

Số/No.: 1371 /HT1-TK

Thành phố Hồ Chí Minh, ngày 22 tháng 4 năm 2026
Ho Chi Minh City, April 22, 2026

CÔNG BỐ THÔNG TIN ĐỊNH KỲ
PERIODIC INFORMATION DISCLOSURE

Kính gửi:

- Ủy Ban Chứng Khoán Nhà Nước;
- Sở Giao Dịch Chứng Khoán Thành phố Hồ Chí Minh.

To:

- *The State Securities Commission;*
- *Hochiminh Stock Exchange.*

1. Tên tổ chức: Công ty cổ phần Xi măng VICEM Hà Tiên

Name of organization: VICEM Ha Tien Cement Joint Stock Company

- Mã chứng khoán: HT1

Stock code: HT1

- Địa chỉ trụ sở chính: 604 Võ Văn Kiệt, Phường Cầu Ông Lãnh, Thành phố Hồ Chí Minh, Việt Nam.

Head Office Address: No. 604, Vo Van Kiet street, Cau Ong Lanh Ward, Ho Chi Minh City, Vietnam.

- Điện thoại/Tel.: (028) 38368363 Fax: (028) 38361278

2. Nội dung thông tin công bố/Contents of disclosure:

- Biên bản họp Đại hội đồng cổ đông thường niên năm 2026 số 03/BBH-ĐHĐCĐ ngày 22/4/2026.

Minutes of the Annual General Meeting of Shareholders in 2026 No. 03/BBH-ĐHĐCĐ dated April 22, 2026.

- Nghị quyết Đại hội đồng cổ đông thường niên năm 2026 số 04/NQ-ĐHĐCĐ ngày 22/4/2026.

Resolution of the Annual General Meeting of Shareholders in 2026 No. 04/NQ-ĐHĐCĐ dated April 22, 2026.

3. Thông tin này được công bố trên trang thông tin điện tử của Công ty vào ngày 22/4/2026 tại đường dẫn <https://www.vicemhatien.com.vn/quan-he-co-dong>

This information was published on the company's website on April 22, 2026 (date), as in the link <https://www.vicemhatien.com.vn/quan-he-co-dong>.

Chúng tôi cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố.

We hereby certify that the information provided is true and correct and we bear the full responsibility to the law.

Nơi nhận/Recipients:

- Như trên;
- HĐQT (đề b/cáo);
- BKS;
- Ban TGD (đề b/cáo);
- KTPC, TCKT, TCHC, CNTT (đề p/hợp);
- Lưu/*Archived*: VT, TK.

**Người được UQ CBTT/
Information disclosure authorized Person**



Nguyễn Thị Thanh Vượng

MINUTES
OF THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
VICEM HA TIEN CEMENT JOINT STOCK COMPANY

Pursuant to the Law on Enterprises No. 59/2020/QH14 adopted by the National Assembly on June 17, 2020, effective from January 1, 2021;

Pursuant to the Law on Securities No. 54/2019/QH14 adopted by the National Assembly on November 26, 2019, effective from January 1, 2021;

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

Pursuant to the Charter of VICEM Ha Tien Cement J.S.CO;

Pursuant to the Documents of the 2026 Annual General Meeting of Shareholders of VICEM Ha Tien Cement J.S.CO dated April 22, 2026 (VICEM Ha Tien Cement Joint Stock Company is hereinafter referred to as "VICEM Ha Tien" or the "Company", and the 2026 Annual General Meeting of Shareholders is hereinafter referred to as "the AGM").

1. Company Information:

- Company name: VICEM HA TIEN CEMENT JOINT STOCK COMPANY
- Head office address: 604 Vo Van Kiet Street, Cau Ong Lanh Ward, Ho Chi Minh City, Vietnam
- Enterprise Registration No.: 0301446422

2. Time and Venue of the AGM:

- Time: 8:30 AM, April 22, 2026
- Venue: Head Office of the Company, 604 Vo Van Kiet Street, Cau Ong Lanh Ward, Ho Chi Minh City, Vietnam.

3. Contents and Agenda

3.1. Key Contents

- a. Message from the Board of Directors for 2026.
- b. Submission for approval of the Shareholders' Eligibility Verification Committee.
- c. Submission for approval of the Presidium, the Secretariat, and the Vote Counting Committee.
- d. Submission for approval of the Working Regulations of the 2026 Annual General Meeting of Shareholders.
- e. Submission for approval of the agenda and program of the 2026 Annual General Meeting of Shareholders.



- f. Submission for approval of the Report on activities of the Board of Directors.
- g. Submission for approval of the Report on evaluation by Independent Members of the Board of Directors.
- h. Submission for approval of the Report of the Board of Management.
- i. Submission for approval of the Report on activities of the Board of Supervisors.
- j. Submission for approval of the following matters:
 - Amendments and supplements to the Company's Charter.
 - Amendments and supplements to the Internal Regulations on Corporate Governance and the Operating Regulations of the Board of Directors.
 - Adjustment and update of the Company's business lines in accordance with the Vietnam Standard Industrial Classification issued together with Decision No. 36/2025/QĐ-TTg.
 - Audited Financial Statements for 2025.
 - Profit distribution plan and appropriation of funds from after-tax profit for 2025.
 - Remuneration of the Board of Directors and the Board of Supervisors for 2025 and remuneration plan for 2026.
 - The list of independent auditing firms to select an auditor for the review of the semi-annual Financial Statements and the audit of the 2026 annual Financial Statements
- k. Approval of the Minutes and Resolution of the 2026 Annual General Meeting of Shareholders.

