

No: **1963** /XMHM-TCKT

*Nghe An, April 24, 2026*

## ANNOUNCEMENT OF PERSONNEL CHANGES

To: Hanoi Stock Exchange

Pursuant to Resolution No. 02/2026/NQ-ĐHĐCĐ dated April 24, 2026 of the General Meeting of Shareholders of Vicem Hoang Mai Cement Joint Stock Company;

Pursuant to Minutes No. 45/BB-XMHM-HĐQT dated April 24, 2026 of the Board of Directors of Vicem Hoang Mai Cement Joint Stock Company.

We hereby respectfully announce the personnel changes of Vicem Hoang Mai Cement Joint Stock Company as follows:

### **1. Dismissal:**

*1.1. Mr. Le Dinh Thang*

Position no longer held: Chairman of the Board of Directors

Reason for dismissal: Assigned by Vietnam National Cement Corporation and appointed as Director of Vicem Gypsum Cement Joint Stock Company under Decision No. 2592/QĐ-VICEM dated December 29, 2025

Effective date: April 24, 2026

*1.2. Mr. Le Trung Kien*

Position no longer held: Member of the Board of Directors

Reason for dismissal: In implementation of the policy of Vietnam National Cement Corporation under Resolution No. 629/NQ-VICEM dated April 9, 2026 on personnel matters

Effective date: April 24, 2026

### **2. Appointment:**

*2.1. Mr. Nguyen Thanh Tung*

Previous position: None at the Company

Appointed position: Chairman of the Board of Directors

Term of appointment: 2023 - 2028 tenure

Effective date: April 24, 2026

*2.2. Mr. Nguyen Minh Duc*

Previous position: None at the Company

Appointed position: Member of the Board of Directors

Term of appointment: 2023 - 2028 tenure

Effective date: April 24, 2026

This information was published on the Company's website on April 24, 2026 at the following link: <https://ximanghoangmai.vn/quan-he-co-dong>.

We hereby certify that the information provided is true and correct and we bear full responsibility before the law for the content of the disclosed information./.

**Recipients:**

- As above;
- Board of Directors; Board of Management;
- Supervisory Board;
- Company website;
- File: Office, Finance & Accounting.

**\*) Attached documents:**

- Resolution No. 02/2026/NQ-ĐHĐCĐ dated April 24, 2026;
- Minutes No. 45/BB-XMHM-HĐQT dated April 24, 2026.

**PERSON AUTHORIZED TO  
DISCLOSE INFORMATION  
CHIEF ACCOUNTANT**



**Tran Van Duc**





VIET NAM NATIONAL CEMENT  
CORPORATION  
VICEM HOANG MAI CEMENT JSC

Số: 02 /2026/NQ-ĐHĐCĐ

SOCIALIST REPUBLIC OF VIET NAM  
Independence - Freedom - Happiness

Nghe An, April 24, 2026

## RESOLUTION

### 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS VICEM HOANG MAI CEMENT JOINT STOCK COMPANY

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

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

*Pursuant to Minutes No. 01/2026/BB-ĐHĐCĐ of the 2026 Annual General Meeting of Shareholders of Vicem Hoang Mai Cement Joint Stock Company dated April 24, 2026.*

The 2026 Annual General Meeting of Shareholders of Vicem Hoang Mai Cement Joint Stock Company was held from 08:30 a.m. to 11:30 a.m., **April 24, 2026**, at the Head Office of Vicem Hoang Mai Cement Joint Stock Company – Tan Tien Block, Hoang Mai Ward, Nghe An Province, Vietnam.

After nearly three hours of continuous working with a high sense of responsibility, the 2026 Annual General Meeting of Shareholders focused on hearing and discussing the main documents of the Meeting and reached consensus on the contents presented.

## RESOLUTES:

**Article 1.** Approval of the Report on the activities of the Board of Directors (BOD) in 2025 and the operational plan for 2026 (detailed report attached to the Meeting documents).

**Article 2.** Approval of the Report of the Independent Member of the Board of Directors for 2025 (detailed report attached to the Meeting documents).

**Article 3.** Approval of the Report on production and business results & construction investment in 2025, and the production and business plan & construction investment plan for 2026 of the Company, as follows:

1. Results of the implementation of key targets in 2025 are as follows:

a) Business performance results for 2025:

No	Target	Unit	Actual in 2025
1	Production volume		
	- Clinker	Ton	1,332,031
	- Cement (including processing)	Ton	1,522,495

No	Target	Unit	Actual in 2025
2	Consumption volume	Ton	1,863,031
	- Clinker	Ton	343,500
	- Cement <i>(including processing)</i>	Ton	1,519,531
3	Total revenue	Million dong	1,695,925
4	Profit before tax	Million dong	23,320
+	Profit before tax <i>(excluding foreign exchange differences)</i>	Million dong	23,625
5	Profit after tax	Million dong	23,320
+	Profit after tax <i>(excluding foreign exchange differences)</i>	Million dong	23,625
6	Return on equity (ROE) – excluding foreign exchange differences	%	2.45
7	Dividend payout ratio	%	0
8	State budget contributions	Million dong	42,902
9	Total payroll fund	Million dong	151,058
10	Average number of employees	person	688

