmative votes of voting shares, representing% of attending shareholders in favor.

3. Shareholder Eligibility Verification Committee

- Mr. Head of the Committee
- Mr. Member
- Mr. Member
- Ms. Member
- Mr. Member

4. Vote Counting Committee:

- Mr. Head of the Committee
- Mr. Member
- Mr. Member
- Ms. Member
- Ms. Member

The Vote Counting Committee was approved by the General Meeting of Shareholders with a total of voting shares in favor, representing% of the attending shareholders voting in favor.

G. Meeting Agenda

1. Opening of the Meeting

The Meeting heard the opening speech delivered by Mr. Le Xuan Khoi – Chairman of the Board of Directors, Chairman of the Meeting.

2. Meeting Agenda Content

Mr. Le Xuan Khoi – Chairman of the Board of Directors, Chairman of the

Meeting, presented a report seeking the Meeting's opinion on the Meeting Agenda Content:

- The Meeting Agenda Content was voted on and approved:

The number of votes in favor was voting shares, representing% of the attending shares.

The number of votes against was 0 voting shares, representing 0% of the attending shares.

The number of abstentions was 0 voting shares, representing 0% of the attending shares.

3. The Meeting Working Regulations were unanimously approved by the General Meeting of Shareholders with a total of voting shares in favor, representing 100% of the attending shareholders voting in favor.

3. The Meeting heard the following Reports and Proposals:

- Report No. .../BC-HĐQT dated .../02/2026 on the 2025 BOD operational report and 2026 operational plan, presented at the Meeting by Mr. Le Xuan Khoi, Chairman of the Board of Directors, Chairman of the Meeting. (Detailed Report attached).

- Assessment report of the Independent Member of the Board of Directors for 2025, presented at the Meeting by Mr. Tran Duy Viet, Independent Member of the Board of Directors (details are provided in the attached Report).

- Report No. .../XMHV-KH dated .../02/2026 on the 2025 results of Production, Business, and Investment in Construction activities and the 2026 Plan for Production, Business, and Investment in Construction activities, presented by Mr. Truong Phu Cuong, General Director of the Company (Detailed Report attached).

- Report No. .../BC-BKS dated .../02/2026 on the 2025 activities of the Board of Supervisors and the 2026 operational plan, presented by Mr. Nguyen Sy Linh, Head of the Board of Supervisors (Detailed Report attached).

- Proposal No. /TTr –HĐQT dated .../02/2026 approving the 2025 Financial Statements and the 2025 Profit Distribution Plan, presented by Mr., Member of the Board of Directors (Detailed Proposal attached).

- Proposal No. /TTr –HĐQT dated .../02/2026 approving the 2025 remuneration level for the BOD and Board of Supervisors and the 2026 remuneration plan, presented by Mr., Member of the Board of Directors (Detailed Proposal attached).

- Proposal No. /TTr –HĐQT dated .../02/2026 approving the selection of the 2026 auditing firm, presented by Mr. Nguyen Sy Linh, Head of the Board of Supervisors (Detailed Proposal attached).

- Proposal No. .../TTr –HĐQT dated .../.../2026 approving the amendment and supplementation of the Company Charter content, presented by Mr. - Board of Directors (Detailed Proposal attached).

- Proposal No. .../TTr –HĐQT dated .../.../2026 approving the dismissal of a member of the Board of Directors, presented by Mr. - Board of Directors (Detailed Proposal attached).

Proposal No. .../TTTr –HDQT dated .../.../2026 approving the personnel for the election of additional members of the Board of Directors, presented by Mr.- of the Board of Directors (details of the attached Proposal).

5. Discussion by the General Meeting and input from shareholders:

Opinion of Mr.....– a shareholder of the Company:

.....
.....

There were no further opinions from other shareholders or groups of shareholders.

After reviewing the reports, proposals, and discussing related issues, the 2026 Annual General Meeting of Shareholders of Vicem Hai Van Cement Joint Stock Company unanimously approved the following contents:

1. Approval of the 2025 Operational Report of the Board of Directors and the 2026 Operational Plan

The General Meeting voted for approval with:

- The number of affirmative votes was shares, corresponding to% of the total voting shares of the shareholders attending the General Meeting.
- The number of dissenting votes was 0 shares, equal to 0.00% of the total voting shares of the shareholders attending the General Meeting.
- The number of abstentions was shares, equal to% of the total voting shares of the shareholders attending the General Meeting.

