



PROGRAMME
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

- **Time:** 13:00 on April 10, 2026.
- **Location:** Meeting hall of Hoang Mai Stone Joint Stock Company, Tan Thanh block, Hoang Mai ward, Nghe An province.

Time	Content	Perform
13:30-15:30	<ul style="list-style-type: none"> - Welcoming invited guests and shareholders. - Statistics on the number of shareholders and shares attending the General Meeting. - Stabilize the organization and announce that the conditions are met to proceed with the Congress. 	Mr. Nguyen Van Hieu Organizing Committee
	<ul style="list-style-type: none"> - Flag ceremony, opening remarks, introduction of delegates and shareholders attending the General Meeting. - Introducing the Chairperson of the Congress – Ms. Vu Thi Hai Yen 	Mr. Nguyen Van Hieu Organizing Committee
	<ul style="list-style-type: none"> - The chairman appoints the secretary of the Congress. - Through the program, content, and working regulations of the Congress. 	Chairman of the Congress: Ms. Vu Thi Hai Yen
	<ul style="list-style-type: none"> - Report on business performance in 2025 and business plan for 2026. 	Mr. Nguyen Duy Anh, Member of the Board of Directors, Director
	<ul style="list-style-type: none"> - Report on the Board of Directors' performance in 2025 and the Board of Directors' operational plan for 2026. 	Chairman of the Board: Ms. Vu Thi Hai Yen
	<ul style="list-style-type: none"> - Audited financial statements for 2025; Profit distribution plan for 2026; Working capital plan for 2026. - Proposal regarding the remuneration levels for members of the Board of Directors and Supervisory Board in 2025; and the plan for 2026. 	Mr. Nguyen Trong Thanh: Chief Accountant



	- Proposal regarding the selection of an independent auditing firm to audit the 2026 financial statements.	
	- Report on the activities of the Supervisory Board in 2025 and the activity plan for 2026	Head of the Supervisory Board
	- The congress held discussions.	Chairman of the Congress: Ms. Vu Thi Hai Yen
	- The congress voted to approve the report and the presentation.	Chairman of the Congress: Ms. Vu Thi Hai Yen
13:30-15:30	- Proposal to amend the charter and elect additional members to the Board of Directors and Supervisory Board for the term 2026-2031	Mr. Nguyen Van Hieu Organizing Committee
	Election of additional members to the Board of Directors and Supervisory Board. - Through the election regulations - Through the list of candidates for the Board of Directors and Supervisory Board - Voting for the by-election of additional members of the Board of Directors and Supervisory Board.	Chairman of the Congress: Ms. Vu Thi Hai Yen
	- Break	
	- Announcing the results of the election for the Board of Directors and Supervisory Board.	Board of Examiners
	- Present the 'Draft' minutes of the meeting.	Congress Secretary
	- Voting to approve the minutes of the meeting	Chairman of the Congress: Ms. Vu Thi Hai Yen
	- Closing of the congress	Organizing Committee



ORGANIZING COMMITTEE



**JOINT STOCK
COMPANY
HOANG MAI STONE**
Number: 01 /2026/TB-HĐQT

SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Nghe An, March 19, 2026

**NOTIFICATION
ORGANIZING THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Shareholders of Hoang Mai Stone Joint Stock Company,

The Board of Directors of Hoang Mai Stone Joint Stock Company (**HMR**) respectfully announces and invites shareholders to attend the Annual General Meeting of Shareholders 2026 as follows:

- Company name : **HOANG MAI STONE JOINT STOCK COMPANY**
- Stock ticker symbol : **HMR**
- Type of security : Common stock
- Par value : 10,000 VND/share
- List : Company shareholders as of March 18, 2026
- Time : From 1:00 PM to 3:30 PM on April 10, 2026 (guests welcome from 12:45 PM)
- Location : Meeting hall of Hoang Mai Stone Joint Stock Company, Tan Thanh block, Hoang Mai ward, Nghe An province.
- Content : Published on the company website <https://rcchoangmai.vn/>
- Document : Posted on the company website <https://rcchoangmai.vn/>

To ensure their rights are protected, shareholders are kindly requested to attend the meeting fully and on time. Shareholders who cannot attend the meeting may authorize another person to attend on their behalf or authorize the Company's Board of Directors.

For your convenience in arranging, organizing, and receiving attendees, please confirm your attendance at the General Meeting with us by phone, mail, email, or fax of your proxy form before **5 PM on April 9, 2026**.

- Phone: 02383 664 260
- Email: **hm.nc@rccgroup.vn**
- Fax: 02383 664 136
- Zalo/SMS: 0915.047.957 (message content: Shareholder's name, ID card/Passport number, content, authorization)

When attending the General Meeting, shareholders or authorized representatives are kindly requested to bring their Citizen Identification Card/Passport and a letter of authorization if applicable.

Note:

✓ This notice serves as an invitation.

✓ Contact information for the organizing committee: Mr. Hieu (phone number 0915.047.957)

**TM. BOARD OF DIRECTORS
CHAIRPERSON**

Vu Thi Hai Yen

DỰ THẢO

WORKING REGULATIONS

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

HOANG MAI STONE JOINT STOCK COMPANY

Điều 1. Legal basis

1. The Enterprise Law No. 59/2020/QH14 was passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
2. Hoang Mai Stone Joint Stock Company .

Điều 2. Purpose, scope of regulation, and subjects of application

These regulations are established to ensure the principles of transparency, fairness, and democracy, and to facilitate the organization and conduct of the General Meeting of Shareholders.

Điều 3. Principles of elections:

1. Comply with the laws and practices in Vietnam;
2. Comply with the Charter and conform to these Regulations;
3. Transparency, democracy, and the legitimate rights of all shareholders.

Điều 4. Explanation of terms and abbreviations

1. "Articles of Association": refers to the regulations governing the organization and operation of the company;
2. "General Meeting of Shareholders": General Meeting of Shareholders
3. "Board of Directors" refers to the Board of Management of the Corporation;
4. "CTHĐQT" means Chairman of the Board of Directors.

Điều 5. Order of the General Meeting of Shareholders

1. Shareholders entering the meeting room must sit in the designated seats or areas specified by the meeting organizers. They must comply with the seating arrangements made by the organizers.
2. No private conversations or use of mobile phones during the Congress. All mobile phones must be switched off or silenced.
3. Shareholders/shareholder representatives are responsible for attending the General Meeting of Shareholders from the beginning to the end of the meeting. If any shareholder/shareholder representative is unable to leave the meeting before the end due to unforeseen circumstances, they must contact the Organizing Committee to inform them and submit their ballot along with their voting opinions on the issues to be voted on at the meeting. If a shareholder/shareholder representative leaves the meeting before the end without notifying the Organizing Committee, they will be considered to have "no opinion" on all issues to be voted on.

Điều 6. Voting on issues at the General Shareholders' Meeting

1. Principle:

a) All matters on the General Meeting's agenda must be approved by direct voting at the meeting. Each shareholder is issued a Voting Ballot, which includes their Registration Number and the number of voting shares they are entitled to (owned and authorized). The Voting Ballot bears the company's seal.

b) For matters where shareholders or their authorized representatives have vested interests that are not covered by the shareholder rights stipulated in the company's charter, they shall not participate in the voting. The number of votes held by shareholders attending the meeting and the number of votes held by their authorized representatives shall not be counted towards the total number of votes cast for the matter on which shareholders or their authorized representatives have vested interests and whose opinions are being sought.

2. Voting method

a) Direct voting at the Congress

– Shareholders vote (*in favor, against, or abstain*) on an issue by casting their vote directly at the General Meeting.

– When voting on an issue presented by the General Meeting, shareholders who agree to the resolution raise their ballots, and a member of the Election and Counting Committee records the vote.

– Similarly, following the Chairman's instructions, shareholders *who disagree or have no opinion* will have their votes counted in turn.

b) Voting is conducted by sending ballots via mail, fax, or email.

– Shareholders vote (*in favor, against, or abstain*) on an issue by marking their vote on the Voting Form according to the instructions included with the Meeting Invitation and sending it to the company headquarters, ensuring that the Organizing Committee receives it before the ballot box is sealed for counting.

– For items included in the General Meeting agenda at the meeting and approved by the General Meeting of Shareholders, shareholders who send their ballots by mail will not participate in the voting, and the votes of shareholders who send ballots by mail will not be counted towards the total number of votes cast at the General Meeting.

– Ballots that arrive at the Organizing Committee after the ballot box has been sealed will not be counted.