3.2. Agenda

Time: 8:30 AM, April 22, 2026

Venue: 7th Floor Hall, Head Office of VICEM Ha Tien Cement J.S.CO, 604 Vo Van Kiet Street, Cau Ong Lanh Ward, Ho Chi Minh City, Vietnam

No.	Contents	Time
I. Welcoming delegates, guests and shareholders:		
1	Welcoming delegates, guests and shareholders	08h30 - 09h00
2	Register the list of shareholders, receive documents and voting ballots	
II. Opening Procedure		
1	Flag-raising ceremony, Statement of purpose	09h00 - 09h30
2	Introduction of delegates and guests	
3	Approval of the Shareholder Eligibility Verification Committee	
4	Report on the verification of shareholders' eligibility to attend the AGM	
5	Approval of the list of the Presidium, the Secretariat, and the Vote Counting Committee	
6	Opening of the AGM	
7	Working Regulations, Submission for the contents and agenda of the AGM	
8	Approval of the Working Regulations, Submission for the agenda and contents of the AGM	

No.	Contents	Time
III. Discussion on matters submitted to the AGM		
1	Report on operations of the Board of Directors	09h30 - 10h45
2	Evaluation report of the Independent Member of the Board of Directors	
3	Report on Business Performance in 2025 and the Business Plan for 2026	
4	Report on 2025 Performance, 2026 Business Plan, and Review Report of the Supervisory Board	
5	Presentation of the following submissions to the AGM:	
5.1.	Amendments and supplements to the Company's Charter	
5.2.	Amendments and supplements to the Internal Regulations on Corporate Governance, and the Regulation on Operation of the Board of Directors	
5.3.	Amendment and update of the Company's business lines	
5.4.	The Audited Financial Statements for the fiscal year 2025	
5.5.	The distribution of profits and appropriation of funds from the after-tax profits for 2025	
5.6.	The remuneration for the Board of Directors and the Supervisory Board for 2025 and the remuneration plan for 2026	
5.7.	The list of independent auditing firms to select an auditor for the review of the semi-annual Financial Statements and the audit of the 2026 annual Financial Statements	
6	The AGM discusses the matters from No.1 to No.5	10h45 - 11h15
7	Break	11h15 - 11h30
IV. Voting		
1	Voting on the matters submitted to the AGM (No.1 to No.5)	11h30 - 12h00
V. Closing		
1	Report on the approved contents in the Minutes of the meeting and the Draft Resolution of the AGM	12h00 - 12h15
2	Approval of the Minutes and Resolution of the AGM	
3	Closing remarks	

4. Attendees:

- Shareholders of VICEM Ha Tien Cement Joint Stock Company.
- Representatives of Vietnam National Cement Corporation.
- The Management of VICEM Ha Tien Cement Joint Stock Company:

+ The Board of Directors ("BOD")

1. Mr. Nguyen Thanh Tung	Chairman of BOD
2. Mr. Nguyen Quoc Thang	Member of BOD
3. Mr. Phan Xuan Hieu	Member of BOD
4. Mr. Lam Hien Dat	Member of BOD
5. Mr. Vo Ngoc Trung	Member of BOD
6. Mr. Hoang Canh Nguyen	Member of BOD

- + The Board of Management of VICEM Ha Tien
 1. Mr. Nguyen Quoc Thang General Director
 2. Mr. Pham Kien Phuong Deputy General Director
 3. Mr. Bui Nguyen Quynh Deputy General Director
 4. Mr. Lam Hien Dat Deputy General Director
- + The Supervisory Board
 1. Mrs. Trung Thi Tam Thanh Head of the Supervisory Board
 2. Mrs. Tran Thi Hang Member of the Supervisory Board
 3. Mrs. Le Thi Thu Thuy Member of the Supervisory Board

5. Agenda and Proceedings of the AGM

5.1. Opening formalities

Flag salute, statement of purpose, introduction of delegates and guests.

5.2. Election of the Shareholder Eligibility Verification Board

The Organizing Committee of the AGM introduced the list of members of the Shareholder Eligibility Verification Board.

- | | | |
|-------------------------|---------------------------------------|--|
| 1. Mr. Mai Duc Viet | Head of Legal & Compliance Department | Head of the Shareholder Eligibility Verification Board |
| 2. Mr. Huynh Van Chuyen | Legal & Compliance Specialist | |
| 3. Mr. Nguyen Vu Khanh | Finance & Accounting Specialist | |
| 4. Mr. Vo Minh Xuan | Information Technology Specialist | |

By way of voting by show of voting cards, the General Meeting approved the above-mentioned list with 100% of the attending shareholders with voting rights voting in favor.

5.3. Report on the results of Shareholders' Eligibility Verification and declaration of the Meeting's Validity

The AGM heard Mr. Mai Duc Viet - Head of the Shareholder Eligibility Verification Board - present the report on the results of shareholders' eligibility verification and declare that the Meeting was duly qualified to proceed, as follows:

As of 09:00 AM on April 22, 2026, the results were as follows:

- + Number of attending shareholders and authorized representatives: 31 persons.
- + Representing a total number of shares held and authorized: 335,297,896 shares, equivalent to 87.87 % of the total voting rights.

Pursuant to Clause 1, Article 145 of the Law on Enterprises No. 59/2020/QH14 and Clause 1, Article 19 of the Company's Charter, with 87.87 % of the total voting rights, the General Meeting was duly convened, valid, and eligible to proceed.

5.4. Election of the Presidium



The General Meeting proceeded to elect the Presidium to preside over the Meeting. After hearing the list of nominated candidates, 100% of the voting shareholders present at the Meeting approved the Presidium by a show of voting cards, consisting of the following members:

- | | | |
|--------------------------|-----------------|------------------------------|
| 1. Mr. Nguyen Thanh Tung | Chairman of BOD | Chairperson of the Presidium |
| 2. Mr. Nguyen Quoc Thang | Member of BOD | |
| 3. Mr. Phan Xuan Hieu | Member of BOD | |
| 4. Mr. Lam Hien Dat | Member of BOD | |
| 5. Mr. Vo Ngoc Trung | Member of BOD | |
| 6. Mr. Hoang Canh Nguyen | Member of BOD | |

5.5. Election of the Secretariat and the Counting Board:

To assist the Presidium and record the proceedings of the Meeting, after hearing the list of nominated personnel introduced by the Presidium, 100% of the voting shareholders present at the Meeting approved the Secretariat and the Ballot Counting Committee by a show of voting cards, consisting of the following members:

a. The Secretariat:

- | | | |
|-------------------------------|-------------------------------|-------------------------|
| 1. Ms. Nguyen Thi Thanh Vuong | Company Secretary | Head of the Secretariat |
| 2. Mr. Nguyen Dao Hoang Minh | Technical Specialist | |
| 3. Mrs. Tran Thi Thanh Vi | Strategic Planning Specialist | |

b. The Counting Board:

- | | | |
|------------------------------|---|----------------------------|
| 1. Mr. Doan Tran Minh Phuong | Head of Information Technology Department | Head of the Counting Board |
| 2. Mr. Tran Phi Long | Information Technology Specialist | |
| 3. Mr. Vo Minh Xuan | Information Technology Specialist | |
| 4. Ms. Pham Ngoc Quynh Nga | Strategic Planning Specialist | |

5.6. Opening of the AGM

The AGM heard Mr. Nguyen Thanh Tung - Chairman of the Board of Directors - deliver the opening remarks of the 2026 Annual General Meeting of Shareholders.