2. Approval of the 2025 Evaluation Report by the Independent Member of the Board of Directors

The General Meeting voted for approval with:

- The number of affirmative votes was shares, corresponding to% of the total voting shares of the shareholders attending the General Meeting.
- The number of dissenting votes was 0 shares, equal to 0.00% of the total voting shares of the shareholders attending the General Meeting.
- The number of abstentions was shares, equal to% of the total voting shares of the shareholders attending the General Meeting.

3. Approval of the 2025 Operational Report of the Board of Supervisors and the 2026 Operational Plan

The General Meeting voted for approval with:

- The number of affirmative votes was shares, corresponding to% of the total voting shares of the shareholders attending the General Meeting.
- The number of dissenting votes was shares, equal to% of the total voting shares of the shareholders attending the General Meeting.
- The number of abstentions was shares, equal to% of the total voting shares of the shareholders attending the General Meeting.

4. Approval of the 2025 Production and Business and Investment and Construction Results Report and the 2026 Production and Business and Investment and Construction Plan with several key targets as follows:

4.1. Results of implementation of several key targets in 2025

4.1.1. 2025 Production and Business Results

No.	Content	Unit	2025 Plan	2025 Actual	2024 Actual	Comparison (%)	
						2025 Plan	Corresponding period
I	Production						
1	Clinker	Ton		-			
2	Cement	Ton	410,000	391,404	367,452	95.46	106.52
II	Sales	Tons	410,000	392,086	368,313	95.63	106.45
1	Clinker	Tons		-		-	-
2	Cement	Tons	410,000	392,086	368,313	95.63	106.45
2.1	Hai Van Self-Sales		120,000	109,982	114,795	91.65	95.81
2.2	Toll Manufacturing Cement		290,000	281,813	253,518	97.18	111.16
2.3	Toll Manufacturing for Hoang Mai			291		-	-
III	Financial Indicators			-		-	-
1	Total Revenue	Million VND	448,864	431,144	347,933	96.05	123.92
2	Profit Before Tax	Million VND	-45,861	-45,722	-43,816	-	-
3	Profit After Tax	Million VND	-45,861	-45,722	-43,834	-	-
4	ROE (Return on Equity)	%	-10.64	-10.60	-10.17	-	-
5	Contribution to State Budget	Million VND	13,751	6,892	12,229	50.12	56.36

4.1.2 2025 Investment and Construction Results

- Volume value: 118.79 million VND, equal to 8.8% of the 2025 Plan (1,350 million VND);
- Payment value: 118.79 million VND, equal to 2.74% of the 2025 Plan (4,329 million VND).

4.2. Several key targets of the 2026 Production and Business and Investment and Construction Plan

4.2.1. 2026 Production and Business Plan

No.	Description	Unit	Plan 2026	Actual 2025	Comparison with 2025 Actual (%)
I	Production				
1	Clinker	Tons	380,000		
2	Cement	Tons	460,000	391,404	117.53
II	Total Main Products Sold	Tons	660,000	392,086	168.33
1	Clinker	Tons	200,000	0	-
a	Vicem Internal	Tons	200,000	0	-
2	Cement	Tons	460,000	392,086	117.32
2.1	Hai Van Self-Sales		305,000	109,982	277.32
a	Hai Van	Tons	145,000	109,982	131.84
b	Hoang Thach Clinker	Tons	160,000	0	-
2	Toll Manufacturing Cement	Tons	155,000	282,105	54.94
a	Toll Manufacturing for Hoang Thach	Tons	145,000	281,813	51.45
b	Toll Manufacturing for Hoang Mai	Tons	10,000	291	3,432.65
III	Financial Indicators				-
1	Revenue and Other Income	Million VND	670,175	431,144	155.44

No.	Description	Unit	Plan 2026	Actual 2025	Comparison with 2025 Actual (%)
2	Profit Before Tax	Million VND	-39,790	-45,722	-
3	Profit After Tax	Million VND	-39,790	-45,722	-
4	ROE (Return on Equity)	%	-9.23	-10.60	-
5	Contribution to State Budget	Million VND	15,052	6,892	218.40

4.2.2. 2026 Investment and Construction Plan

- Volume value: 2,971 million VND.
- Payment value: 2,971 million VND.