3. Voting rules

a) Each share owned or represented corresponds to one voting unit.

b) Decisions of the General Meeting of Shareholders are adopted at the meeting when approved by shareholders representing 50% or more of the total voting rights of all shareholders attending and voting at the meeting, except for decisions stipulated in clause c, paragraph 3 of this article.

c) Decisions of the General Meeting of Shareholders concerning amendments and additions to the Articles of Association, types of shares and number of shares offered, changes to the company's management structure, changes to business lines and fields, reorganization, dissolution of the company, transactions for the purchase and sale of assets of the Company or its branches with a value of [35%] or more [or other percentage, other smaller value as stipulated in the company's Articles of Association] of the total value of the Company's assets as per the most recent audited financial statements are approved when [65%] or more of the total number of votes of shareholders with voting rights present in person or through authorized representatives present at the General Meeting of Shareholders.

Điều 7. Remarks at the General Shareholders' Meeting

1. Principle

Shareholders attending the General Meeting who wish to speak should register their speeches using the Speech Registration Form (if available) provided by the Organizing Committee, or raise their Voting Ballot to request to speak and obtain the Chairman's approval. The Speech Registration Form will be distributed to each shareholder upon arrival at the General Meeting. Shareholders should submit their Speech Registration Forms to the General Meeting Secretariat during the meeting or during breaks. To ensure order during discussions, shareholders who register to speak using the Registration Form will be given priority to speak first, followed by shareholders who raise their Voting Ballots, as arranged by the Chairman.

2. Way of speaking

Điều 8. Shareholders should speak concisely and focus on the key issues to be discussed, in accordance with the approved agenda of the General Meeting. The Chairperson will arrange for shareholders to speak in the order of registration and will answer any questions they may have. The Chairperson has the right to remind or request shareholders to focus on the key issues to be discussed in order to save time and ensure the quality of the discussion. **Rights and responsibilities of the Chairperson**

1. The presiding officer conducted the congress in accordance with the agenda and the rules and regulations approved by the Congress. The presiding officer worked according to the principle of democratic centralism and made decisions by majority vote.

2. Instructions for the Congress to discuss and vote on issues within the Congress's agenda and related matters throughout the Congress.

3. The chairperson has the right to take necessary measures to conduct the meeting in a reasonable, orderly manner, in accordance with the approved agenda, and reflecting the wishes of the majority of attendees.

4. The chairperson has the right to:

a) Require all meeting attendees to undergo security checks or other security measures;

b) Request the competent authority to maintain order at the meeting; expel those who do not comply with the chairman's authority, intentionally disrupt order, hinder the

normal progress of the meeting, or fail to comply with security checks from the General Shareholders' Meeting.

c) The chairperson has the right to postpone the General Meeting of Shareholders, even if the required number of registered attendees has been reached, to a later date or change the meeting location in the following cases:

- The meeting venue does not have enough convenient seating for all attendees;
- Some attendees engaged in disruptive behavior, causing disorder and potentially preventing the meeting from being conducted fairly and legally;

d) The maximum postponement period shall not exceed 3 days from the date the meeting was scheduled to begin;

5. Address other issues that arise throughout the Congress.

Điều 9. RESPONSIBILITIES OF THE SECRETARIAT

1. Record fully and truthfully the entire proceedings of the general meeting and the issues that were approved or raised by shareholders at the meeting.

2. Draft the minutes of the Congress meeting and the resolutions on the issues adopted at the Congress.

Điều 10. RESPONSIBILITIES OF THE VOTE COUNTING AND ELECTION COMMITTEE

1. Counting the votes:

a) Determine the results of the shareholders' vote on the issues approved at the General Meeting;

b) Promptly inform the Secretariat of the voting results;

c) Organize the vote counting, prepare the vote counting report, and announce the voting results of the General Meeting of Shareholders;

d) Collect the ballot papers before shareholders leave the meeting venue;

e) Hand over the ballot papers to the Organizing Committee for safekeeping as per regulations;

f) Review and report to the Congress on cases of violations of election regulations or complaints regarding elections;

2. Counting the election votes

a) Review and publish the list of candidates;

b) Disseminate the election regulations and instructions on how to vote to shareholders;

c) Distribute and collect ballots;

d) Inspect and monitor the voting process of shareholders and shareholder representatives;

e) Conduct the vote count, prepare the vote count report, and announce the vote count results to the General Meeting of Shareholders;

f) Hand over the vote counting minutes and all ballot papers to the Congress Secretary;



Điều 11. Minutes of the General Shareholders' Meeting

All proceedings at the Shareholders' Meeting must be recorded by the Meeting Secretary in the Minutes of the Shareholders' Meeting as prescribed. The Minutes of the Shareholders' Meeting must be read and approved before the meeting adjourns.

2026 Annual General Meeting of Shareholders of Hoang Mai Stone Joint Stock Company .

We respectfully submit this to the Congress for consideration and approval.

Best regards ./.

**TM. BOARD OF DIRECTORS
CHAIRPERSON**

Vu Thi Hai Yen



Hoang Mai, April 10, 2026

REPORT

RESULTS OF BUSINESS OPERATIONS IN 2025 BUSINESS OPERATIONAL PLAN FOR 2026

- Dear Shareholders!

On behalf of the Board of Directors, I would like to report on the business performance results for 2025 and the business plan for 2026 of Hoang Mai Stone Joint Stock Company.

PART ONE

RESULTS OF PRODUCTION AND BUSINESS ACTIVITIES IN 2025

A. CHARACTERISTICS OF THE SITUATION

In recent years, the development of transportation infrastructure has been identified as one of the key tasks to promote economic growth and enhance national competitiveness. In particular, railway infrastructure plays a crucial role in transporting large volumes of goods and passengers at reasonable costs, with high safety standards and in an environmentally friendly manner.

However, Vietnam's current railway system still has many limitations. The majority of railway lines were built a long time ago, the infrastructure is dilapidated, operating speeds are low, and connectivity with other modes of transport is limited. In response to this situation, the government has been implementing numerous investment programs to upgrade and modernize the national railway network.

In the coming period, the State plans to implement many large-scale projects to develop the railway system, most notably the North-South High-Speed Railway project with a length of approximately 1,541 km and a total estimated investment of tens of billions of USD. In addition, the Lao Cai – Hanoi – Hai Phong railway project is also being implemented to strengthen logistics connectivity between

Vietnam and China. These projects are expected to create significant momentum for the development of the railway industry in the coming period.

In this context, businesses operating in the construction and railway engineering sector, especially railway bridge projects, will have many opportunities to participate in large-scale investment projects. Seizing this opportunity, Hoang Mai Stone Joint Stock Company has proactively prepared resources and implemented production and construction tasks from the outset.

For contracts awarded by Vietnam Railway Construction Corporation, such as Package No. 03 – Long Bien Bridge pedestrian walkway and Thanh Mai Bridge construction package under the Cho Moi – Bac Kan Expressway project, Hoang Mai Stone Joint Stock Company has proactively and actively mobilized all resources to implement construction, completing the items on schedule and ensuring the quality of the works.

In addition, the company is actively seeking and expanding its projects to create more jobs for workers and enhance its construction capacity, notably projects such as bridges 3.1 and 1.3 at the Ba Na Hills tourist area.

In particular, 2025 marks a significant turning point for the company as it collaborates with Fecon Raito to establish a joint venture to produce 365,000 prestressed concrete sleepers for the North-South Commuter Railway line in the Philippines. Exporting prestressed concrete sleepers to the international market is a major milestone, demonstrating the capabilities of Vietnamese businesses in mastering advanced production technology and meeting the stringent technical standards of international railway projects.