5.7. Approval of the Working Regulations, contents and agenda

The AGM heard Mr. Phan Xuan Hieu - Member of the Board of Directors - present the Working Regulations, contents and agenda of the AGM.

By way of voting by show of voting cards, the AGM approved the Working Regulations, contents and agenda of the 2026 Annual General Meeting of Shareholders with 100% of the attending shareholders with voting rights voting in favor.

5.8. Reports of the Board of Directors and the Supervisory Board



- The AGM heard Mr. Nguyen Thanh Tung - Chairman of the Board of Directors - present the Report on the activities of the Board of Directors.

- The AGM heard Mr. Hoang Canh Nguyen - Member of the Board of Directors - present the Report of the Independent Member of the Board of Directors.

- The AGM heard Mr. Nguyen Quoc Thang - Member of the Board of Directors and General Director - present the Report on 2025 business performance and the 2026 plan.

- The AGM heard Mrs. Trung Thi Tam Thanh - Head of the Supervisory Board - present the Report on 2025 performance, 2026 operational directions, and the Review Report of the Supervisory Board.

5.9. Submission of Proposals to the AGM

- The AGM heard Mr. Lam Hien Dat - Member of the Board of Directors - present three (03) submissions:

+ Amendments and supplements to the Company's Charter;

+ Amendments and supplements to the Internal Regulations on Corporate Governance and the Operating Regulations of the Board of Directors;

+ Adjustment and update of the Company's business lines in accordance with the Vietnam Standard Industrial Classification issued together with Decision No. 36/2025/QĐ-TTg.

- The AGM heard Mr. Vo Ngoc Trung - Member of the Board of Directors - present four (04) submissions:

+ The audited Financial Statements for 2025;

+ Profit distribution and appropriation to funds from after-tax profit for 2025;

+ Remuneration for the Board of Directors and the Supervisory Board in 2025 and the remuneration plan for 2026;

+ The list of independent auditing firms to select an auditor for the review of the semi-annual Financial Statements and the audit of the 2026 annual Financial Statements.

5.10. Discussion

The AGM discussed the contents of the above reports and submissions. A total of nine (09) questions were raised and fully addressed at the AGM (details are provided in Appendix I attached hereto).

The AGM reached a high level of consensus on all contents presented and clarified by the Company, and no shareholder or group of shareholders expressed any differing opinions.

5.11. Approval of Reports and Submissions

Based on the reports and submissions presented, and after discussion and clarification, the General Meeting approved the following matters by way of voting by show of voting cards:

a. Approval of the Report on the activities of the Board of Directors

Votes in favor: 100%; against: 0%; abstentions/other opinions: 0%.

b. Approval of the Report of the Independent Member of the Board of Directors

Votes in favor: 100%; against: 0%; abstentions/other opinions: 0%.

c. Approval of the Report on 2025 business performance and the 2026 plan

Votes in favor: 100%; against: 0%; abstentions/other opinions: 0%.

Accordingly, extracts from the Report on business performance and construction investment results for 2025 and the 2026 plan are as follows:

▪ Business performance and construction investment results for 2025:

Description	Unit	2025 Results
1. Output of Main Products		
1.1. Clinker		
- Clinker - Self-produced	Tons	4,208,172
- Clinker - Purchased externally	Tons	353,947
1.2. Cement (including processing)	Tons	6,142,751
a) Self-produced	Tons	5,956,302
Of which processed within VICEM	Tons	6,196
+ Vicem Hoang Mai	Tons	1,945
+ Ha Long Cement	Tons	4,251
b) Outsourced processing at Ha Long Cement	Tons	186,450
2. Sales Volume of Main Products	Tons	6,677,893
2.1. Clinker	Tons	569,175
2.2. Cement (including processing)	Tons	6,108,718
a) Self-consumption	Tons	6,102,522
Of which processed at Ha Long Cement	Tons	186,450
b) Processed within VICEM	Tons	6,196
+ Vicem Hoang Mai	Tons	1,945
+ Ha Long Cement	Tons	4,251
3. Total Revenue	VND million	7,389,081
4. Profit Before Tax	VND million	350,059
5. Profit After Tax	VND million	273,694
6. Return on Equity (ROE)	%	5.78
7. State Budget Contribution	VND million	406,709
8. Construction Investment		
- Total value of Achieved Volume	VND million	143,800
- Total value of Payment	VND million	147,459

▪ Business and construction investment Plan for 2026:

Description	Unit	2026 Plan
1. Output of Main Products		
1.1. Clinker		
- Clinker - Self-produced	Tons	4,240,000
- Clinker - Purchased externally	Tons	570,000
1.2. Cement (including processing)	Tons	6,570,000
a) Self-produced	Tons	6,390,000
Of which processed within VICEM	Tons	20,000

Description	Unit	2026 Plan
+ Vicem Hoang Mai	Tons	15,000
+ Ha Long Cement	Tons	5,000
b) Outsourced processing at Ha Long Cement	Tons	180,000
2. Sales Volume of Main Products	Tons	7,170,000
2.1. Clinker	Tons	600,000
2.2. Cement (including processing)	Tons	6,570,000
a) Self-consumption	Tons	6,550,000
Of which processed at Ha Long Cement	Tons	180,000
b) Processed within VICEM	Tons	20,000
+ Vicem Hoang Mai	Tons	15,000
+ Ha Long Cement	Tons	5,000
3. Total Revenue	VND million	7,979,033
4. Profit Before Tax	VND million	501,139
5. Profit After Tax	VND million	400,911
6. Return on Equity (ROE)	%	8.47
7. State Budget Contribution	VND million	505,327
8. Dividend Payout	%	≥ 3.2
9. Construction Investment		
- Total value of Achieved Volume	VND million	328,822
- Total value of Payment	VND million	288,252

Notes:

- The 2026 plan of VICEM in general, and of VICEM Ha Tien Cement Joint Stock Company in particular, shall be reported by VICEM to the Ministry of Construction for approval in accordance with regulations. Following such approval, if any changes arise, VICEM shall make appropriate adjustments accordingly.