Unit: million VND

No.	Type of Project	Total Investment Amount	Plan Volume		Plan Disbursed Capital			Notes
			Total	Others	Source of Funds Structure			
					Total	Own Capital	Other Funds	
	GRAND TOTAL	159,790	2,971	2,971	2,971	2,971	-	
	PART I: PROJECTS CARRIED OVER FROM PREVIOUS YEAR'S PLAN	159,790	2,971	2,971	2,971	2,971	-	
A	Group C Projects	159,790	2,971	2,971	2,971	2,971	-	
I	Projects in the Project Preparation Phase	14,713	930	930	930	930	-	
1	Investment and Construction Project for Hoc Khe 1 Mine	14,713	930	930	930	930		
II	Projects in the Project Implementation Phase	145,077	2,041	2,041	2,041	2,041	-	
1	Investment and Construction Project for Clay Mine Team 3	39,120	300	300	300	300	-	
2	Investment and Construction Project for Southeast Len Ang Limestone Mine	105,957	1,741	1,741	1,741	1,741	-	
III	Projects in the Construction Completion Phase, Bringing Works into Operation and Use	0	0	0	0	0	0	

The General Meeting voted for approval with:

- The number of affirmative votes was shares, corresponding to% of the total voting shares of the shareholders attending the General Meeting.
- The number of dissenting votes is shares, equivalent to% of the total voting shares of the shareholders attending the Meeting.
- The number of abstaining votes is 0 shares, equivalent to 0% of the total voting shares of the shareholders attending the Meeting.

5. Approval of the audited Financial Statements for 2025 and the profit distribution plan for 2025, as per Proposal No. .../TTr-HDQT dated .../.../2026:

No.	Indicator	Unit	Amount
I	Profit		
1	Profit Before Tax for 2025	VND	(45,722,107,110)
2	Profit After Tax for 2025	VND	(45,722,107,110)
3	Undistributed PAT as of December 31, 2025	VND	(142,004,586,222)

No.	Indicator	Unit	Amount
II	Profit Distribution Plan		
1	Dividend payment rate: 0%	VND	0
2	Employee Bonus and Welfare Fund	VND	0
III	Remaining Undistributed Profit	VND	(142,004,586,222)

The Meeting voted to approve with:

- The number of affirmative votes is shares, corresponding to% of the total voting shares of the shareholders attending the Meeting.
- The number of dissenting votes is 0 shares, equivalent to 0% of the total voting shares of the shareholders attending the Meeting.
- The number of abstaining votes is shares, equivalent to% of the total voting shares of the shareholders attending the Meeting.

6. Approval of the 2025 Remuneration for the BOD and BOS and the 2026 Remuneration Plan, as per Proposal No. TTr-HĐQT dated .../.../2026:

6.1 Total remuneration implemented in 2025 for members of the Company's Board of Directors and Board of Supervisors: VND 600 million, equivalent to 100% of the 2025 plan.

- The actual salary in 2025 for Mr. Tran Viet Hong, General Director (from January 1, 2025, to December 31, 2025) is VND 576,589,861.

6.2 2026 Remuneration Payment Plan:

No.	Position/Title	Quantity	Remuneration Level (VND/person/month)	Total Amount (VND)
<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>
I	Board of Directors	5		
1	Chairman of the BOD	1	0	0
2	Member of the BOD	3	0	0
3	Independent Member of the BOD	1	6,000,000	72,000,000
II	Board of Supervisors	3		
1	Head of the SB	1	0	0
2	Member of the SB	2	4,000,000	96,000,000
III	Head of Administration cum Secretary	1	4,000,000	48,000,000
	Total			216,000,000

The Meeting voted to approve with:

- The number of affirmative votes is shares, corresponding to % of the total voting shares of the shareholders attending the Meeting.
- The number of dissenting votes is shares, equivalent to% of the total voting shares of the shareholders attending the Meeting.
- The number of abstaining votes is shares, equivalent to% of the total voting shares of the shareholders attending the Meeting.

7. Approval of the selection of the auditing firm for the 2026 Financial Statements (FS) as per Proposal No. .../TTr-BKS dated .../.../2026.