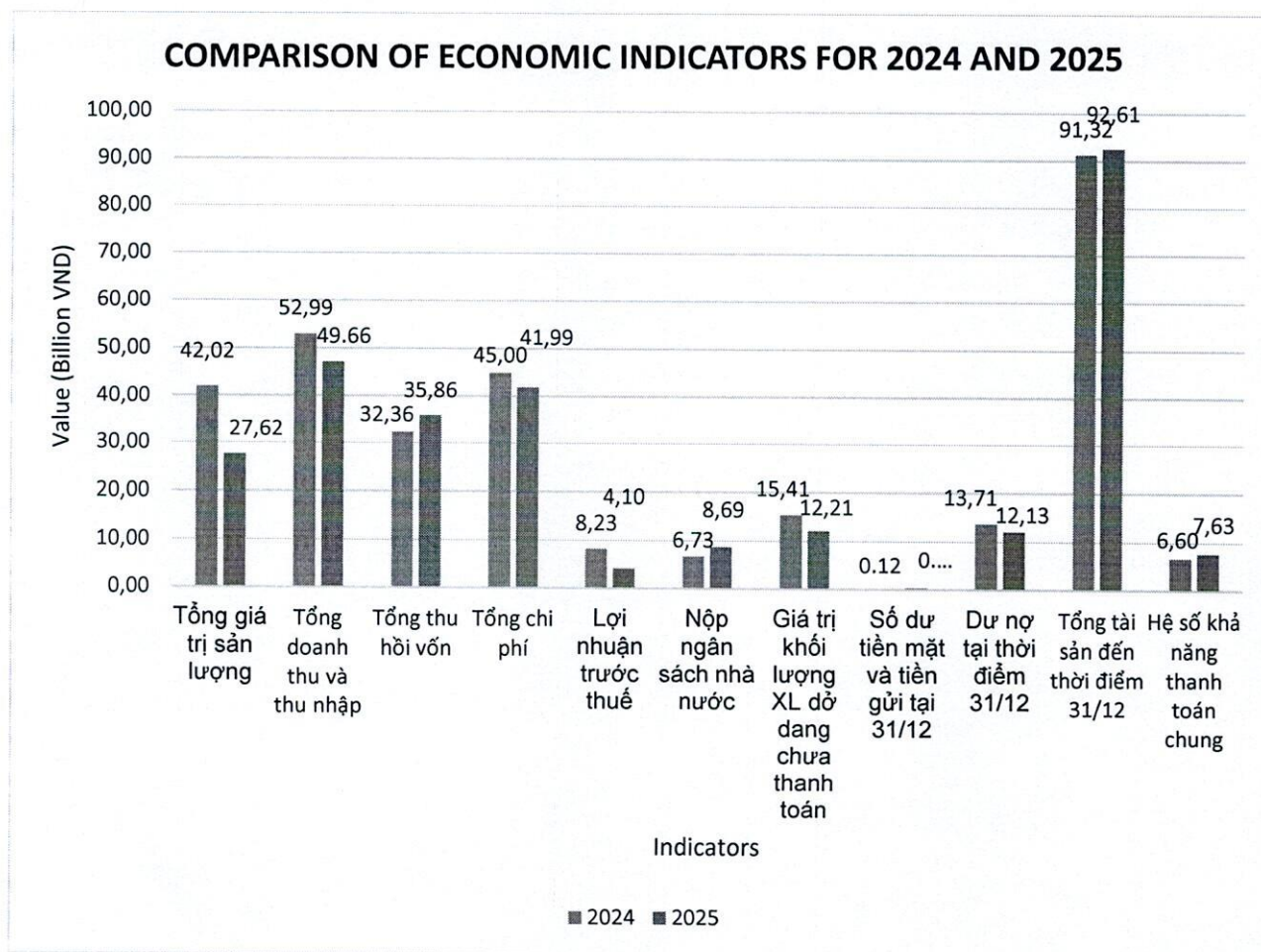
Under the close leadership and guidance of the Board of Directors and the Company's Executive Board, along with the attention and support of the leadership of Vietnam Railway Construction Corporation, Hoang Mai Stone Joint Stock Company has basically successfully completed several production and business targets for 2025. At the same time, the livelihoods and incomes of

employees have been ensured, creating a solid foundation for the Company's stable development in the coming years.

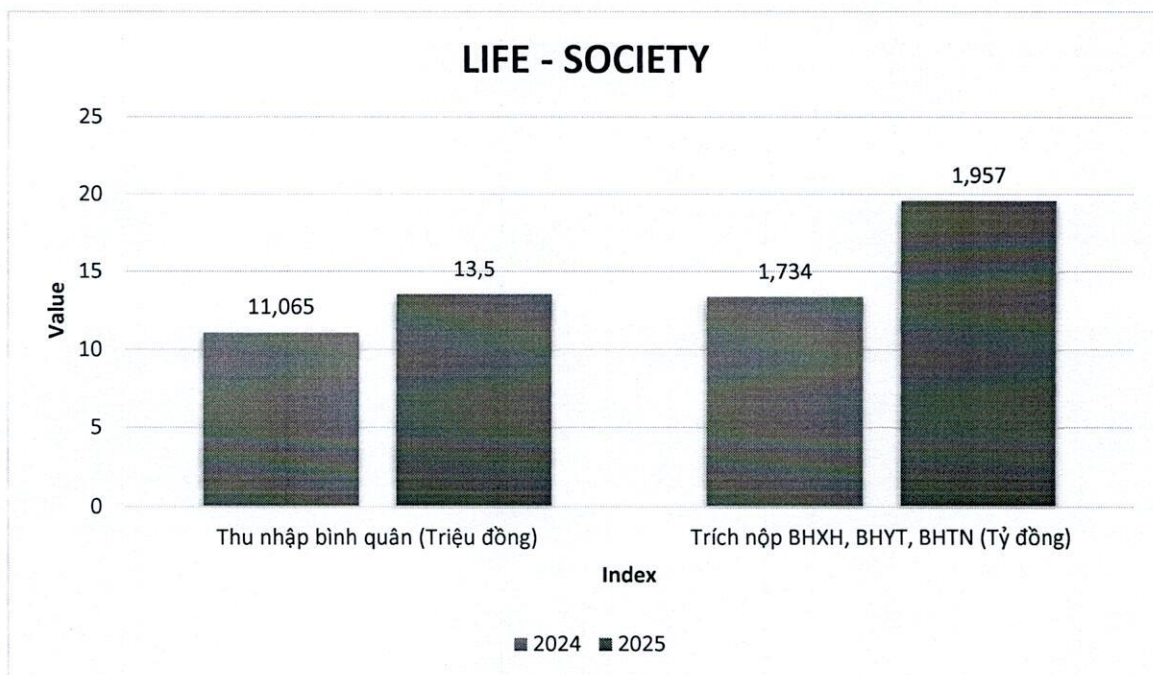
B. BUSINESS PERFORMANCE RESULTS FOR 2025

By 2025, we had achieved the following results:

1. Economic indicators:



2. Social and living standards



3. Investment in fixed assets

- Total investment cost for machinery and equipment in 2025: 0 billion VND.

4. Business management aspects

a) Planning, engineering, technology, and quality control

- Maintain and develop relationships with Railway Management Companies to participate in bidding and sign contracts for the consumption of 2.5x5cm crushed stone and TN1 prestressed concrete sleepers;
 - Contracts were signed and construction work was carried out on Bridge 3.1 and 1.3 at Ba Na Hills, with a value of 5.02/5.80 billion VND;
 - Contract signing and construction work completed: Repair of pedestrian walkways on Long Bien Bridge, with a value of 9.62/11.13 billion VND;
 - Contract signed and construction work carried out for Thanh Mai Bridge, with a value of 4.22/19.22 billion VND.

b) Organizational work

- Complete and strictly implement regulations in production and business operations.
 - The total number of employees in the company as of December 31, 2025 is: 56 people

c) Materials and equipment procurement

- Purchase technical supplies in a timely manner to support production.
- Ensure that the supply of materials is carried out in accordance with proper procedures and meets quality requirements.
 - Pay attention to inspecting and managing technical and construction materials, ensuring their rational supply and use, and improving efficiency.
 - Efforts were made in managing vehicles and equipment. All types of equipment were regularly monitored and their technical status updated, facilitating maintenance planning, timely repair of malfunctions, and improved

efficiency. During the year, investments were made in repairing vehicles and equipment, ensuring their timely return to operation.

d) Financial work

- Complete the audit of the 2025 financial statements and obtain full acceptance from the auditing authority.
- Assessment of the results of achieving economic targets in 2025:

Overall, although production volume and revenue decreased in 2025 compared to 2024, Hoang Mai Stone Joint Stock Company maintained stable production, ensuring jobs and income for its employees. The company effectively managed costs, strengthened capital recovery, reduced outstanding debt, and improved its solvency.

At the same time, fulfilling obligations to the State budget and maintaining profitable business results has affirmed the stability in the company's management and operation, creating a foundation for development in the following years. In 2025, construction contracts are still in the preparation phase, making construction work very difficult.

PART TWO

BUSINESS AND PRODUCTION ACTIVITY PLAN FOR 2026

In 2026, the company will continue to implement policies *to maintain financial stability and ensure production sources; boost construction activities and improve employee income; and refine its internal organization and structure.*

I. PROJECTED KEY INDICATORS

1. Economic indicators

1.1. Total production value for 2026: VND 47.93 billion

In there:

- Value of construction output: 25.72 billion VND.
- Value of industrial and service output: 22.21 billion VND.

1.2. Revenue and income exceeded VND 48.94 billion.

1.3. Capital raised over 44.05 billion VND.

1.4. Total profit before tax: Above 5.96 billion VND

1.5. Expected dividend: 10% of charter capital or 95% of after-tax profit.

1.6. Remuneration for the Board of Directors and Supervisory Board: ≤10% of profits.

1.7. Outstanding short-term bank loans as of December 31, 2026: less than VND 3 billion;

1.8. Investment: 0.0 billion VND;

1.9. Fulfill all obligations to the State.

2. Regarding organization

- Complete and ensure the synchronized implementation of regulations in production and business activities.

3. Bidding and Job Search Process

- Enhance capacity, actively coordinate with the Corporation's departments, proactively participate in construction bidding, ensure sufficient construction and industrial product supply jobs with a value of over 47.93 billion VND, creating jobs that will carry over to 2027.

