

No.: 18 /BC-HĐQT-HCC

Da Nang, January 25, 2025

**REPORT ON
Corporate Governance
The Year 2024**

To:

- The State Securities Commission
- Hanoi Stock Exchange

- Name of company: Intimex - Hoa Cam Concrete Joint Stock Company
- Address of headoffice: Lot B6-5, Thuan Yen Industrial Park, Hoa Thuan Ward, Tam Ky City, Quang Nam Province
- **Main transaction address:** The Company's branch in Da Nang City - 53 Truong Son, Hoa Tho Tay Ward, Cam Le District, Da Nang City.
- Fax: 0236 3672516, Email: hcc@betonghoacam.com.vn
- Charter capital: VND 65,185,860,000
- Stock symbol: HCC
- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors, General Director.
- The implementation of internal audit: Implemented

I. Activities of the General Meeting of Shareholders

Information on meetings, resolutions and decisions of the General Meeting of Shareholders (including the resolutions of the General Meeting of Shareholders approved in the form of written comments):

No.	Resolution/Decision No.	Date	Content
1	No. 25/NQ-ĐHĐCĐ-HCC	April 20, 2024	The Resolution of the Annual General Meetings of Shareholders for 2024
2	Minutes of the General Meetings of Shareholders	April 20, 2024	The Minutes of the Annual General Meetings of Shareholders for 2024

II. Board of Directors:

1. Information about the members of the Board of Directors (BOD):

No.	Board of Directors' members	Position (Independent members of the Board of Directors, Non-executive members of the Board of Directors)	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of appointment
1	Do Ha Nam	Chairman of the BOD	May 30, 2020	
2	Ngo Xuan Nam	Non-executive member of the BOD	May 30, 2020	

3	Ngo Van Long	Non-executive member of the BOD - General Director (Legal representative)	May 30, 2020	
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2. Meetings of the Board of Directors:

No.	Board of Director' member	Number of meetings attended by Board of Directors	Attendance rate	Reasons for absence
1	Do Ha Nam	4	100%	
2	Ngo Xuan Nam	4	100%	
3	Ngo Van Long	4	100%	

3. Supervising the Board of Management by the Board of Directors:

- Despite facing numerous challenges in production and business activities in 2024, such as the scarcity and rising prices of fuel and raw materials, temporary suspension of some construction projects, decreased demand for concrete, and high market competition, the Board of Management made significant efforts in management and operation. As a result, revenue and profit indicators saw notable growth compared to the same period last year, achieving and exceeding the targets set by the General Meeting of Shareholders and the Board of Directors.

- Directed the preparation of content, programs, and successfully organized the Annual General Meeting of Shareholders for 2024.

- Closely monitored and supervised the management and operational activities of the Board of Management. Regularly updated information on production and business activities, the Board of Directors issued timely and appropriate decisions to address arising issues, meeting production and business needs.

- The Board of General Directors effectively managed and operated the Company, implemented measures to achieve targets, plans, and resolutions of the General Meeting of Shareholders, ensuring the development of capital and shareholders' rights.

- The Board of Management performed their functions, duties, and powers as prescribed, while maintaining good coordination to fulfill the targets set by the General Meeting of Shareholders. They proactively and actively addressed arising issues in management, implemented solutions to ensure the best performance of production and business tasks. The Board of Management consistently provided strategic direction for investments to achieve the highest returns for the Company.

4. Activities of the Board of Directors' subcommittees (If any): None

5. Resolutions/Decisions of the Board of Directors in 2024:

No.	Resolution/Decision No.	Date	Content	Approval rate
1	No. 01/BC-HĐQT-HCC	January 15, 2024	Report on Corporate governance for 2023	100%
2	No. 24/QĐ-HĐQT-HCC	January 15, 2024	Approving the Company's salary rate for 2024.	100%
3	No. 62/QĐ-HĐQT-HCC	February 23, 2024	Organizing the Annual General Meeting of Shareholders for 2024.	100%
4	No. BB-HĐQT-HCC	March 01, 2024	Approving the loan from the Joint Stock Commercial Bank for	100%