The 2025 Annual General Meeting of Shareholders unanimously

authorized/assigned the Company's Board of Directors to select one of the three firms below to audit the 2025 financial statements.

1. An Viet Auditing Company Limited
2. Deloitte Vietnam Company Limited
3. Vietnam Auditing and Valuation Company Limited

The Meeting voted to approve with:

- The number of affirmative votes is shares, corresponding to% of the total voting shares of the shareholders attending the Meeting.
- The number of dissenting votes is 0 shares, equivalent to 0% of the total voting shares of the shareholders attending the Meeting.
- The number of abstaining votes is shares, equivalent to% of the total voting shares of the shareholders attending the Meeting.

9. Approval of the dismissal of a member of the Board of Directors as per Proposal No. TTr-HĐQT dated .../.../2026.

The Meeting voted to approve with:

- The number of affirmative votes is shares, corresponding to% of the total voting shares of the shareholders attending the Meeting.
- The number of dissenting votes is 0 shares, equivalent to 0% of the total voting shares of the shareholders attending the Meeting.
- The number of abstaining votes is shares, equivalent to% of the total voting shares of the shareholders attending the Meeting.

11. Approval of personnel for the supplementary election of members of the Board of Directors according to Proposal No. TTr-HĐQT dated/.../2026.

The General Meeting voted to approve with the following results:

- The number of votes in favor was shares, corresponding to% of the total voting shares of the shareholders attending the General Meeting.
- The number of votes against was 0 shares, equal to 0% of the total voting shares of the shareholders attending the General Meeting.
- The number of abstaining votes was shares, equal to% of the total voting shares of the shareholders attending the General Meeting.

12. The General Meeting unanimously approved the Election Regulations with a rate of 100% of the total voting shares attending and voting in favor by raising voting cards.

13. The General Meeting proceeded with the supplementary election of members of the Board of Directors.

- **Candidacy and Nomination:** The shareholder group, being a shareholder of Vicem Hai Van Cement Joint Stock Company (Vicem Hai Van), holding shares, accounting for ...% of the Company's total voting shares, nominated candidates for supplementary election to the Board of Directors for the 2023-2028 term.

- Results of the supplementary election of members of the Board of Directors

No.	Full Name	Number of Votes	Percentage (%)
1	Mr.		

2	Mr.		
3	Mr., Independent Member of the BOD		

- The General Meeting was reported by the Board of Directors on the results of the election of the Company's Chairman of the Board of Directors:

+ Elected Mr., Member of the Board of Directors, to hold the position of Chairman of the Board of Directors of Vicem Hai Van Cement Joint Stock Company for the 2023-2028 term, effective from/02/2026.

- The General Meeting heard Ms. Le Thi Anh Dao, on behalf of the Secretariat of the General Meeting, present the draft Minutes and the draft Resolution of the General Meeting.

H. Closing of the General Meeting

The contents of the session were documented in the Minutes and the Resolution of the General Meeting. The General Meeting of Shareholders voted to approve the full text of the Minutes and the Resolution with shares in favor, corresponding to 100% of the total voting shares of the shareholders attending the General Meeting, 0% of votes against, and 0% of abstaining votes.

The Minutes consist of ... pages, prepared in 04 copies: 01 copy for the State Securities Commission, 01 copy for the Ho Chi Minh Stock Exchange, and 02 copies kept at Vicem Hai Van Cement Joint Stock Company.

The 2026 Annual General Meeting of Shareholders session concluded at ... hours ... minutes on the same day. The Minutes and Resolution of the 2026 Annual General Meeting of Shareholders will be documented and announced to all esteemed shareholders in accordance with the provisions of the law./.

