

Hanoi, day 29 month 01 year 2026

No.: 128/NQ-HĐQT

RESOLUTION

Regarding the organization of the Annual General Meeting of Shareholders in 2026

**BOARD OF DIRECTORS OF
VICEM ENERGY AND ENVIRONMENT JOINT STOCK COMPANY**

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

Pursuant to the Charter on Organization and Operation of Vicem Energy and Environment Joint Stock Company (the "Company");

Pursuant to the Proposal No. 104/NL&MT-PC&QHCD dated January 22, 2025, of the General Director regarding the organization of the 2026 Annual General Meeting of Shareholders;

Pursuant to the voting results of the Board of Directors' members (Opinion Polls attached to Document No. 113/PLYK-HĐQT dated January 26, 2026, issued by the Chairman of the Board of Directors).

RESOLVES:

Article 1. Agree on the plan to organize the Annual General Meeting of Shareholders in 2026 as follows:

1. Time:

- Date of the General Meeting: Expected on 08/4/2026.
- Last registration date to close the list of shareholders entitled to attend): Expected on March 09, 2026.

2. Venue: Company Hall - 21B Cat Linh, O Cho Dua Ward, Hanoi City.

3. Agenda of the Annual General Meeting of Shareholders:

- To approve the Working Regulations of the 2026 Annual General Meeting of Shareholders (AGM) of Vicem Energy and Environment Joint Stock Company;
- To approve the Report on the Board of Directors' activities in 2025 and the operational plan for 2026;
- To approve the Report on the Supervisory Board's activities in 2025 and the operational plan for 2026;
- To approve the Report on 2025 business performance results and the 2026 business plan;
- To approve the 2025 Audited Financial Statements;



- To approve the 2025 Profit Distribution Plan;
- To approve the Report on Remuneration for the Board of Directors and the Supervisory Board in 2025 and the Remuneration Plan for 2026;
- To approve the list of related persons and related interests in 2025;
- To approve the dismissal and election of members of the Board of Directors and the Supervisory Board for the 2026-2031 term;
- To approve other matters within the authority of the General Meeting of Shareholders.
- To approve the list of related persons and related interests in 2025;
- To approve the dismissal and election of members of the Board of Directors and the Supervisory Board for the 2026-2031 term;
- To approve other matters within the authority of the General Meeting of Shareholders.

4. Organization and Implementation:

The Board of Directors (BOD) shall establish the 2026 AGM Organizing Committee and the Shareholder Eligibility Verification Subcommittee to assist the BOD in organizing the AGM.

a) AGM Organizing Committee:

- The Organizing Committee is responsible for the preparation and organization of the Meeting, specifically::
 - + Preparing documents for submission to the BOD for review and approval;
 - + Consolidating and printing documents for the Meeting;
 - + Disclosing information related to the Meeting in accordance with regulations;
 - + Sending invitations to delegates as requested by the BOD; sending invitations to shareholders based on the consolidated list of securities holders entitled to vote provided by VSD;
 - + Consolidating proxy authorizations and confirming attendance;
 - + Synthesizing shareholders' opinions to propose to the Meeting;
 - + Proposing the list of the Vote Counting Committee and the Meeting Secretariat to the Chairperson;
 - + Arranging hall decoration, equipment, and logistics for the Meeting;
 - + Ensuring security and order before, during, and after the Meeting.
- The Organizing Committee shall assign specific tasks to its members and is authorized to mobilize Company personnel to complete assigned duties.
- The Organizing Committee reports directly to the Board of Directors and shall dissolve upon the successful conclusion of the Meeting.

b) Shareholder Eligibility Verification Subcommittee:

- The Subcommittee is responsible for:

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+ Verifying the eligibility of shareholders or authorized representatives attending the meeting, determining validity in accordance with the Law, and cross-checking with the list of shareholders entitled to attend;

+ Distributing Meeting documents, Voting Cards, and Ballots (if any) to shareholders or authorized representatives;

+ Reporting to the Meeting and taking responsibility for the verification results before the official commencement of the Meeting.

- The Subcommittee reports directly to the Head of the Organizing Committee and shall dissolve upon the successful conclusion of the Meeting.

5. Guests:

- Board of Members of Vietnam Cement Industry Corporation.

- Board of General Directors of Vietnam Cement Industry Corporation.

- An Viet Auditing Company Limited.

- Other participants as requested by the Board of Directors and the Board of General Directors.

To ensure the 2026 AGM is organized in compliance with the prescribed timeline, the BOD assigns the Board Member - General Director of the Company to sign decisions on establishing the 2026 AGM Organizing Committee, the Shareholder Eligibility Verification Subcommittee, and to handle other tasks related to the organization of the 2026 AGM.

Article 2. This Resolution takes effect from the date of signing.

Members of the Board of Directors, the General Director, relevant units, and individuals are responsible for the implementation of this Resolution./.

Recipients:

- As per Article 2;
- BOM, BOS;
- Legal & Shareholder Relations Dept;
- Archived: Clerical Office, BOD.

Dr

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



Nguyễn Thị Kim Chi