- The Company's planned profit for 2026, including indicators such as Profit Before Tax, Profit After Tax, and Return on Equity (ROE), has not taken into account foreign exchange differences.

- Equity used for the above indicators is determined based on the balance as at December 31, 2025, including: Owner's equity capital + Development investment fund + Capital for construction investment.

Regarding the 2026 plan, the AGM approved the targets as agreed/approved by the Vietnam National Cement Corporation (VICEM). In the event of any changes compared to the figures presented in this report, the AGM authorizes the Board of Directors to approve the adjusted plan after obtaining agreement/approval from VICEM in accordance with regulations.

d. Approval of the Report on 2025 activities and 2026 action plan of the Supervisory Board.

Votes in favor: 100%; against: 0%; other opinions: 0%.

e. Approval of the Report on the assessment of the Supervisory Board regarding the business production situation and corporate governance of the Company in 2025.

Votes in favor: 100%; against: 0%; other opinions: 0%.

f. Approval of the Board of Directors' submission on amendments and supplements to the Company's Charter.

Votes in favor: 100%; against: 0%; other opinions: 0%.

The AGM authorizes the legal representative of the Company to sign and promulgate the Charter after approval by the AGM, and to organize its disclosure and archiving in accordance with applicable laws and the Company's internal regulations.

g. Approval of the Board of Directors' submission on amendments and supplements to the Internal Regulations on Corporate Governance and the Operating Regulations of the Board of Directors

Votes in favor: 100%; against: 0%; other opinions: 0%.

The Chairman of the Board of Directors is authorized, on behalf of the Board of Directors, to sign, promulgate and organize the implementation of the above-mentioned regulations following approval by the AGM.

h. To approve the Submission of the Board of Directors regarding the adjustment and update of the Company's business lines in accordance with the Vietnam Standard Industrial Classification issued under Decision No. 36/2025/QD-TTg.

Votes in favor: 100%; against: 0%; other opinions: 0%.

Accordingly, key extracts from the submission are as follows:

1. To approve the adjustment and update (amendment and supplement) of certain business lines of the Company in accordance with the Vietnam Standard Industrial Classification issued under Decision No. 36/2025/QD-TTg, including: updating business codes according to the new system; updating business line names in compliance with new regulations; and adjusting business lines reclassified under the new economic structure. The specific business lines requiring adjustment and update are as follows:

- Adding the following business lines:

No.	Added Business Lines	Industry code	Main Business Line
1	Wholesale of other construction materials and installation equipment. Detail: Trading of cement, cement-based products, construction materials (bricks, mortar, concrete), clinker, raw materials, construction supplies, lime, gypsum, lime and gypsum-based products, sand, stone, and gravel.	4673	
2	Other specialized wholesale not elsewhere classified Detail: Wholesale of additives for the production of construction materials; wholesale of industrial gases.	4679	
3	Repair and maintenance of machinery and equipment Detail: Repair of machinery and equipment.	3312	

No.	Added Business Lines	Industry code	Main Business Line
4	Transmission and distribution of electricity Detail: Sale of electricity to users (excluding transmission and dispatch of the national power system, management of the distribution grid, multi-purpose hydropower, and nuclear power).	3513	
5	Electricity generation from non-renewable energy sources (Excluding transmission and dispatch of the national power system, management of the distribution grid, multi-purpose hydropower, and nuclear power).	3511	
6	Electricity generation from renewable energy sources (Excluding transmission and dispatch of the national power system, management of the distribution grid, multi-purpose hydropower, and nuclear power).	3512	

- Removing the following business lines:

No.	Business lines to be removed from the registered list	Industry code	Notes
1	Wholesale of other construction materials and installation equipment.	4663	
2	Other specialized wholesale not elsewhere classified.	4669	
3	Repair of machinery and equipment.	3312	
4	Transmission and distribution of electricity.	3512	
5	Electricity generation.	3511	

The detailed content of the business lines mentioned in Section 1 shall be implemented in accordance with the regulations and guidelines provided by the competent State authorities regarding business registration.

2. The AGM unanimously authorizes the Legal Representative to execute tasks related to the adjustment of business lines as mentioned in Section 1 above, including the following:

- Executing procedures for the registration of changes to business registration information related to the adjustment and update of the Company's business lines with the competent State authorities;

- Proactively reviewing, standardizing, and finalizing business line names, industry codes, and detailed descriptions within the scope of the adjustments approved by the GMS, to ensure compliance with the Vietnam Standard Industrial Classification, market access regulations for foreign investors, prevailing laws, and the guidance of the business registration authorities during the implementation process;

- Providing explanations, clarifications, or technical adjustments to industry names, codes, or the wording of detailed business line descriptions as requested by the business registration authorities or competent State bodies (if any), provided that such adjustments do not alter the nature and scope of the production and business activities approved by the GMS;

- Performing other necessary tasks to complete the procedures for registering changes to the business registration information in accordance with the law.

i. Approval of the Board of Directors' submission on the audited Financial Statements for 2025
Votes in favor: 100%; against: 0%; other opinions: 0%.

j. Approval of the Board of Directors' submission on profit distribution and appropriation to funds from after-tax profit for 2025.

Votes in favor: 98.05%; against: 0%; other opinions: 1.95%.