4. Investing in capacity building and production expansion.

We will proactively anticipate railway projects, especially the Lao Cai – Hanoi – Hai Phong line and the North-South high-speed railway line, to research, study, and invest in appropriate machinery, equipment, and production lines. Adjustments will be made depending on the actual workload.

5. Life, society and labor

5.1. Maintain the total workforce of the Company at 60-70 people.

5.2. Fully implement policies and improve the material and spiritual well-being of employees. Strive to pay employees an average income of over 13.5 million VND/person/month.

5.3. Ensure absolute safety in labor, traffic, construction, fire and explosion prevention, and social order and security; minimize serious work accidents and other safety violations; eliminate serious work accidents; and reduce minor work accidents and other safety violations.

II. MANAGEMENT MEASURES

Entering 2026, amidst a continuing economic recovery and the government's increased investment in the development of transportation infrastructure, especially the railway sector, Hoang Mai Stone Joint Stock Company is determined to continue building on the achievements of 2025, while focusing on implementing solutions to improve production and business efficiency and enhance the company's competitiveness.

1. Continue to maintain and develop production and business activities.

In 2026, the Company will focus on organizing production efficiently, ensuring the progress and quality of ongoing projects, while proactively seeking and participating in bidding for new construction projects. The Company will continue to maintain a close cooperative relationship with Vietnam Railway Construction Corporation to participate in construction bidding packages in the railway and transportation infrastructure sectors.

In addition, the company will actively expand its scope of operations to include road and bridge construction, transportation infrastructure, and other construction projects of a scale appropriate to the company's capabilities.

2. Enhancing construction and project management capabilities.

The company continues to invest in upgrading construction equipment, improving management processes and production organization to enhance labor productivity and construction efficiency. At the same time, it focuses on training and developing highly skilled technical personnel to meet the increasingly stringent requirements of transportation infrastructure construction projects.

In addition, quality management, occupational safety, and environmental protection will continue to be strengthened to ensure that construction projects meet technical standards and comply with current regulations.

3. Developing the production of materials and products serving the railway industry.

In 2026, the company will continue to build on the experience gained from the prestressed concrete sleeper production project for the North-South Commuter Railway in the Philippines, while also researching the expansion of its market for producing and supplying concrete products for the railway industry and other transportation projects.

Developing the materials manufacturing sector will contribute to diversifying production and business activities, increasing added value, and enhancing self-sufficiency in construction materials.

4. Strengthen financial management and improve operational efficiency.

The company continues to implement strict financial management solutions, control production costs, improve capital efficiency, and strengthen debt collection efforts. At the same time, it focuses on balancing capital sources, ensuring solvency, and maintaining a stable financial situation.

5. Taking care of the lives of workers.

Alongside its production and business activities, the company continues to pay attention to the material and spiritual well-being of its employees, ensuring stable employment, improving income, and fully implementing all policies and regulations stipulated by the State.

Dear Shareholders,

With the above directions and solutions, Hoang Mai Stone Joint Stock Company aims to continue stabilizing its production and business operations, improving its construction capacity, and expanding its market in 2026. This will be an important foundation for the company's sustainable development and deeper participation in transportation infrastructure construction projects in the future.

The above are the basic points regarding the objectives, results , and business plan of Hoang Mai Stone Joint Stock Company for 2026. The Board of Directors respectfully submits this to the Shareholders' Meeting for consideration and approval. We hope to receive the active support of all shareholders through enthusiasm, practical actions , aspirations, courage, optimism, creativity, and confidence in concrete work to further develop the Company.

We wish our shareholders good health, happiness, and success.

Thank you very much!

**TM. BOARD OF DIRECTORS
MANAGER**

Nguyen Duy Anh





Number: 02/BC_HĐQT/HMR

Hoang Mai, April 10, 2026

REPORT

Board of Directors' activities in 2025 2026 action plan at the 2026 annual general meeting of shareholders

Dear Shareholders!

Entering 2025 , the global economic and political situation continues to be complex, unpredictable , and fraught with risks. Geopolitical conflicts in several regions, particularly the lingering repercussions of the Russia-Ukraine conflict and instability in the Middle East , continue to impact energy security , global supply chains , and commodity prices.

Although raw material and fuel prices have cooled down at times , they remain high and volatile , posing significant pressure on production and business activities, especially in the fields of mining, construction material production, and construction.

this backdrop , the global economy is recovering slowly and unevenly ; many major economies are still facing high inflation, tight monetary policies, and slowing growth .

In Vietnam, thanks to the flexible and decisive management of the Government, the economy continues to maintain its recovery and stable growth . Macroeconomic balances are ensured , inflation is controlled , and the investment and business environment is gradually improving , creating favorable conditions for businesses to recover and develop.

In particular, the Government continues to identify the development of transportation infrastructure as one of its strategic breakthroughs . Many key national projects such as the North-South expressway system, ring roads in Hanoi and Ho Chi Minh City, seaports and international airports continue to be accelerated . At the same time, the investment orientation towards developing high - speed rail and upgrading the existing railway system opens up many opportunities for businesses in the infrastructure construction sector .



However, the implementation of these projects still faces many difficulties and obstacles , especially in land clearance, legal procedures, and fluctuations in raw material prices. These continue to be " bottlenecks " that directly affect construction progress , investment efficiency , and the business operations of enterprises.

Against this backdrop, businesses in the stone quarrying , construction materials production, and transportation infrastructure construction sectors, including Hoang Mai Stone Joint Stock Company , continue to face numerous difficulties and challenges: high input costs; delays in construction progress due to land clearance issues; increasing competitive pressure ; and ever - higher demands for quality , progress , and investment efficiency .

, alongside the challenges , 2025 also presents many opportunities thanks to: policies promoting public investment ; increased demand for construction materials ; and the simultaneous implementation of large- scale infrastructure projects . These are favorable conditions for businesses to leverage their existing capabilities , expand their markets , and improve operational efficiency .

The Board of Directors' performance results for 2025 and their operational plan for 2026 are as follows:

PART I

ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025

1. Activities of the Board of Directors in 2025.

Board of Directors personnel structure: The Board of Directors operates with 4 members, including:

- **Mr. Ta Huu Dien – Chairman of the Board of Directors (Removed from office on September 22, 2025)**
- **Ms. Vu Thi Hai Yen – Chairperson of the Board of Directors (Appointed September 22, 2025)**
- **Mr. Nguyen Duy Anh – Member of the Board of Directors and CEO**
- **Mr. Nguyen Hai Trung - Member of the Board of Directors.**

In 2025, the Board of Directors held a total of 6 regular and extraordinary meetings to discuss issues related to production and business operations, job seeking, organizational matters, investment, capital utilization plans, listing, and corporate development strategy, etc. All important policies and decisions closely

followed the resolutions of the 2025 Annual General Meeting of Shareholders, complying with the company's charter and governance regulations.

Each member of the Board of Directors has made significant efforts in planning and proposing reasonable solutions to improve the quality of the Board's operations, thereby leveraging collective strength and making timely decisions to meet the requirements of the Company's production and business activities.

2. Results of implementing the Shareholders' General Meeting Resolution in 2025

- Total revenue achieved: 27.61 billion VND

In there:

+ *Construction and installation value:* 19.64 billion dong

+ *Industrial and service sector GDP:* 7.97 billion dong

- Revenue and income: 49.66 billion dong

- Profit before tax: 4,098 billion VND.

- Fulfilling obligations to the state budget: 8.69 billion dong

- Capital recovery: 35.86 billion dong

- Cash and deposit balance as of December 31, 2025: 270 million dong

- Outstanding bank loans as of December 31, 2025: 0 billion VND

- Total assets as of December 31, 2025: 90,617 billion dong

of workers: 13,500,000 VND /person/month

- UHY Auditing and Consulting Co., Ltd. was selected as the auditor for the Company's financial statements for 2025 and received full approval.

- Fulfill all obligations to the state and employees.

- Contributions to social insurance, health insurance, and unemployment insurance: 1.957 billion VND

- Deduction and payment of trade union fees to higher levels: 167 million VND

- Ensuring occupational safety, train operation safety, equipment safety, traffic safety, construction safety, and public order and security.

3. Proposed distribution of after-tax profits.

- Net profit after tax: 3,170 billion VND
- 3% is allocated to the welfare fund. 95,102 million dong
- 2% will be allocated from the reward fund. 63,401 million dong
- Dividend payments: 3,011 billion VND.