- Results of construction investment implementation in 2025

+ Value of work performed: VND 216,376 million

+ Disbursement value: VND 110,669 million

2. Production and business plan and construction investment plan for 2026, the Company proposes the key targets for the 2026 plan as follows:

a) Production and business plan for 2026:

No	Target	Unit	Plan for 2026
1	Production volume		
1.1	Clinker	Ton	1,358,710
1.2	Cement <i>(including processing)</i>	Ton	1,636,000
2	Consumption volume	Ton	1,866,000
2.1	Clinker	Ton	230,000
2.2	Cement <i>(including processing)</i>	Ton	1,636,000
3	Total revenue	Million dong	1,627,016
4	Profit before tax <i>(excluding foreign exchange differences)</i>	Million dong	27,280
5	Profit after tax <i>(excluding foreign exchange differences)</i>	Million dong	27,280



No	Target	Unit	Plan for 2026
6	Return on equity (ROE) – excluding foreign exchange differences	%	2.83
7	Dividend payout ratio	%	0
8	State budget contributions	Million dong	56,221
9	Total payroll fund	Million dong	153,000
10	Average number of employees	Person	700

b) Construction investment plan for 2026:

+ Planned value work volume: VND 66,367 million.

+ Planned disbursement value: VND 140,907 million.

**Article 4.** Approval of the Audited Financial Statements for 2025 (detailed proposal attached to the Meeting documents).

**Article 5.** Approval of the Proposal on the distribution plan of after-tax profit for 2025 (detailed proposal attached to the Meeting documents).

**Article 6.** Approval of the Proposal on the payment of remuneration to the Board of Directors, the Supervisory Board, and the Company Secretary for 2025, and the payment plan for 2026.

Details of the remuneration/payment plan for 2026 are as follows:

- For the Board of Directors, members of the Supervisory Board, the Person in charge of Corporate Governance, and the Company Secretary:

No	Position	Unit	Remuneration level
1	Chairman of the Board of Directors	VND/person/month	8,000,000
2	Member of the Board of Directors	VND/person/month	6,000,000
3	Member of the Supervisory Board (SB), Person in charge of Corporate Governance, Company Secretary	VND/person/month	4,000,000

- In cases where an individual concurrently holds multiple positions, the Company shall pay remuneration based on the position with the higher remuneration level.

- For the Head of the Supervisory Board working on a full-time basis at the Company: Remuneration shall be paid in accordance with the Company's prevailing salary regulations.

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**Article 7.** Approval of the Report on the activities of the Supervisory Board in 2025 and the orientations for 2026 (*detailed report attached to the Meeting documents*).

**Article 8.** Approval of the Proposal on the selection of the auditing firm for the 2026 Financial Statements in accordance with the Proposal of the Supervisory Board, specifically:

Approve the list of independent auditing firms and authorized the Board of Directors to select an independent auditing firm to audit the 2026 Financial Statements from the following list:

1. Deloitte Vietnam Company Limited (Deloitte);
2. Ernst & Young Vietnam Company Limited (EY);
3. PricewaterhouseCoopers (Vietnam) Limited (PwC);
4. KPMG Vietnam Company Limited;
5. VACO Auditing Company Limited (VACO);
6. AASC Auditing Firm Company Limited (AASC).

**Article 9.** Approval of the Proposal on amendments and supplements to the Charter of Organization and Operation of Vicem Hoang Mai Cement Joint Stock Company (*detailed proposal attached to the Meeting documents*).

**Article 10.** Approval of the Proposal on amendments and supplements to the Internal Regulations on Corporate Governance (*detailed proposal attached to the Meeting documents*).

**Article 11.** Approval of the Proposal on the dismissal and election of additional members of the Board of Directors for the 2023–2028 term.

1. Approval of the dismissal of Mr. Le Trung Kien and Mr. Le Dinh Thang from their positions as members of the Board of Directors for the 2023–2028 term.
2. Approval of the number of additional members of the Board of Directors to be elected: 02 members.

**Article 12.** Approval of the list of nominees for the election of additional members of the Board of Directors for the 2023–2028 term.

- Mr. Nguyen Thanh Tung – Deputy General Director, Vietnam National Cement Corporation;
- Mr. Nguyen Minh Duc – Deputy Head of Inspection and Legal Department, Vietnam National Cement Corporation.

**Article 13.** Approval of the Election Regulations for additional members of the Board of Directors of the Company for the 2023–2028 term.

**Article 14.** Approval of the results of the election of additional members of the Board of Directors of the Company for the 2023–2028 term.



1. Results of the election of members of the Board of Directors for the 2023–2028 term:

No	Full name	Position to be elected	Results (number of votes received)	Percentage of the total voting shares represented at the Meeting (%)
1	Nguyen Minh Duc	Member of BoD	53,880,256	99.96
2	Nguyen Thanh Tung	Member of BoD	53,908,176	100.01

Mr. Nguyen Minh Duc and Mr. Nguyen Thanh Tung were elected as members of the Board of Directors of Vicem Hoang Mai Cement Joint Stock Company for the 2023–2028 term.