PRESIDIUM OF THE GENERAL MEETING

MEMBER

MEMBER

CHAIRMAN

MEMBER MEMBER

SECRETARIAT

**VICEM HAI VAN CEMENT
JOINT STOCK COMPANY**

No.: **XI M**/2026/NQ-ĐHĐCĐ

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Da Nang, February ..., 2026

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
VICEM HAI VAN CEMENT JOINT STOCK COMPANY

Pursuant to the Law on Enterprises dated June 17, 2020;

Pursuant to the Charter of Organization and Operation of Vicem Hai Van Cement Joint Stock Company;

Pursuant to the Minutes of the Annual General Meeting of Shareholders 2026 of Vicem Hai Van Cement Joint Stock Company dated .././2026;

The Annual General Meeting of Shareholders 2026 of Vicem Hai Van Cement Joint Stock Company

RESOLUTION

1. To approve the Report on activities of the Board of Directors for 2025 and the Activity Plan for 2026.

2. To approve the Assessment Report of the Independent Member of the Board of Directors for 2025.

3. To approve the Report on activities of the Board of Supervisors for 2025 and the Activity Plan for 2026.

4. To approve the Report on production and business results and construction investment for 2025; and the Production and Business and Construction Investment Plan for 2026.

4.1. Business Production Results for 2025

No.	Description	Unit	2025 Plan	2025 Actual	2024 Actual	Comparison (%)	
						2025 Plan	Corresponding Period
I	Production						
1	Clinker	Tons		-			
2	Cement	Tons	410,000	391,404	367,452	95.46	106.52
II	Sales	Tons	410,000	392,086	368,313	95.63	106.45
1	Clinker	Tons		-		-	-
2	Cement	Tons	410,000	392,086	368,313	95.63	106.45
2.1	Hai Van Self-Sales		120,000	109,982	114,795	91.65	95.81
2.2	Toll Manufacturing Cement		290,000	281,813	253,518	97.18	111.16
2.3	Hoang Mai Toll Manufacturing			291		-	-
III	Financial Indicators			-		-	-

No.	Description	Unit	2025 Plan	2025 Actual	2024 Actual	Comparison (%)	
						2025 Plan	Corresponding Period
1	Total Revenue	Million VND	448,864	431,144	347,933	96.05	123.92
2	Profit Before Tax (PBT)	Million VND	-45,861	-45,722	-43,816	-	-
3	Profit After Tax (PAT)	Million VND	-45,861	-45,722	-43,834	-	-
4	PAT/Equity Ratio	%	-10.64	-10.60	-10.17	-	-
5	Contribution to State Budget	Million VND	13,751	6,892	12,229	50.12	56.36

4.2. Construction Investment Results for 2025

- Value of Work Volume: VND 118.79 million, equivalent to 8.8% of the 2025 Plan (VND 1,350 million);

- Payment Value: VND 118.79 million, equivalent to 2.74% of the 2025 Plan (VND 4,329 million).

4.3. Business Production Plan for 2026:

No.	Description	Unit	2026 Plan	2025 Actual	Comparison with 2025 Actual (%)
I	Production				
1	Clinker	Tonnes	380,000		
2	Cement	Tonnes	460,000	391,404	117.53
II	Total Main Products Sold	Tonnes	660,000	392,086	168.33
1	Clinker	Tonnes	200,000	0	-
a	Vicem Internal	Tonnes	200,000	0	-
2	Cement	Tonnes	460,000	392,086	117.32
2.1	Hai Van Self-Sales		305,000	109,982	277.32
a	Hai Van	Tonnes	145,000	109,982	131.84
b	Hoang Thach Clinker	Tonnes	160,000	0	-
2	Toll Manufacturing Cement	Tonnes	155,000	282,105	54.94
a	Toll Manufacturing for Hoang Thach	Tonnes	145,000	281,813	51.45
b	Toll Manufacturing for Hoang Mai	Tonnes	10,000	291	3,432.65
III	Financial Indicators				-
1	Revenue and Other Income	Million VND	670,175	431,144	155.44
2	Profit Before Tax	Million VND	-39,790	-45,722	-
3	Profit After Tax	Million VND	-39,790	-45,722	-
4	PAT/Equity Ratio	%	-9.23	-10.60	-
5	Contribution to State Budget	Million VND	15,052	6,892	218.40

4.4. Construction Investment Plan for 2026:

- Value of Work Volume: VND 2,971 million.
- Payment Value: VND 2,971 million.