Accordingly, key extracts from the submission are as follows:

No.	Description	Amount (VND million)
1.	Total undistributed after-tax profit as at 31/12/2025	273,903
	- Undistributed after-tax profit as at 31/12/2024	209
	- After-tax profit for 2025	273,694
2.	Profit distribution plan for 2025	
	<u>Total distributable profit (a + b)</u>	273,734
	a. Cash dividend for 2025	122,109
	- Dividend payout ratio	3.2%
	- Dividend amount (3.2% × number of outstanding shares × VND 10,000 par value)	122,109
	b. Bonus and welfare fund	151,625
3.	Remaining undistributed after-tax profit after distribution (3 = 1 – 2)	169

The AGM authorizes the Board of Directors to determine an appropriate timing for the payment of the 2025 cash dividend, in compliance with the Company's Charter and applicable laws and regulations.

k. Approval of the Board of Directors' submission on remuneration for the Board of Directors and the Supervisory Board for 2025 and the remuneration plan for 2026.

Votes in favor: 100%; against: 0%; other opinions: 0%.

Accordingly, key extracts from the submission are as follows:

▪ Remuneration for 2025

No.	Position	Unit	2025 Results
1	Chairman of the Board of Directors	VND/month	8,000,000
2	Member of the Board of Directors	VND/person/month	6,000,000
3	Member of the Supervisory Board	VND/person/month	4,000,000
4	Company Secretary	VND/month	4,000,000

Note: The full-time Head of the Supervisory Board receives a salary in accordance with the Company's salary regulations.

Accordingly, the total remuneration paid in 2025 to the Board of Directors and the Supervisory Board amounted to VND 658,000,000, of which:

- Board of Directors : VND 562,000,000
- Supervisory Board : VND 96,000,000

▪ Remuneration Plan for 2026

No.	Position	Unit	2026 Plan
1	Chairman of the Board of Directors	VND/month	8,000,000
2	Member of the Board of Directors	VND/person/month	6,000,000
3	Member of the Supervisory Board	VND/person/month	4,000,000
4	Company Secretary	VND/month	4,000,000

Note: The full-time Head of the Supervisory Board receives a salary in accordance with the Company's salary regulations.

Accordingly, the total estimated remuneration for 2026 to be paid to the Board of Directors and the Supervisory Board is VND 658,000,000, of which:

- Board of Directors : VND 562,000,000
- Supervisory Board : VND 96,000,000

1. To approve the Proposal of the Supervisory Board regarding the list of independent audit firms for the selection of an auditor to conduct the review of the Interim Financial Statements and the audit of the 2026 Annual Financial Statements of the Company.

Votes in favor: 99.97%; against: 0.03%; other opinions: 0%.

To authorize the Board of Directors to organize the selection of one (01) independent audit firm from the list approved by the General Meeting of Shareholders to conduct the review of the Interim Financial Statements and the audit of the 2026 Annual Financial Statements of the Company in accordance with the provisions of law, the Company's Charter, and Regulations.

5.12. The Secretariat presented the Minutes and the Resolution of the AGM.

By way of voting by show of voting cards, the AGM approved in full the Minutes and the Resolution of the AGM with 100% of votes in favor, 0% against, and 0% other opinions.

5.13. Closing of the Annual General Meeting.




The Organizing Committee declared the closing of the AGM at 13:00 on the same day.

These Minutes were prepared immediately after the conclusion of the agenda of the AGM.

These Minutes were read aloud before the AGM and were duly approved at the AGM with 100% of the total voting rights of attending shareholders with voting rights.

These Minutes are made in three (02) originals, comprising 13 pages with equal legal validity; one (01) copy is submitted to the Ho Chi Minh City Stock Exchange, and one (01) copy is retained at VICEM Ha Tien Cement Joint Stock Company.

THE SECRETARIAT

- 1. Nguyen Thi Thanh Vuong.....
- 2. Nguyen Dao Hoang Minh.....
- 3. Tran Thi Thanh Vi.....

**ON BEHALF OF THE PRESIDIUM
CHAIRPERSON**



Nguyen Thanh Tung



Appendix I
LIST OF SHAREHOLDERS' QUESTIONS AND THE COMPANY'S RESPONSES

No.	Shareholder's Question	Company's Response
1	<p>Shareholder Code: HT00057</p> <p>Content:</p> <p>1. Since the meeting materials were provided in advance, I propose shortening the presentation time. We should prioritize the discussion session between the Chairmanship and shareholders to ensure a more interactive and productive meeting.</p> <p>2. Why are dividends low?</p> <p>3. Does the company expand into other industries?</p>	<p>1. The Presidium acknowledges the shareholder's feedback. Moving forward, we will consider streamlining the presentations of pre-published materials to allocate more time for discussions, thereby enhancing the interaction and overall effectiveness of the General Meeting.</p> <p>2. In Ha Tien, most of it is State capital. Therefore, the capital representatives must consult the largest owner, Vicem Corporation. After receiving the direction, we will proceed with the dividend distribution at 3.2% as submitted. We record this opinion to report back to the 2027 plan.</p> <p>3. The new Law No. 68 and Decree 79 open up multi-industry business opportunities, including real estate. Ha Tien is currently in the process of restructuring and will register to add these industries to the 2026 plan. Regarding the project in Thu Duc, as soon as the resolution was issued, Ha Tien took the initiative to register with the People's Committee of Ho Chi Minh City to apply for a pilot commercial housing project.</p> <p>The company has submitted applications for registration 3 times, but so far the City People's Council has not made an official decision on land allocation. In the near future, the Ministry of Construction will work with the city and Ha Tien to solve this problem.</p>

No.	Shareholder's Question	Company's Response
	4. What is the current status/progress of the projects in Thu Duc City?	4. Regarding the Thu Duc project, immediately following the resolution, Ha Tien proactively applied to the Ho Chi Minh City People's Committee to develop a pilot commercial housing project. Despite submitting three separate applications, the City People's Council has yet to issue an official land allocation decision. In the near future, the Ministry of Construction will work with both the City authorities and Ha Tien to resolve these bottlenecks.
2	<p>Shareholder Code: HT7368A</p> <p>Content:</p> <p>1. How is the investment in exhaust heat and gas systems?</p> <p>2. Which establishment has set a target of pre-tax profit of more than VND 500 billion by 2026, what is the possibility of completion?</p>	<p>1. The investment in the exhaust gas heating system is mandatory according to the Government's Project 1266, which requires cement production units to basically complete this system by 2025. The investment level will depend on the capacity of each plant. This project is extremely effective in the context that electricity prices will definitely increase in the future. After being put into operation, the exhaust heat system helps the company save about 30% of its own electricity consumption per year. In addition, the deployment of roof voltage at 5-6 crushing stations/factories in the southern region also helps to reduce costs greatly. These saving factors and the use of alternative fuels have been factored into the 2026 profit plan.</p> <p>2. The production and business situation from 2022 to 2026, especially in 2026 compared to 2025, has huge differences. The period of 2023-2024 is the first time in history that Vicem has suffered losses, with</p>