**Article 15.** Implementation provisions

1. This Resolution has been approved by the General Meeting of Shareholders of Vicem Hoang Mai Cement Joint Stock Company at the 2026 Annual General Meeting of Shareholders, with a total of 53,902,584 shares present and voting in favor at the time of voting, representing 100% of the total voting shares present at the Meeting. This Resolution takes effect from April 24, 2026.

2. The General Meeting of Shareholders assigns the Board of Directors of the Company to direct and organize the implementation of the contents approved by the shareholders at the Meeting.

3. Members of the Board of Directors, the Supervisory Board, the Executive Management, and all shareholders of Vicem Hoang Mai Cement Joint Stock Company shall be responsible for implementing this Resolution and organizing its execution within their respective authority, in accordance with the provisions of law and the Charter of Vicem Hoang Mai Cement Joint Stock Company.

**Recipients:**

- Hanoi Stock Exchange (for reporting);
- Members' Council and General Director of VICEM (for reporting);
- Members of the BoD, Company's Supervisory Board;
- Standing Committee of the Party Committee, Board of General Directors, and Trade Union of the Company;
- Shareholders (via the Company's website);
- Relevant authorities and organizations;
- Subordinate units of the Company;
- Archives: Administration Office, BoD, Meeting records.

**ON BEHALF OF THE GENERAL  
MEETING OF SHAREHOLDERS**

**CHAIRMAN OF THE MEETING**

**Le Trung Kien**



No: 45/BB-XMHM-HĐQT

*Nghệ An, April 24, 2026*

**MINUTES OF THE BOARD OF DIRECTORS' MEETING**

**Vicem Hoang Mai Cement Joint Stock Company Meeting dated April 24, 2026**

Regarding the election of the Chairman of the Board of Directors for the term 2023–2028

Company name: VICEM HOANG MAI CEMENT JOINT STOCK COMPANY

Ticker symbol: HOM

Head office: Tan Tien Block, Hoang Mai Ward, Nghe An Province, Vietnam

Enterprise Registration Certificate No.: 2900329295, first issued by the Department of Planning and Investment of Nghe An Province on April 1, 2008; 11th amendment dated April 3, 2024

**TIME AND VENUE OF THE MEETING**

- Time: 11:00 AM, April 24, 2026

- Venue: Head Office of Vicem Hoang Mai Cement Joint Stock Company – Tan Tien Block, Hoang Mai Ward, Nghe An Province, Vietnam

**ATTENDEES**

Mr. Nguyen Thanh Tung – Member of the Board of Directors – Chairman of the Meeting

Mr. Nguyen Dinh Dung – Member of the Board of Directors

Mr. Nguyen Ngoc Tinh – Member of the Board of Directors

Mr. Dau Duc Son – Member of the Board of Directors

Meeting Secretary: Mr. Nguyen Van Tuan – Company Secretary

**A. PURPOSE AND AGENDA**

The Board of Directors convened the meeting to elect the Chairman of the Board of Directors for the term 2023–2028.

**B. CONTENTS**

1. Under the chairmanship of Mr. Nguyen Thanh Tung – Member of the Board of Directors, representative managing the capital of Vietnam Cement Industry Corporation (VICEM) at Vicem Hoang Mai Cement Joint Stock Company, directly managing capital amounting to VND 212,544,720,000, representing 28.43% of the Company's charter capital.

2. The meeting discussed and considered the election of the Chairman of the Board of Directors for the term 2023–2028.

3. Based on applicable laws and the Company's Charter, all attending members unanimously agreed to nominate Mr. Nguyen Thanh Tung – Member of the Board of Directors, Deputy General Director of Vietnam Cement Industry Corporation, for election as Chairman of the Board of Directors for the term 2023–2028.



4. The meeting conducted a secret ballot with the following results:

Total ballots issued: 04 ballots

Total ballots collected: 04 ballots

Valid ballots: 04 ballots

Invalid ballots: 0 ballots

No.	Full name	Votes in favor		Số phiếu không đồng ý bỏ nhiệm	
		Total	Rate	Total	Tỷ lệ
1	Nguyễn Thanh Tùng	04/04	100%	0	0%

### C. CONCLUSION

The Board of Directors of Vicem Hoang Mai Cement Joint Stock Company unanimously elected Mr. Nguyen Thanh Tung – Member of the Board of Directors, Deputy General Director of Vietnam Cement Industry Corporation, as Chairman of the Board of Directors of Vicem Hoang Mai Cement Joint Stock Company for the term 2023–2028, effective from April 24, 2026.

The Minutes of the Board of Directors' Meeting were reviewed and unanimously approved by all attending members of the Board of Directors.

The meeting adjourned at 11:10 AM on the same day.

**MEETING SECRETARY**

**CHAIRMAN OF THE MEETING**

**Nguyen Van Tuan**

**Nguyen Thanh Tung**

### ATTENDING MEMBERS OF THE BOARD OF DIRECTORS

**Member of the BOD**

**Member of the BOD**

**Member of the BOD**

**Nguyen Dinh Dung**

**Nguyen Ngoc Tinh**

**Dau Duc Son**