Unit: million VND

No.	Type of Work	Total Investment	Plan Volume		Plan Payment Capital			Note
			Total	Other	Capital Source Structure			
					Total	Owner's Equity	Other Capital	
	GRAND TOTAL	159.790	2.971	2.971	2.971	2.971	-	
	PART I: PROJECTS CARRIED OVER FROM THE PREVIOUS YEAR'S PLAN	159.790	2.971	2.971	2.971	2.971	-	
A	Group C Project	159.790	2.971	2.971	2.971	2.971	-	
I	Project in the Project Preparation Phase	14.713	930	930	930	930	-	
1	Investment and Construction Project for Hoc Khe 1 Mine	14.713	930	930	930	930		
II	Project in the Project Implementation Phase	145.077	2.041	2.041	2.041	2.041	-	
1	Investment and Construction Project for Doi 3 Clay Mine	39.120	300	300	300	300	-	
2	Investment and Construction Project for Dong Nam Len Ang Limestone Mine	105.957	1.741	1.741	1.741	1.741	-	
III	Project in the Phase of Construction Completion and Commissioning	0	0	0	0	0	0	

5. To approve the audited Financial Statements for 2025 and the profit distribution plan for 2025.
6. To approve the remuneration of the Board of Directors and the Board of Supervisors for 2025 and the remuneration plan of the Board of Directors and the Board of Supervisors for 2026.
7. To approve the selection of the audit firm for the Financial Statements for 2026.

The Annual General Meeting of Shareholders 2026 agrees to authorize/assign the Board of Directors of the Company to select one (01) out of the three (03) audit firms listed below to perform the audit of the Financial Statements for 2025.

- An Viet Auditing Company Limited

- Deloitte Vietnam Company Limited
- Vietnam Auditing and Valuation Company Limited
- 8. To approve the amendments and supplements to the Company's Charter.
- 9. To approve the dismissal of members of the Board of Directors.
- 10. To approve the candidates for the election of members of the Board of Directors.
- 11. To approve the results of the election of members of the Board of Directors.

- The Meeting elected the following named gentlemen to be additional members of the Board of Directors of Vicem Hai Van Cement Joint Stock Company for the term 2023-2028, effective from ../02/2026:

- The Meeting was reported by the Board of Directors on the election results for the Company's Chairman of the Board of Directors:

+ Elected Mr., Member of the Board of Directors, to hold the position of Chairman of the Board of Directors of Vicem Hai Van Cement Joint Stock Company for the term 2023-2028, effective from ../02/2026.

The Resolution was approved by the Annual General Meeting of Shareholders 2026 of Vicem Hai Van Cement Joint Stock Company with affirmative votes totaling shares, representing 100% of the total voting shares of the shareholders attending the Meeting.

The Annual General Meeting of Shareholders 2026 assigns the Board of Directors of Vicem Hai Van Cement Joint Stock Company, based on the provisions of law and the Company's Charter, to direct and organize the implementation of the contents unanimously approved by the Meeting.

Members of the Board of Directors, Board of Supervisors, General Management Board, and all shareholders of Vicem Hai Van Cement Joint Stock Company are responsible for implementing this Resolution and organizing its execution according to their authority, functions, and duties, in compliance with the provisions of law and the Company Charter.

This Resolution shall take effect from the ../.../ 2026./.

Recipients:

- HOSE (for reporting);
- VICEM (for reporting);
- Members of the Board of Directors,
Board of Supervisors;
- Board of Management;
- Information Disclosure Officer (ECM);
- Company Website;

**ON BEHALF OF THE GENERAL
MEETING OF SHAREHOLDERS
ANNUAL 2026
CHAIRMAN**

- Save as: Clerical assistant, Board of Directors, Admin, Project Management File.

Le Xuan Khoi

VOTING BALLOT**AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

Shareholder's Full Name :
Citizen Identification Number/Passport :
Number/Business Registration Certificate :
Number :
Number of shares represented/owned :
Number of authorized shares :
Total number of voting shares :

Content 1. To approve the Report on activities of the Board of Directors for 2025 and the Activity Plan for 2026.

☐ Approve ☐ Disapprove ☐ Abstain

Content 2. To approve the Assessment Report of the Independent Member of the Board of Directors for 2025

☐ Approve ☐ Disapprove ☐ Abstain

Content 3. To approve the Report on activities of the Board of Supervisors for 2025 and the Work Plan for 2026.

☐ Approve ☐ Disapprove ☐ Abstain

Content 4. To approve the Report on production and business performance and construction investment for 2025, and the Production and Business and Construction Investment Plan for 2026.