PART II

DIRECTIONS AND TASKS FOR PRODUCTION AND BUSINESS IN 2026

I. Objective : “Employment - safety - stability and development”

1. Business environment

Entering 2026 , the company will operate within a context where the transportation sector continues to be a priority for strong development by the State. In 2025 , many key transportation infrastructure projects will continue to be accelerated , such as the North - South expressway system, ring roads , seaports , airports , and projects under preparation for investment . High -speed rail is being developed . This creates a huge demand for construction materials and infrastructure, opening up development opportunities for businesses in the industry. However, the business environment still faces many difficulties : Fluctuations in raw material prices and input costs ; pressure on deadlines due to land clearance; and increasingly fierce competition in the industry. Therefore , the company needs to proactively adapt, improve management capabilities, and optimize production and business efficiency.

2. Develop a development strategy.

Continuing to solidify its leading position in the industrial manufacturing sector. Expanding the business scope into new areas such as manufacturing precast concrete components for industrial zones, diversifying concrete products, and supplying aggregate for projects in Lao Cai - Hanoi - Hai Phong, the North-South expressway, etc.

In the context of 2025 , the Company continues to pursue a strategic development direction that is sustainable and flexible:

- Maintain and enhance the position of the core business: Focus on quarrying, processing stone , and producing materials for transportation infrastructure.

- Diversifying products and areas of operation : Expanding the production of precast concrete components to meet the needs of industrial zones, transportation projects, and civil construction.

- Expanding the consumer market : Increasing participation in supplying materials for major projects such as the Lao Cai - Hanoi - Hai Phong route, the North-South expressway, urban railway lines, and other key infrastructure projects .

- Investment in technology and equipment: Continue investing in modern machinery and production lines to improve productivity and product quality , meeting the requirements of existing and future railway projects .

3. Develop a management plan based on the new model.

Based on the new market demands in 2025 , the Company continues to:

- Restructuring the management system towards a leaner and more efficient model ;

- Applying technology and digital transformation in management and operations ;

- Improve the quality of financial management, ensuring transparency and efficiency;

- Developing a human resource development strategy :

Recruit highly qualified workers ;

+ Prioritize high- quality human resources ;

+ Develop a team of competent technical and managerial staff .

II. The main mission.

In 2026 , the company will focus on the following key tasks:

- Leveraging traditional strengths: Boosting the production of key products, especially concrete sleepers and materials serving the railway industry .

- Ensuring progress , quality , and safety of construction: Organizing the construction of key projects to ensure absolute safety , meeting technical requirements and deadlines , including:

+ Thanh Mai Bridge;

+ Package 78 - 85 and culvert at Km 90+847 of the Hanoi - Hai Phong railway line

+ Manufacturing prestressed concrete sleepers for the North–South Commuter Railway line in the Philippines.

+ Other projects as assigned;

- stability – improved operational efficiency : Control costs, optimize cash flow , maintain reasonable growth , and ensure adaptability to market fluctuations .

- Enhancing corporate governance capacity: Continuing to improve modern and flexible governance models ; strengthening internal control and financial transparency.

- Human resource development: Building a highly skilled workforce to meet the development requirements of the new era .

III. Targets for 2026

- GTSL performed: 47.9 billion VND or more.

In there :

+ Construction and installation value: 25.7 billion VND.

+ Industrial and service value chain: 22.2 billion VND.

- Revenue and income total: 48.94 billion VND.

- Capital recovery: over 44 billion VND.

- Projected pre-tax profit: Aiming to reach over 5.9 billion VND.

- Expected dividend payout: 10% of charter capital or 95% of after-tax profit.

- Average income per worker: 13,500,000 VND/person/month or more.

- Remuneration for the Board of Directors and Supervisory Board: ≤ 10% of pre-tax profit.

- Limit outstanding bank debt to less than VND 3 billion as of December 31, 2026.

- Fulfill all obligations to the state and ensure timely provision of benefits and policies for employees.

- Ensuring absolute workplace safety in all areas.

IV. Measures to be implemented:

1. Organize Board of Directors meetings in accordance with the Company's charter.

2. Implement effectively the resolutions of the General Shareholders' Meeting and the resolutions of the Board of Directors.

3. Regularly manage and supervise the Director's operational activities in all areas of production and business operations.

4. Maintain strong unity and consensus within the Board of Directors, coordinate with other organizations within the Company, motivate employees to enthusiastically participate in labor and production emulation, overcome difficulties, and maintain stability and sustainable development.

5. Complete the system of internal regulations and rules within the Company.

6. Focus on training and developing human resources, appropriately allocating human resources, and streamlining the management structure to ensure efficient operation.

7. Prioritize the application of new technologies in production and business, minimize manual labor, improve the quality of products, and maintain credibility with customers.

8. Reduce production input costs and indirect costs by 5% - 8%.

The Board of Directors is the highest governing body, managing and operating between General Meetings. This requires genuine unity, impartiality, and a high sense of responsibility for the benefit of the Company and its investors and shareholders. The Board of Directors needs to be dynamic, proactive, and accountable for the stability and sustainable development of the business.

The above is a summary of the Board of Directors' activities in 2025 and a draft plan for 2026. We look forward to receiving feedback from shareholders so that the Board of Directors can address shortcomings and build upon the achievements of 2025 to achieve the best possible results in 2026 .

We wish all shareholders good health, happiness, and success, and wish the General Meeting great success !

Thank you very much!

**TM. BOARD OF DIRECTORS
CHAIRPERSON**

Vu Thi Hai Yen



Hoang Mai, April 10, 2026

REPORT

The finances have been audited.

PROPOSED PROFIT DISTRIBUTION PLAN FOR AFTER-TAX YEAR 2025;

WORKING CAPITAL PLAN FOR 2026

Dear Shareholders,

Based on the Company's Articles of Association and the audited business results as of December 31, 2025, and details of the business operations for 2025.

I would like to report the following to our shareholders:

PART ONE

AUDITED FINANCIAL STATEMENTS

PROPOSED PROFIT DISTRIBUTION PLAN FOR AFTER-TAX YEAR 2025

I. BUSINESS PERFORMANCE RESULTS

1/ Total revenue: 49,665,777,537 VND

In there:

1.1 Revenue from sales and services:	47,160,377,872 VND
1.2 Financial income:	47,251,522 VND
1.3 Other revenue:	2,458,148,143 VND

2/ Total cost: 45,567,656,694 VND

In there:

2.1 Cost of goods sold and services provided:	41,994,329,515 VND
2.2 Financial costs:	6,431,232 VND
2.3 Business management expenses:	3,024,824,333 VND
2.4 Other expenses:	542,071,614 VND

3/ Profit before tax (1-2):	4,098,120,843 VND
4. Current corporate income tax:	928,038,492 VND
5. Net profit after corporate income tax:	3,170,082,351 VND

II. SOME FINANCIAL INDICATORS

1. Total assets	90,617,582,242 VND
1.1 Current assets:	81,522,869,205 VND
1.2 Long-term assets	9,094,714,037 VND
2. Total capital	90,617,583,242 VND
2.1 Liabilities:	10,136,751,790 VND
Short-term debt:	8,170,679,540 VND
Long-term assets	1,966,072,250 VND
2.2 Equity capital:	80,480,831,452 VND
Owner's contributed capital:	56,124,440,000 VND
Undistributed profits from the previous year:	11,973,309,101 VND
Undistributed profits this year:	3,170,082,351 VND
3. General solvency ratio (Total assets / Liabilities)	8.9 times
4. Payment, settlement and capital collection	
Total capital raised during the year was	35,858,000,000 VND.
The outstanding amount for XLHT	is 12,212,358,161 VND.
5. Bank loan	0 dong
6. Cash and cash equivalents	270,184,612 copper
Amount:	270,184,612 VND

7. Taxes and other payments due to the government.

T T	Target	The remaining amount is due at the beginning of 2025.	Amount payable during the year	Amount paid during the year	The remaining amount is due by December 31, 2025.
1	2	3	4	5	6 = 3 + 4 - 5
1	Output VAT	951,439,956	4,119,387,411	4,622,239,280	448,588,087
2	Corporate Income Tax	1,856,224,279	928,038,492	1,856,224,279	928,038,492
3	Resource tax	154,822,200	512,742,000	572,314,000	95,250,200
4	Property tax		807,510,724	807,510,724	
5	Other fees, charges, and payables.	444,622,837	243,311,639	666,851,720	21,082,756
6	Other types of taxes	9,765,559	678,354,341	590,228,358	97,891,542
	Total	3,416,874,831	6,865,804,526	8,691,828,280	1,590,851,077

8. Details of owner's capital contribution

According to the business registration certificate of Joint Stock Company No. 2901437166, seventh amendment dated July 28, 2025, issued by the Department of Planning and Investment of Nghe An province, the charter capital stated in the

business registration certificate of the Company is VND 56,124,440,000, divided into 5,612,444 shares with a par value of VND 10,000/share.