No.	Shareholder's Question	Company's Response
		<p>losses of up to thousands of billions of VNDs.</p> <p>In the 1st quarter of 2026, all cement production units in Vicem Corporation are at a loss, except for Ha Tien. Ha Tien's HT1 pre-tax profit in Q1 reached VND 102 billion. In Q2, the Company set a target of pre-tax profit of VND 132 billion. Therefore, the Company is confident that it will complete this year's plan</p>
	<p>3. What were the specific unit costs for limestone, coal, and additives during the 2025 fiscal year?</p>	<p>3. In 2025, the costs of key inputs including limestone, coal, and additives - were managed based on standardized consumption norms and actual purchase prices. These expenditures fluctuated in accordance with market trends for raw materials and fuels, as well as the specific extraction and supply conditions throughout each period.</p>
<p>3</p>	<p>Shareholder Code: HT07420</p> <p>Content:</p> <p>1. How are geopolitical tensions in the Middle East affecting and what solutions are there to control costs and reduce risks in the coming time?</p>	<p>1. The Middle East conflict will begin to have a general impact from the end of February 2026. Petroleum is an essential commodity, when it fluctuates, it will affect the entire Vietnamese consumer market in general and the building materials industry, including cement. The conflict directly affects the price of input fuels.</p> <p>Coal prices have increased by 20% compared to before the war, even increasing by 30% at one point. Other materials and additives also increased in price, directly increasing the cost of clinker and cement production.</p> <p>Indirect impact, especially logistics issues. Shipping rates have increased from 200% to 300% compared to</p>

No.	Shareholder's Question	Company's Response
		<p>pre-war levels. The most dangerous is the risk of global supply chain disruption. The company has been synchronously implementing many groups of solutions.</p> <p>Regarding the selling price: Choose the right time to increase the selling price to offset the actual input cost. Up to this point in 2026, Ha Tien has made 2 price increases and both were successful. Regarding production and supply: Closely follow the consumption and inventory situation to develop a production plan to optimize equipment productivity.</p> <p>At the same time, adjust the mix to optimize the norm while still ensuring quality. Reduce costs: Minimize unnecessary recurring expenses. Increase the use of alternative fuels and operate equipment to avoid peak hours to reduce costs.</p> <p>In addition, investing in key projects, accelerating the progress of projects to take advantage of residual exhaust heat at Binh Phuoc and Kien Luong plants to generate electricity. When put into operation, this project helps reduce about 30% of electricity costs (while energy accounts for 56-60% of cement production costs). Optimizing the rooftop solar power system, especially in the South with the advantage of 9 months of sunshine, brings extremely high efficiency and contributes to ensuring profit growth.</p>
	2. What major projects has Ha Tien been approaching?	2. Ha Tien has approached and supplied most of the key projects that are being implemented and will be implemented in the South, including Tan Son Nhat T3 terminal airport, Long Thanh airport, Ca Mau airport, Phu Quoc.



No.	Shareholder's Question	Company's Response
		Metro lines such as Ben Thanh - Tham Luong, Ben Thanh - Can Gio. Can Tho - Ca Mau, Chau Doc - Can Tho - Soc Trang Expressway. Other infrastructure such as Hon Khoai port cluster, infrastructure upgrade projects in the Southwest region. Currently, the Company has a relatively stable number of customers for the whole year 2026.

Appendix II
LIST OF ATTENDING SHAREHOLDERS

No.	Shareholder Code	Name of Shareholder/Authorized Person	Number of Shares	Number of Owned Shares	Number of Authorized Shares	Authorizing Shareholder Code	Authorizing Shareholder Name	Number of Authorized Shares	Entry Time
1	HT00001D	VÕ NGỌC TRUNG	50,683,765		50,683,765	HT00001	TỔNG CÔNG TY XI MĂNG VIỆT NAM	50,683,765	07:41:23 4/22/2026
2	HT00001A	NGUYỄN THANH TÙNG	122,657,628		122,657,628	HT00001 HT00002 HT00003	TỔNG CÔNG TY XI MĂNG VIỆT NAM TRẦN HOÀNG VIỆT ANH TRẦN THỊ NGỌC ANH	101,367,528 10,657,000 7,000,000	07:41:54 4/22/2026 07:41:54 4/22/2026
						HT00006 HT01353	NGUYỄN VĂN CHUYỀN TRẦN HOA PHƯƠNG ANH	3,630,000 3,100	07:41:54 4/22/2026 07:41:54 4/22/2026
3	HT00001B	NGUYỄN QUỐC THẮNG	50,683,765		50,683,765	HT00001	TỔNG CÔNG TY XI MĂNG VIỆT NAM	50,683,765	07:42:11 4/22/2026
4	HT00001C	PHAN XUÂN HIỆU	50,683,765		50,683,765	HT00001	TỔNG CÔNG TY XI MĂNG VIỆT NAM	50,683,765	07:42:34 4/22/2026
5	HT00001E	LÂM HIỆN ĐẠT	50,762,385		78,620	HT00001	TỔNG CÔNG TY XI MĂNG VIỆT NAM	50,683,765	07:42:56 4/22/2026