☐ Approve ☐ Disapprove ☐ Abstain

Content 5. To approve the audited Financial Statements for 2025 and the profit distribution plan for 2025.

☐ Approve ☐ Disapprove ☐ Abstain

Content 6. To approve the payment of remuneration to the Board of Directors and the Board of Supervisors for 2025 and the remuneration plan for 2026.

☐ Approve ☐ Disapprove ☐ Abstain

Content 7. To approve the selection of the audit firm for the Financial Statements for 2026.

☐ Approve ☐ Disapprove ☐ Abstain

Content 8. Proposal on amendments and supplements to the Company's Charter

☐ Approve ☐ Disapprove ☐ Abstain

Content 9. To approve the dismissal of members of the Board of Directors.

☐ Approve ☐ Disapprove ☐ Abstain

Content 10. To approve the candidates for the supplementary election of members of the Board of Directors.

☐ Approve

☐ Disapprove

☐ Abstain

Da Nang, February ..., 2026

Shareholder/Shareholder Representative

(Signature, full name in print)



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NOMINATION FORM

CANDIDATES FOR THE ELECTION OF ADDITIONAL MEMBERS TO THE
BOARD OF DIRECTORS VICEM HAI VAN CEMENT
JOINT STOCK COMPANY TERM 2023-2028

**To: Organizing Committee of the Annual General Meeting of Shareholders of
Vicem Hai Van Cement Joint Stock Company**

We, the shareholders of VICEM Hai Van Cement Joint Stock Company, collectively holding shares, accounting for% of the total voting shares of the Company, as listed in the attached list, hereby unanimously nominate:

Mr./Ms:

CCCD: Date of issue:

Place of issue:

Permanent address:

Educational level: Speciality:

Being a candidate for the Board of Directors of VICEM Hai Van Cement Joint Stock Company for the 2023-2028 term, to be elected at the 2026 Annual General Meeting of Shareholders, which will be held on February 12, 2026.

At the same time, we unanimously appoint:

Mr./Ms:

CCCD: Date of issue:

Place of issue:

Permanent address:

Currently owning:..... shares

(In words:.....)

Corresponding to the par value (VND):.....

To act as the representative of the shareholder group in carrying out the procedure for nominating candidates for the election of additional members to the Board of Directors in accordance with the provisions of the Enterprise Law and the Company's Charter.

....., February ..., 2026
REPRESENTATIVE OF THE
SHAREHOLDER GROUP
(Signature, full name)

.....

LIST OF SHAREHOLDER GROUP

ACCOMPANYING THE NOMINATION FORM FOR CANDIDATES TO PARTICIPATE IN
THE ELECTION OF ADDITIONAL MEMBERS TO THE BOARD OF DIRECTORS OF
VICEM HAI VAN CEMENT JOINT STOCK COMPANY TERM 2023-2028

Shareholder Name	ID Card Number, Date of Issue, Place of issue	Permanent Address	Number of Shares Owned	Signature
		Total		

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NOMINATION FORM

**CANDIDATES FOR THE ELECTION OF ADDITIONAL MEMBERS TO THE
BOARD OF DIRECTORS VICEM HAI VAN CEMENT
JOINT STOCK COMPANY TERM 2023-2028**

**To: Organizing Committee of the Annual General Meeting of Shareholders of
Vicem Hai Van Cement Joint Stock Company**

Organization/Individual Name:

CCCD:.....Date of issue:..... Place of issue:.....

Permanent address:.....

Currently owning:..... shares

(In words:.....)

Corresponding to the par value (VND):.....

I request the Organizing Committee of the Annual General Meeting of Shareholders
of Vicem Hai Van Cement Joint Stock Company to nominate:

Mr./Ms.:.....

CCCD:.....Date of issue:..... Place of issue:.....

Permanent address:.....

Educational level:..... Speciality:.....

Currently owning:..... shares

(In words:.....)

Corresponding to the par value (VND):.....

Being a candidate for the Board of Directors of VICEM Hai Van Cement Joint Stock
Company for the 2023-2028 term, to be elected at the 2026 Annual General Meeting
of Shareholders, which will be held on February 12, 2026.

Sincere thanks./.

....., February ..., 2026

SHAREHOLDER

(Signature, full name)

.....