Details of the shareholders' contributions and the amount of capital contributed are as follows:

TT	SHAREHOLDERS	AS OF JANUARY 1, 2025		AS OF DECEMBER 31, 2025	
		TOTAL CAPITAL CONTRIBUTED (VND)	CAPITAL CONTRIBUTION RATIO (%)	TOTAL CAPITAL CONTRIBUTED (VND)	CAPITAL CONTRIBUTION RATIO (%)
1	Vietnam Railway Construction Corporation	28,250,000,000	50.33%	30,750,000,000	54.79%
2	Other subjects	27,874,440,000	49.67%	25,374,440,000	45.21%
	Add	56,124,440,000	100%	56,124,440,000	100%

III. AUDITOR'S OPINION ON THE 2025 FINANCIAL STATEMENTS

The 2025 financial statements were audited by UHY Auditing and Consulting Co., Ltd. and fully accepted according to Independent Audit Report No. 218/2026/UHY - BCKT dated March 24, 2026

IV. PROFIT DISTRIBUTION PLAN FOR AFTER-TAX YEARS 2025

- Profits to be distributed in 2025
copper 3,170,082,351

In there:

- Dividend payments accounted for 95% of the total amount, totaling 3,011,578,233 VND.
- The allocation to the Welfare Fund accounts for 3%, amounting to 95,102,471 VND.
- The allocation for the Reward Fund is 2%, amounting to 63,401,647 VND.

V. DIVIDEND PAYMENT FOR 2025

1 - Payment principle: Shareholders holding shares of Hoang Mai Stone Joint Stock Company as of the record date of March 18, 2025, are entitled to receive a dividend of 536 VND per share.

2- Location, format, time:

2.1- Payment location: Shareholders should complete the dividend collection procedure at the Accounting and Finance Department of Hoang Mai Stone Joint Stock Company, Tan Thanh Block, Hoang Mai Ward, Nghe An Province.

2.2 - Payment method: Payment by cash or bank transfer

2.3 - Payment schedule: As decided by the General Meeting of Shareholders.

PART TWO

WORKING CAPITAL AND ASSET INVESTMENT PLAN FOR 2026

I/ KEY TARGETS FOR 2026:

1- Production value: aiming to reach 47.93 billion VND.

In there: Construction: 25.72 billion VND

CN and DV: 22.21 billion VND

2- Revenue and services provided exceeded 48.94 billion VND.

3- Capital recovery from construction and service activities: reached over 44.05 billion VND.

4- Profit before tax: Aiming to reach over 5.96 billion VND.

5. Expected dividend: 10% of charter capital or 95% of after-tax profit.

6. Remuneration for Board of Directors & Supervisory Board $\leq 10\%$ of pre-tax profit

7. Fulfill all obligations to the State.

II/ WORKING CAPITAL PLAN:

A- Working capital requirements:

1 - Planned production value:	47,930,000,000 VND
-------------------------------	--------------------

2 - Planned revenue:	48,940,000,000 VND
3 - Planned profit:	5,960,000,000 VND
4 - Planned depreciation of fixed assets:	1,000,000,000 VND
5 - Working capital requirements for production and business (=1-3-4):	40,970,000,000 VND
6 - Planned working capital turnover:	1.1 lap
7 - Working capital requirements (5:6):	37,245,000,000 VND
B - Fundraising plan:	37,245,000,000 VND
1 - Capital collected from accounts receivable:	37,245,000,000 VND
2. Capital tied up by customers	copper

C - Investment: Are not

The above is a report on the business performance in 2025 , the financial situation of the Company as of December 31, 2025, and the auditor's opinion on the financial statements for the fiscal year 2025. This is the financial plan for 2026 of Hoang Mai Stone Joint Stock Company.

We wish all delegates and shareholders good health and happiness.

Thank you very much!

**TM. BOARD OF DIRECTORS
CHAIRPERSON**

Vu Thi Hai Yen



Hoang Mai, April 10, 2026

REPORT

Regarding the approval of the audited financial statements for 2025.

Respectfully submitted to: Annual General Meeting of Shareholders 2025

*Based on the operating regulations of Hoang Mai Stone Joint Stock Company
Based on the audited financial statements for 2025 of Hoang Mai Stone Joint
Stock Company.*

The Board of Directors respectfully submits to the Annual General Meeting of Shareholders 2026 the following: The 2025 financial statements have been audited by UHY Auditing and Consulting Company Limited, reviewed and approved by the Company's Supervisory Board, and disclosed by Hoang Mai Stone Joint Stock Company in accordance with regulations. The audited 2025 financial statements include the following contents:

1. Report from the Board of Directors;
2. Independent Audit Report;
3. Balance sheet;
4. Business performance report;
5. Cash flow statement;
6. Explanatory notes to the financial statements.

(The detailed contents of the audited financial report for 2025 have been posted on the website: <https://rcchoangmai.vn/>)

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

TM. BOARD OF DIRECTORS
CHAIRPERSON

Vu Thi Hai Yen

Hoang Mai, April 10, 2026

REPORT

Regarding the election of additional members to the Supervisory Board.

Respectfully submitted to: Annual General Meeting of Shareholders 2026

Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, the amended and supplemented Law, and guiding documents for its implementation;

Based on the Securities Law No. 54/2019/QU14 dated November 26, 2019 and its implementing guidelines;

Based on the Charter of Organization and Operation of Hoang Mai Stone Joint Stock Company

The Board of Directors reports and respectfully submits to the Annual General Meeting of Shareholders 2026.

The current Supervisory Board of Hoang Mai Stone Joint Stock Company consists of 3 members, including the following individuals:

1/ Mr. Nguyen Van Hieu: Head of the Supervisory Board (to be elected in 2025)

2/ Mr. Thai Dinh Cuong: Member of the Supervisory Board (to be elected in 2025)

3/ Ms. Nguyen Thi Binh: Member of the Supervisory Board (elected in 2020, term has ended)

The Board of Directors for the 2026-2031 term will consist of 3 members.

The Board of Directors of Hoang Mai Stone Joint Stock Company respectfully submits to the General Meeting of Shareholders for the election of one additional member to the Supervisory Board for the term 2026-2031.

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

TM. BOARD OF DIRECTORS
CHAIRPERSON

Vu Thi Hai Yen

Hoang Mai, April 10, 2026



REPORT

Regarding the election of additional members to the Board of Directors.

Respectfully submitted to: Annual General Meeting of Shareholders 2026

Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, the amended and supplemented Law, and guiding documents for its implementation;

Based on the Securities Law No. 54/2019/QU14 dated November 26, 2019 and its implementing guidelines;

Based on the Charter of Organization and Operation of Hoang Mai Stone Joint Stock Company

The Board of Directors reports and respectfully submits to the Annual General Meeting of Shareholders 2026.

The current Board of Directors of Hoang Mai Stone Joint Stock Company consists of 4 members, including the following individuals:

- 1/ Ms. Vu Thi Hai Yen: Chairperson of the Board of Directors (to be elected in 2025)
- 2/ Mr. Nguyen Duy Anh: Member of the Board of Directors (elected in 2020, term has ended)
- 3/ Mr. Ta Huu Dien: Member of the Board of Directors (elected in 2020, term has ended)
- 4/ Mr. Nguyen Hai Trung: Independent Board Member (elected in 2020, term has ended)

The Board of Directors for the 2026-2031 term will consist of 3 members.

The Board of Directors of Hoang Mai Stone Joint Stock Company respectfully submits to the General Meeting of Shareholders for the election of two additional members to the Board of Directors for the term 2026-2031.

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

**TM. BOARD OF DIRECTORS
CHAIRPERSON**

Vu Thi Hai Yen

Hoang Mai, April 10, 2026

REPORT

Regarding the approval of remuneration for the Board of Directors and the Supervisory Board.

Respectfully submitted to: Annual General Meeting of Shareholders 2026

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

Based on Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Minister of Finance, guiding certain provisions 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 certain provisions of the Securities Law;

Based on the Charter of Organization and Operation of Hoang Mai Stone Joint Stock Company.

Based on the actual situation,

The Board of Directors of Hoang Mai Stone Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the remuneration for the Board of Directors and the Supervisory Board as follows:

I. Salaries and remuneration of the Board of Directors:

1. Salaries and remuneration to be implemented in 2025.

The total planned salary and remuneration for the Board of Directors approved by the General Meeting of Shareholders in 2025 is: Pre-tax profit x 10% x (80 – 85) %.

2. Planned salaries and remuneration for 2026.

The Board of Directors has developed and proposes to the General Meeting of Shareholders the following plan for the remuneration of the Board of Directors:

The remuneration for the Board of Directors is: Pre-tax profit x 10% x (80-85)%.

II. Salaries and remuneration of the Supervisory Board:

1. Salaries and remuneration to be implemented in 2025.

The total remuneration for the Supervisory Board approved by the General Meeting of Shareholders in 2025 is: Net Profit x 10% x (15-20)%.