No.	Shareholder Code	Name of Shareholder/Authorized Person	Number of Shares	Number of Owned Shares	Number of Authorized Shares	Authorizing Shareholder Code	Authorizing Shareholder Name	Number of Authorized Shares	Entry Time
						HT00557	NGUYỄN THANH TÂN	9,720	07:42:56 4/22/2026
						HT03603	NGUYỄN THOẠI LONG	540	07:42:56 4/22/2026
						HT01847	VŨ ĐÌNH THÁI	2,040	07:42:56 4/22/2026
						HT03199	NGUYỄN THÀNH TIẾP	840	07:42:56 4/22/2026
						HT02439	LÊ PHÚC PHƯƠNG	1,320	07:42:56 4/22/2026
						HT01754	NGUYỄN PHƯƠNG THẢO	2,220	07:42:56 4/22/2026
						HT03595	PHẠM XUÂN KIẾN	540	07:42:56 4/22/2026
						HT03596	PHAN PHƯỚC HUY	540	07:42:56 4/22/2026
						HT01597	TÀO NGỌC QUỐC	2,580	07:42:56 4/22/2026
						HT01611	NGUYỄN TÂN VINH	2,520	07:42:56 4/22/2026
						HT01832	NGUYỄN THANH DŨNG	2,100	07:42:56 4/22/2026
						HT01838	NGUYỄN HỮU NGHĨA	2,100	07:42:56 4/22/2026
						HT06390	TRẦN MINH TRANG	40	07:42:56 4/22/2026
						HT01747	LÊ MẠNH LỰC	2,280	07:42:56 4/22/2026

No.	Shareholder Code	Name of Shareholder/Authorized Person	Number of Shares	Number of Owned Shares	Number of Authorized Shares	Authorizing Shareholder Code	Authorizing Shareholder Name	Number of Authorized Shares	Entry Time
						HT03204	VŨ VIỆT HÀ	840	07:42:56 4/22/2026
						HT05217	ĐÌNH THỊ THU HIỀN	180	07:42:56 4/22/2026
						HT01793	TRẦN THỊ YẾN OANH	2,160	07:42:56 4/22/2026
						HT01839	NGUYỄN VĂN LƯƠNG	2,100	07:42:56 4/22/2026
						HT01243	NGUYỄN CÔNG LONG	3,480	07:42:56 4/22/2026
						HT02492	VŨ ĐÌNH VIỆC	1,260	07:42:56 4/22/2026
						HT01855	TRƯƠNG QUỐC KHÁNH	2,040	07:42:56 4/22/2026
						HT01744	TRẦN HOÀNG HƯƠNG	2,280	07:42:56 4/22/2026
						HT01849	NGUYỄN THỊ CÚC	2,040	07:42:56 4/22/2026
						HT02601	NGUYỄN VĂN TUẤN	1,200	07:42:56 4/22/2026
						HT01725	NGUYỄN XUÂN TÔNG	2,340	07:42:56 4/22/2026
						HT02443	NGUYỄN PHƯỚC HẢI	1,320	07:42:56 4/22/2026
						HT03291	PHẠM THANH VŨ	780	07:42:56 4/22/2026

No.	Shareholder Code	Name of Shareholder/Authorized Person	Number of Shares	Number of Owned Shares	Number of Authorized Shares	Authorizing Shareholder Code	Authorizing Shareholder Name	Number of Authorized Shares	Entry Time
						HT01763	NGUYỄN TRÍ TUYÊN	2,220	07:42:56 4/22/2026
						HT01606	LÃ NGỌC TUYÊN	2,520	07:42:56 4/22/2026
						HT02129	NGUYỄN NGỌC THANH	1,800	07:42:56 4/22/2026
						HT02123	NGUYỄN TÂN THẮNG	1,800	07:42:56 4/22/2026
						HT02485	HUỶNH VĂN SƠN	1,260	07:42:56 4/22/2026
						HT01768	NGÔ VĂN THẮNG	2,220	07:42:56 4/22/2026
						HT06258	ÀU HÀ HỒNG HẢI	60	07:42:56 4/22/2026
						HT02438	TRẦN KHẮC DUY VŨ	1,320	07:42:56 4/22/2026
						HT06365	NGUYỄN HOÀNG CHUÔNG	40	07:42:56 4/22/2026
						HT02486	LƯƠNG VĂN QUYỀN	1,260	07:42:56 4/22/2026
						HT04639	TRẦN VĂN HỢP	240	07:42:56 4/22/2026
						HT01756	NGUYỄN CÔNG TƯỚC	2,220	07:42:56 4/22/2026
						HT01607	LÊ NGỌC OÁNH	2,520	07:42:56 4/22/2026

No.	Shareholder Code	Name of Shareholder/Authorized Person	Number of Shares	Number of Owned Shares	Number of Authorized Shares	Authorizing Shareholder Code	Authorizing Shareholder Name	Number of Authorized Shares	Entry Time
						HT01671	NGUYỄN ĐỨC DIỄN	2,460	07:42:56 4/22/2026
						HT02448	NGUYỄN NGỌC TÚ	1,320	07:42:56 4/22/2026
						HT02165	NGUYỄN THANH HIỀN	1,800	07:42:56 4/22/2026
						HT01857	NGUYỄN HOÀNG VŨ	2,040	07:42:56 4/22/2026
						HT05280	BÙI ĐỨC HÙNG	120	07:42:56 4/22/2026
6	HT01129	TRẦN THỊ BÍCH THÚY	3,924	3,924	0				07:43:30 4/22/2026
7	HT02699	LÂM THỊ YẾN PHƯƠNG	1,053	1,053	0				07:44:53 4/22/2026
8	HT00229	HỒ QUẢNG TIẾN	25,500	25,500	0				07:49:48 4/22/2026
9	HT00836	TRẦN THÁI THƯỢNG	5,700	5,700	0				07:57:26 4/22/2026
10	HT01870	TRẦN ANH KHOA	2,000	2,000	0				08:03:18 4/22/2026
11	HT02106A	TÔN NỮ NHẬT MINH	1,890	0	1,890	HT02106	VĂN CÔNG DÂN	1,890	08:03:48 4/22/2026
12	HT01885A	NGUYỄN NHO LƯƠNG	4,000	0	4,000	HT01885 HT01968	HÀ VŨ MAI NHUNG NGUYỄN THỊ LOAN	2,000 2,000	08:07:44 4/22/2026 08:07:44 4/22/2026
13	HT00220	PHÙ THANH DUY	27,350	27,350	0				08:13:30 4/22/2026