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POWER OF ATTORNEY

**FOR ATTENDING THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VICEM HAI VAN CEMENT JOINT STOCK COMPANY**

(Applicable to shareholder groups)

**To: ORGANIZING COMMITTEE OF THE ANNUAL GENERAL
MEETING OF SHAREHOLDERS OF VICEM HAI VAN CEMENT
JOINT STOCK COMPANY**

Today,...../...../2026, at....., We, the shareholders of
VICEM Hai Van Cement Joint Stock Company, listed in the attached list, hereby unanimously
authorize:

Mr./Ms.:.....

Citizen Identity Card No.:.....Date of issue:.....Place of issue:.....

Permanent address:.....

Number of shares authorized:.....

(In words:.....)

To represent us at the Annual General Meeting of Shareholders of Vicem Hai Van Cement
Joint Stock Company held at 08:30 on 12/02/2026 and to exercise all rights and obligations at the
General Meeting of Shareholders related to the authorized shares.

This Power of Attorney is valid until the end of the 2026 Annual General Meeting of
Shareholders of the Company.

AUTHORIZER
(Signature in the attached list)

AUTHORIZED PERSON
(Signature and full name)

.....

.....

Note: Please send the original Power of Attorney to the following address:

VICEM HAI VAN CEMENT JOINT STOCK COMPANY
No. 65 Nguyen Van Cu, Hai Van Ward, Da Nang City
Tel: 0236 3842172 Fax: 0236 3842441

LIST OF AUTHORIZED SHAREHOLDERS BY GROUP ATTENDING THE GENERAL MEETING OF SHAREHOLDERS

Authorized person:.....

No.	Full name	ID card/CCCD/Business Registration No.	Permanent address	Number of shares owned	Signature
	Total				



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POWER OF ATTORNEY

**FOR ATTENDING THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VICEM HAI VAN CEMENT JOINT STOCK COMPANY**

**To: ORGANIZING COMMITTEE OF THE ANNUAL GENERAL MEETING
OF SHAREHOLDERS OF VICEM HAI VAN CEMENT JOINT STOCK
COMPANY**

I. AUTHORIZING PARTY:

Name organization/individual:.....
Citizen Identity Card/Passport/Business Registration Certificate No.:.....
Date of issue:
Place of issue:.....
Permanent address:.....
Number of shares owned: shares
(In words:.....)

II. AUTHORIZED PARTY:

Full name:
ID Card/Citizen Identity Card/Business Registration Certificate No.:.....
Date of issue:
Place of issue:.....
Permanent address:.....
Number of shares authorized: shares
(In words:.....)

Note: In case the shareholder does not attend and does not authorize another person, they can authorize a member of the Company's Board of Directors according to the list below:

No.	Full name	Position	Number of shares authorized	Mark (x) to select
1	Le Xuan Khoi	Chairman of the Board of Directors		
2	Tran Viet Hong	Member of the Board of Directors, General Director		

3	Nguyen Quang Tuan	Member of the Board of Directors		
4	Nguyen Hoang Tri	Member of the Board of Directors, Deputy General Director cum Head of Technical Department		
5	Tran Duy Viet	Independent member of the Board of Directors		

Note:

- To authorize one person, mark a cross (x) in the box next to the name of the Board of Directors member whom the shareholder wishes to authorize, selecting only one person to authorize for all owned shares.
- To authorize multiple people, the shareholder please clearly state the number of shares authorized to each Board of Directors member.

III. AUTHORIZATION CONTENT:

- The authorized party is entitled to represent me in attending the Annual General Meeting of Shareholders of Vicem Hai Van Cement Joint Stock Company held at 08:30 on 12/02/2026.
- Has the right to exercise all rights and obligations at the General Meeting of Shareholders related to the authorized shares.
- Fully responsible for all matters related to the authorization and commits to complying with the provisions of law and the Company's Charter.
- This Proxy is valid until the end of the 2026 Annual General Meeting of Shareholders of the Company.

AUTHORIZING PARTY
(Signature and full name)

AUTHORIZED PARTY
(Signature and full name/seal)

.....

.....

Note: Please send the original Proxy to the following address:

VICEM HAI VAN CEMENT JOINT STOCK COMPANY
No. 65 Nguyen Van Cu, Hai Van Ward, Da Nang City
Tel: 0236 3842172 Fax: 0236 3842441