2. Planned salaries and remuneration for 2026.

The Board of Directors has developed and proposed to the General Meeting of Shareholders the following plan for the remuneration fund of the Supervisory Board in 2026: Net Profit x 10% x (15-20)%

**TM. BOARD OF DIRECTORS
CHAIRPERSON**

Vu Thi Hai Yen



Number: 04/TTTr/BKS

Hoang Mai, April 10, 2026

REPORT

Subject: Selection of Audit Firm for the 2026 Financial Statements

Respectfully submitted to: Annual General Meeting of Shareholders 2026

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

Based on Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Minister of Finance, guiding certain provisions 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 certain provisions of the Securities Law;

Based on the Charter of Organization and Operation of Hoang Mai Stone Joint Stock Company.

following plan for selecting an auditing firm for the 2026 financial statements of Hoang Mai Stone Joint Stock Company :

1. The company shall select one of the following auditing firms to conduct the audit of the semi-annual financial statements for 2026; and the audit of the annual financial statements for 2026 of Hoang Mai Stone Joint Stock Company:

AASC Auditing Firm Co., Ltd.

A&C Auditing and Consulting Company Limited

UHY Auditing and Consulting Company Limited

International Auditing Company Limited (ICPA)

2. The General Meeting of Shareholders authorizes the Board of Directors to select and decide on the auditor for the 2026 semi-annual financial statements and the 2026 annual financial statements of Hoang Mai Stone Joint Stock Company (regarding the selection method and procedures), ensuring transparency and openness in accordance with regulations.

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

TM. BOARD OF SUPERVISORS
PREFECT

Nguyen Van Hieu



Number: /TTr/HĐQT

Hoang Mai, April 10, 2026

REPORT

Amendments and additions to the Charter on Organization and Operation of Hoang Mai Stone Joint Stock Company

Respectfully submitted to: Annual General Meeting of Shareholders 2026

Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020, the amended and supplemented Law, and guiding documents for its implementation;

Based on the Securities Law No. 54/2019/QU14 dated November 26, 2019 and its implementing guidelines;

Based on Circular No. 116/2020/TT-BTC dated December 31, 2020, issued by the Minister of Finance, guiding some provisions on corporate governance applicable to public companies under Decree No. 155/2020/NĐ-CP dated December 31, 2020, of the Government detailing the implementation of some provisions of the Securities Law;

Based on the Charter of Organization and Operation of Hoang Mai Stone Joint Stock Company

The Board of Directors of Hoang Mai Stone Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the following amendments and additions to the Company's Charter of Organization and Operation:

No.	Clause	The content of the Charter was issued on March 26, 2023.	Content of the amended charter	Reason
1.	Article 26, paragraph 1	The Board of Directors has 4 members.	The Board of Directors has 3 members.	Streamlining the management structure and improving decision-making efficiency to match the company's actual operational scale.
2.	Article 22, paragraph 1	The Board of Directors has the right to solicit shareholder opinions in writing to pass resolutions of the General Meeting of Shareholders when deemed necessary for the benefit of the Company, except as provided in Clause 2, Article 147 of the Enterprise Law.	The Board of Directors has the right to solicit shareholder opinions in writing to pass resolutions of the General Meeting of Shareholders when deemed necessary for the benefit of the Company.	Ensure consistency with the provisions of Article 21, paragraph 1 of these Regulations.

These regulations shall take effect immediately upon approval by the General Meeting of Shareholders.

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

Respectfully submitted!

**TM. BOARD OF DIRECTORS
CHAIRPERSON**

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness



POWER OF ATTORNEY

ATTEND THE 2026 ANNUAL SHAREHOLDER MEETING

HOANG MAI STONE JOINT STOCK COMPANY

1. Authorized person:

Shareholder:.....

Citizen Identification Number/Business Registration Number:
..... issued on at

Address:

Phone: Fax: E-mail:

Total number of shares owned: shares. Type of shares: Common shares.

In words:

Representative (for corporate shareholders):.....

ID Card/Citizen Identification Number:.....issued on.....
at.....

2. Authorized person:

Full name:

Citizen Identification Number/Business Registration Number:
..... issued on at

Address:

Phone: Fax: E-mail:

3. Content of authorization:

On behalf of the authorized representative, I will attend the 2026 Annual General Meeting of Shareholders of Hoang Mai Stone Joint Stock Company on April 10, 2026, and will participate in voting on the contents of the meeting with a number of votes corresponding to the number of shares the authorized representative owns.

The person granting the authorization bears all responsibility for this authorization.

4. Responsibilities and duration of authorization:

The authorized representative is obligated to strictly adhere to the agenda of the Congress, may not re-delegate the authority to others, and is responsible for reporting the Congress results back to the person who authorized them.

This power of attorney is only valid at the 2026 Annual General Meeting of Shareholders of Hoang Mai Stone Joint Stock Company.

....., Date Month ... Year 2026

AUTHORIZED PERSON

(Sign and print your full name)

AUTHORIZED PERSON

(Sign and print your full name)

(stamp if it is a legal entity)



HOANG MAI STONE JOINT STOCK COMPANY

Address: Tân Thành Hamlet, Quynh Thien Ward, Hoang Mai Town, Nghe An Province, Vietnam
 Business Registration Certificate No. 2901437166, first issued on October 20, 2011, amended for the 7th time on July 28, 2025.

Tel: 02383 664 260 Fax: 02383 664 136 Email: hm.nc@rccgroup.vn

VOTING BALLOT

Annual General Meeting of Shareholders 2026

April 10, 2026

Shareholder's name:

Citizen Identification Number/Business Registration Certificate

Number:.....Date of Issue:Place of Issue:

Number of shares owned: shares

After reviewing the Congress documents, I/we vote as follows:

TT	Voting content	Voting options		
		Approved	Disapprove	No comment
1	Report on business results for 2025 and plan for 2026.			
1.1	Business results for 2025.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1.2	Business plan for 2026.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2	Directors' Activity Report .	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3	Report on the activities of the Supervisory Board (BKS).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4	Audited Financial Statements for 2025.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5	Proposed plan for fund allocation and profit distribution.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6	Remuneration and allowances for the Board of Directors and Supervisory Board in 2025 and 2026.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7	Selecting an auditor for the 2026 financial statements.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8	Report on amendments and additions to the Charter of Organization and Operation of Hoang Mai Stone Joint Stock Company	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9	Dismissal of members of the Board of Directors and Supervisory Board for the 2021-2026 term, and election of additional members to the Board of Directors and Supervisory Board for the 2026-2031 term.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Note:

- For each voting item, select only one (01) voting option and mark √ next to the chosen option.
- The deadline for the company to receive shareholder voting ballots is before 5:00 PM on April 9, 2026.
- Attach the original valid power of attorney and a valid copy of the ID card/citizen identification card of the grantor and the grantee (in case of authorization).

SHAREHOLDERS

(Signature, full name, and seal if it is an organization)

Number: 2901437/HMR - General Meeting of Shareholders

Nghe An, April 10, 2026

Dự thảo

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

SHAREHOLDER MEETING
HOANG MAI STONE JOINT STOCK COMPANY

- Based on the Enterprise Law No. 59 / 2020 /QH14 dated June 17, 2020 ; and Law No. 03/2022/QH15 dated January 11, 2022 amending and supplementing a number of articles of the 2020 Enterprise Law and a number of other related laws;
- Based on the Securities Law No. 54/2019/QH14 dated November 26, 2019;
- Based on the Charter of Hoang Mai Stone Joint Stock Company ;
- Based on the Minutes of the Annual General Meeting of Shareholders of Hoang Mai Stone Joint Stock Company dated April 10, 2026;

RESOLUTION:

Article 1. Approval of the Report on Business Performance in 2025 and the Business Performance Plan for 2026 .

With ... votes in favor, equivalent to ...% of the total voting shares of the Shareholders attending and authorizing representatives at the General Meeting;

Article 2. Approval of the Board of Directors' activity report for 2025 and the activity plan for 2026 .

With ... votes in favor, equivalent to ...% of the total voting shares of the Shareholders attending and authorizing representatives at the General Meeting;

Article 3. The 2025 financial report has been approved . Audited , profit distribution plan for 2025 , financial plan for 2026 .

With ... votes in favor, equivalent to ...% of the total voting shares of the Shareholders attending and authorizing representatives at the General Meeting;

Article 4. Approval of the Supervisory Board 's activity report for 2025 and its activity plan for 2026 .

With ... votes in favor, equivalent to ...% of the total voting shares of the Shareholders attending and authorizing representatives at the General Meeting;

Article 5. Approval of the plan for payment of remuneration and allowances to the Board of Directors and Supervisory Board for the year 2025 and the plan for the year 2026 .

With ... votes in favor, equivalent to ...% of the total voting shares of the Shareholders attending and authorizing representatives at the General Meeting;

Article 6. Approval of the proposal to dismiss members of the Board of Directors and Supervisory Board for the term 2021-2026 and to elect additional members of the Board of Directors and Supervisory Board for the term 2026-2031 .