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No.	Shareholder Code	Name of Shareholder/Authorized Person	Number of Shares	Number of Owned Shares	Number of Authorized Shares	Authorizing Shareholder Code	Authorizing Shareholder Name	Number of Authorized Shares	Entry Time
14	HT01183	NGUYỄN VĂN LỢI	126,810	3,600	123,210	HT00114	CÔNG ĐOÀN CÔNG TY CỔ PHẦN XI MĂNG VICEM HÀ TIÊN	57,492	08:14:38 4/22/2026
						HT00141	CÔNG ĐOÀN CÔNG TY CỔ PHẦN XI MĂNG HÀ TIÊN 1	45,720	08:14:38 4/22/2026
						HT04680	NGUYỄN DUY HÒA	226	08:14:38 4/22/2026
						HT06197	TRƯỜNG TẤN PHƯƠNG	60	08:14:38 4/22/2026
						HT03613	TRẦN QUANG TRÍ	529	08:14:38 4/22/2026
						HT04828	LÊ HUY CƯỜNG	200	08:14:38 4/22/2026
						HT00612	NGUYỄN TOÀN VĂN	8,340	08:14:38 4/22/2026
						HT00867	PHAN KHÁC HUY	5,280	08:14:38 4/22/2026
						HT02495	VŨ QUYẾT THẮNG	1,216	08:14:38 4/22/2026
						HT06144	NGUYỄN DUY THÀNH	75	08:14:38 4/22/2026
						HT01719	CAO THỊ NGỌC ĐIỆP	2,343	08:14:38 4/22/2026

No.	Shareholder Code	Name of Shareholder/Authorized Person	Number of Shares	Number of Owned Shares	Number of Authorized Shares	Authorizing Shareholder Code	Authorizing Shareholder Name	Number of Authorized Shares	Entry Time
						HT02693	LƯƠNG THỊ KIM ĐĂNG	1,080	08:14:38 4/22/2026
						HT05327	PHẠM THỊ HẠNH	120	08:14:38 4/22/2026
						HT03614	VŨ THANH TUẤN	529	08:14:38 4/22/2026
15	HT00192A	NGUYỄN THỊ PHƯƠNG HÀ	30,800	0	30,800	HT00192	CÔNG TY TNHH MỘT THÀNH VIÊN XÂY LẬP AN GIANG	30,800	08:14:48 4/22/2026
16	HT07420	NGUYỄN CÔNG THÀNH	1	1	0				08:20:17 4/22/2026
17	HT03306	HUYỄN TRỌNG THẠCH	756	756	0				08:29:34 4/22/2026
18	HT00008A	TRẦN THUY DUNG	2,294,100	0	2,294,100	HT00008	FORUM ONE - VINACAPITAL VIETNAM FUND	2,092,300	08:32:26 4/22/2026
						HT00039	LINDISFARNE ONE LTD	201,800	08:32:26 4/22/2026
19	HT00068	VŨ THỊ ANH THƯ	106,000	106,000	0		VIETNAM STOCK INDEX MOTHER FUND		08:36:01 4/22/2026
20	HT00772	BÙI THỊ THANH MAI	6,060	6,060	0				08:37:39 4/22/2026



No.	Shareholder Code	Name of Shareholder/Authorized Person	Number of Shares	Number of Owned Shares	Number of Authorized Shares	Authorizing Shareholder Code	Authorizing Shareholder Name	Number of Authorized Shares	Entry Time
21	HT00071A	PHẠM BÁ TRUNG	100,030	0	100,030	HT00071	CÔNG ĐOÀN CÔNG TY CỔ PHẦN LOGISTICS VICEM	100,030	08:39:08 4/22/2026
22	HT00007A	VŨ THỊ ANH THƯ	2,350,012	0	2,350,012	HT00007	E.I. STURDZA FUNDS PUBLIC LIMITED COMPANY	2,350,000	08:42:31 4/22/2026
						HT07239	NIKKO AM ASEAN EQUITY FUND	2	08:42:31 4/22/2026
						HT06880	ACADIAN FRONTIER MARKETS EQUITY FUND	8	08:42:31 4/22/2026
						HT07211	INDOCHINA EQUITY MOTHER FUND	2	08:42:31 4/22/2026
23	HT00057	BÙI DUY THỤY	140,200	140,200	0				08:44:54 4/22/2026
24	HT00226	PHẠM THUY LAN ANH	26,000	26,000	0				08:45:09 4/22/2026

No.	Shareholder Code	Name of Shareholder/Authorized Person	Number of Shares	Number of Owned Shares	Number of Authorized Shares	Authorizing Shareholder Code	Authorizing Shareholder Name	Number of Authorized Shares	Entry Time
25	HT00090	DOANH NGHIỆP TƯ NHÂN THƯƠNG MẠI PHƯỚC VINH Đại diện: Dương Hoàng Cẩm Vân	76,560	76,560	0				08:45:39 4/22/2026
26	HT00030	PHẠM LƯU THÀNH LONG	260,000	260,000	0				08:46:59 4/22/2026
27	HT07468A	TRẦN THÁI DƯƠNG	1	0	1	HT07468	ĐỖ THẠCH LAM	1	08:49:05 4/22/2026
28	HT00005A	NGUYỄN THỊ THANH HƯƠNG	4,236,340	0	4,236,340	HT00005	QUỸ ĐẦU TƯ CÓ PHIẾU TIẾP CẬN THỊ TRƯỜNG VINACAPITAL	4,236,340	08:55:39 4/22/2026
29	HT07368A	NGUYỄN ĐĂNG QUỐC HUY	1	0	1	HT07368	LƯƠNG VĂN HOÀN	1	09:00:04 4/22/2026
30	HT03675	ĐỖ TIẾN ĐẠT	500	500	0				09:03:25 4/22/2026
31	HT02761A	LƯU PHƯƠNG THẢO	1,000	0	1,000	HT02761	ĐOÀN LỆ HẰNG	1,000	09:05:37 4/22/2026
32	HT07222	HỨA NGỌC SƠN	2	2	0				09:51:20 4/22/2026