With ... votes in favor, equivalent to ...% of the total voting shares of the Shareholders attending and authorizing representatives at the General Meeting;

Article 7. Approval of the proposal to amend the charter of Hoang Mai Stone Joint Stock Company .

With ... votes in favor, equivalent to ...% of the total voting shares of the Shareholders attending and authorizing representatives at the General Meeting;

Article 8. Approval of the proposal regarding the selection of the auditing firm for the 2026 financial statements . Specifically:

AASC Auditing Firm Co., Ltd.

A&C Auditing and Consulting Company Limited

UHY Auditing and Consulting Company Limited

International Auditing Company Limited (ICPA)

With ... votes in favor, equivalent to ...% of the total voting shares of the Shareholders attending and authorizing representatives at the General Meeting;

Article 9 . Enforcement Clause

resolution was unanimously adopted in full by the General Meeting of Shareholders and shall take effect from April 10, 2026.

The members of the Board of Directors, the members of the Supervisory Board, and the members of the Management Board are responsible for implementing this Resolution.

Recipient:

- As per Article 9 ;
- State Securities Commission, Hanoi Stock Exchange;

**TM. BOARD OF DIRECTORS
CHAIRPERSON**

Vu Thi Hai Yen





CV template for candidates for Board of Directors position, term 2026-2023.

SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

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CURRICULUM VITAE

1. Full name: **TRIEU TUYEN**
2. Gender: **Male**
3. Date of birth: **December 21, 1969**
4. Place of birth: **Tien Lu Commune, Phu Tho Province**
5. Nationality: **Vietnam**
6. Citizen Identification Card/Passport Number: **026069000609**
Date of issue: **December 18, 2021** Issuing authority: **Department of Administrative Management of Social Order**
7. Hometown: **Tien Lu Commune, Phu Tho Province**
8. Permanent address: **103 Alley 678, La Thanh Street, Giang Vo Ward, Hanoi City**
9. Current address: **Apartment 03.06-B2, E3 Apartment Building, Yen Hoa New Urban Area, Yen Hoa Ward, Hanoi City**
10. Qualifications: **Bachelor of Economics**
11. Violations of the law: **None**
12. Name of organization (if appointed as the representative for the organization's capital):
13. Address:.....
14. Current position at Hoang Mai Stone Joint Stock Company : **Are not**
15. Work experience and management positions held at other organizations :

Time period (from month/year to month/year)	Work experience, occupation, and current/past positions (what you did, where you worked)	Note
November 2009 - August 2010	Deputy Secretary of the Party Committee, Member of the Board of Directors and Head of the Supervisory Board of Vietnam Automobile Industry Corporation, Chairman of the Board of Directors of	



	Truong An Sinh Joint Stock Company, Member of the Supervisory Board of Hyundai Vinamotor Automobile Joint Stock Company.	
8/2010-06/2016	Deputy Secretary of the Party Committee, Member of the Board of Directors - Deputy General Director of Vietnam Automobile Industry Corporation (until May 2014); Member of the Board of Directors of Vietnammotor Can Tho Joint Stock Company; Member of the Board of Directors - Deputy General Director of Vietnam Automobile Industry Corporation (from May 2014 to May 2016), concurrently Chairman of the Trade Union of Vietnam Automobile Industry Corporation (from May 2015 to October 2016); Member of the Board of Directors of Vinamotor Investment Joint Stock Company (April 2015 to October 2016)	
06/2016-07/2025	Head of Human Resources Department - Saigon-Hanoi Securities Joint Stock Company.	
August 2025 - present	Freelance business	

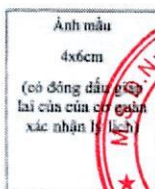
16. Number of shares held: 0 ..., representing 0 % of charter capital, of which :
- + The representative (named as the State/strategic shareholder/other organization) owns :
 - + Individual owner :
17. Commitments to hold (if any) : *None*
18. Related benefits to the company (if any) : *None*
19. Related interests of the company's stakeholders (if any) : *None*
20. Conflict of interest with the company (if any) : *None*

I hereby declare that the above statements are true and accurate; if they are false, I will be held liable under the law.

Hanoi , [date] 2026
Declarant

Trieu Tuyen





SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

CURRICULUM VITAE

1. Full name: Nguyen Duy Anh
2. Gender: Male
3. Date of birth: October 1, 1975
4. Place of birth: Nghe An Province
5. Nationality: Vietnam
6. Current permanent residence registration address: North America Block - Hoang Mai Ward - Nghe An Province
7. ID Card Number: 040075020479 Issuing authority : Department of Administrative Management of Public Order and Security Date of issuance : 11/11/2021
8. Contact phone number: 0912131465
9. Professional qualifications: Bachelor of Economics
10. Current position at Hoang Mai Stone Joint Stock Company: Member of the Board of Directors and Director
11. Positions currently held at other organizations: Chairman of the Board of Directors of Da Nang Railway Materials Company Limited, Member of the Board of Directors and Director of Construction Company 791 Joint Stock Company.
12. Work experience:

Time	Work unit	Position
From November 1997 to November 2002	Hoang Mai Stone Enterprise	Accounting and Finance Department Staff
From December 2002 to October 2011	Hoang Mai Stone Enterprise	Head of Accounting and Finance Department
From November 2011 to July 2015	Hoang Mai Stone Co., Ltd.	Head of Finance and Accounting Department
From August 2015 to July 2017	Hoang Mai Stone Joint Stock Company	Head of Finance and Accounting Department
From August 2017 to December 2017	Hoang Mai Stone Joint Stock Company	Company Director
From January 2018 to April 2021	Hoang Mai Stone Joint Stock Company	Party Secretary, Chairman and Director of the company
From May 2021 to present	Hoang Mai Stone Joint Stock Company	Party Secretary, Member of the Board of Directors - Company Director



13. Violations of the law : None

14. Ownership of securities by individuals and related parties in a listed organization:

- Individual ownership: 74,417 shares, representing 1.33% of the charter capital.
- Representative ownership: 1,000,000 shares, representing 17.82% of the charter capital (representing the Railway Construction Corporation Joint Stock Company)
- Ownership by related parties: (clearly state full name, relationship, quantity, and percentage of ownership) :
 - + Vietnam Railway Construction Corporation: 2,825,000 shares, accounting for 50.33% of the charter capital.

15. Liabilities to the Company: None

16. Remuneration and other benefits received from the Company: Remuneration for Board of Directors members, salary, and benefits according to the Director's position.

17. Related interests of the Company: None

I hereby declare that the above statements are true and accurate. If they are found to be false, I will be held responsible before the company and the competent authorities in accordance with the law.

Nghe An, [date] [month] 2026
Declarant

Nguyen Duy Anh





SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom - Happiness

CURRICULUM VITAE

1. Full name : Nguyen Thi Binh
2. Gender : Female
3. Date of birth : March 25, 1978
4. Place of birth : Quynh Di Ward, Nghe An Province.
5. Nationality : Vietnam
6. Current place of permanent residence registration: Tan Thanh Hamlet, Hoang Mai Ward, Nghe An Province.
7. Citizen Identification Card Number: 040178015026 Issuing authority: Department of Administrative Management of Social Order Police
Date of issue: May 10, 2021.
8. Contact phone number: 0395321868
9. Professional qualifications: Bachelor of Economics
10. Current position at Hoang Mai Stone Joint Stock Company: Member of the Supervisory Board
11. Positions currently held at other organizations: None
12. Work experience:

Time	Work unit	Position
From January 1999 to December 2003	Hoang Mai Stone Quarry	Planning and Technical Department Staff
From January 2004 to November 2006	Hoang Mai Stone Quarry	Planning and Technical Department Staff
From December 2006 to November 2016	Hoang Mai Stone Co., Ltd.	Human Resources Department Staff
From December 2016 to July 2018	Hoang Mai Stone Joint Stock Company	Deputy Head of Human Resources Department
From August 2018 to July 2019	Hoang Mai Stone Joint Stock Company	Staff of the Planning - Engineering - Materials - Equipment Department.
From May 2021 to present	Hoang Mai Stone Joint Stock Company	Member of the Supervisory Board



13. Violations of the law: None

13. Ownership of securities by individuals and related parties in a listed organization:

- Individual ownership: 400 shares, representing 0.00007% of the charter capital.

- Owns a representative: No

- Ownership by related parties: None

1.4 . Debts to the Company: None

16. Remuneration and other benefits received from the Company: Remuneration for members of the Supervisory Board

17. Related interests of the Company: None

I hereby declare that the above statements are true and accurate. If they are found to be false, I will be held responsible before the company and the competent authorities in accordance with the law.

Nghe An, [date] [month] 2026
Declarant

Nguyen Thi Binh