			Investment and Development of Vietnam (BIDV) - Da Nang Branch.	
5	No. 58/NQ-HĐQT-HCC	April 26, 2024	Approving the loan from the Joint Stock Commercial Bank for Foreign Trade of Vietnam - Da Nang Branch.	100%
6	No. 85-BCTN-HCC	March 08, 2024	Annual Report for 2023	100%
7	No. 55/QĐ-HĐQT-HCC	May 02, 2024	Resigning from the position of Deputy General Director of the Company.	100%
8	No. BB-HĐQT-HCC	May 29, 2024	Agreeing to invest in purchasing 1 concrete pump truck and 1 pickup truck.	100%
9	No. BB-HĐQT-HCC	July 22, 2024	Agreeing to invest in purchasing 2 concrete mixer trucks.	100%
10	No. BB-HĐQT-HCC	September 27, 2024	Agreeing to invest in purchasing 1 light truck.	100%
11	No. 150/QĐ-HĐQT-HCC	December 17, 2024	Reappointing to the position of General Director of the Company.	100%
12	No. 151/QĐ-HĐQT-HCC	December 17, 2024	Reappointing to the position of Chief Accountant of the Company.	100%

III. Board of Supervisors (2024 Report):

1. Information about members of Board of Supervisors:

No.	Members of Board of Supervisors	Position	The date becoming/ceasing to be the member of the Board of Supervisors	Qualification
1	Phan Hong Hue	Head of the Board of Supervisors	May 30, 2020	Bachelor of foreign trade
2	Pham Vu Truong Giang	Member of the Board of Supervisors	May 30, 2020	Bachelor of Banking and Finance
3	Le Thai Nguyen	Member of the Board of Supervisors	May 30, 2020	Bachelor of accounting

2. Meetings of Board of Supervisors

No.	Members of Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Phan Hong Hue	4	100%	100%	
2	Pham Vu Truong Giang	4	100%	100%	
3	Le Thai Nguyen	4	100%	100%	

3. Supervising Board of Directors, Board of Management and shareholders by Board of Supervisors

- The activities of the Board of Directors complied with the Company's Charter and the current legal regulations.

- The Board of Directors held regular meetings to evaluate production and business activities, providing opinions and directions for business and production plans to align with each phase based on the objectives approved by the General Meeting of Shareholders.

- The Board of Directors approved and supervised investment and financial activities to ensure the timely provision of capital for business and production activities as well as investments approved by the General Meeting of Shareholders.

- Supervised the activities of the Board of Management and the Company's management system in implementing the financial and operational plans approved by the General Meeting of Shareholders. The Board of Management fully implemented the decisions and resolutions of the Board of Directors and effectively performed other rights and duties in accordance with the Company's Charter and applicable legal regulations.

- Assessed key processes of the Company, directly worked with the Board of Management and heads of departments within the organization to identify potential risks or shortcomings, thereby proposing and recommending suitable solutions to the executive management board of the Company.

4. The coordination among the Board of Supervisors, the Board of Management, Board of Directors and other managers:

- Participated in regular meetings with the Board of Directors and the Board of Management to implement the resolutions of the General Meeting of Shareholders and to select the auditing firm for the Company's Financial Statements.

- The Board of Supervisors reviewed the quarterly, semi-annual, and annual financial statements of the Company. The financial statements provided a true and fair view, in all material respects, of the Company's financial position in accordance with the applicable accounting regime.

- In 2024, the Board of Supervisors was facilitated by the Board of Directors and the Board of Management in receiving complete information regarding the Company's production, business activities, and financial status. There were no requests from shareholders or employees submitted to the Board of Supervisors. All activities of the Company complied with legal regulations, the Company's Charter, and the resolutions of the General Meeting of Shareholders.

IV. Board of Management

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment of members of the Board of Management /
1	Ngo Van Long	November 13, 1972	Silicate engineer	December 25, 2019
2	Nguyen Van Dung	December 03, 1957	Manufacturing mechanical engineer	February 01, 2020

V. Chief Accountant

Name	Date of birth	Qualification	Date of appointment
Nguyen Thi Ngoc Anh	September 15, 1977	Bachelor of accounting	December 25, 2019

VI. Training courses on corporate governance:

Training courses on corporate governance were involved by members of Board of Directors, the Board of Supervisors, General Director, other managers and secretaries in accordance with regulations on corporate governance:

VII. The list of affiliated persons of the public company and transactions of affiliated persons of the Company

1. The list of affiliated persons of the Company

No.	Name of organization/individual	Securities trading account (if any)	Position at the Company (if any)	NSH No.*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
1	Intimex Group Joint Stock Company		Major shareholder			25/12/2009			Major shareholder
2	Do Ha Nam		Chairman of the BOD			25/12/2009			Internal person
	Pham Thi Loan								Affiliated person of internal person
	Do Ha Phuong								Affiliated person of internal person
	Do Ha Minh Long								Affiliated person of internal person
	Do Ha Bac								Affiliated person of internal person
	Do Thi Minh Thao					13/12/2007			Affiliated person of internal person
3	Ngo Xuan Nam		Member of the BOD			25/12/2009			Internal person
	Truong Thoai Uyen								Affiliated person of internal person
4	Ngo Van Long		Member of the BOD, General Director			13/12/2007			Internal person
	Le Thi My Linh								Affiliated person of internal person
	Ngo Thi Kim Quy								Affiliated person of internal person

	Ngo Dang Khoa							Affiliated person of internal person
	Ngo Thao Nhi							Affiliated person of internal person
	Vuong Vu Hoang Tuan							Affiliated person of internal person
5	Nguyen Van Dung		Deputy General Director			01/02/2020		Internal person
	Pham Thi Nhung							Affiliated person of internal person
	Nguyen Manh Tung							Affiliated person of internal person
	Nguyen Thi Phuong Thao							Affiliated person of internal person
	Nguyen Quoc Si							Affiliated person of internal person
6	Nguyen Thi Ngoc Anh		Chief Accountant			13/12/2007		Internal person
	Dinh Van Sinh							Affiliated person of internal person
	Dinh Hai Quan							Affiliated person of internal person
	Dinh Hai Minh							Affiliated person of internal person
	Nguyen Ngoc Sau							Affiliated person of internal person
	Khuong Thi Loan							Affiliated person of internal

									person
7	Phan Hong Hue		Head of the Board of Supervisors			25/12/2009			Internal person
8	Pham Vu Truong Giang		Member of the Board of Supervisors			25/12/2009			Internal person
	Nguyen Thi Nguyet Que								Affiliated person of internal person
9	Le Thai Nguyen		Member of the Board of Supervisors			30/5/2020			Internal person
	Le Van Nam								Affiliated person of internal person

NSH No.: ID card No./Passport No. (As for individuals) or Business Registration Certificate No., License on Operations or equivalent legal documents (As for organisations)

2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons: None

No.	Name of organization/ individual	Relationship with the Company	NSH No.* date of issue, place of issue	Address	Time of transactions with the Company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (if any, specifying date of issue)	Content, quantity, total value of transaction	Note

NSH No.: ID card No./Passport No. (As for individuals) or Business Registration Certificate No., License on operations or equivalent legal documents (As for organisations).

3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power: None

No.	Transaction executor	Relationship with internal persons	Position at the listed Company	ID card No. /Passport No., date of issue, place of	Address	Name of subsidiaries or companies which the Company	Time of transaction	Content, quantity, total value of transaction	Note

				Issue		control			

4. Transactions between the Company and other objects: None

4.1. Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, Director (General Director), and other managers have been or are currently founding members, or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting): None

4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director (General Director) and other managers as a member of Board of Directors, Director (General Director or CEO): None

4.3. Other transactions of the Company (if any) may bring material or non- material benefits for members of Board of Directors, members of the Board of Supervisors, Director (General Director) and other managers: None.

VIII. Share transactions of internal persons and their affiliated persons (Semi-annual report/annual report)

1. The list of internal persons and their affiliated persons

No.	Name	Securities trading account (if any)	Position at the company (if any)	No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1	Intimex Group Joint Stock Company		Major shareholder			3,355,979	51.48	
2	Do Ha Nam		Chairman of the BOD			0	0	
	Pham Thi Loan		Affiliated person			0	0	
	Do Ha Phuong		Affiliated person			0	0	
	Do Ha Minh Long		Affiliated person			0	0	
	Do Ha Bac		Affiliated person			0	0	
	Do Thi Minh Thao		Affiliated person			0	0	
3	Ngo Xuan Nam		Member of the BOD			0	0	

	Truong Thoai Uyen	Affiliated person			0	0	
4	Ngo Van Long	Member of the BOD, General Director			49,088	0.753	
	Le Thi My Linh	Affiliated person			0	0	
	Ngo Thi Kim Quy	Affiliated person			0	0	
	Ngo Dang Khoa	Affiliated person			0	0	
	Ngo Thao Nhi	Affiliated person			0	0	
	Vuong Vu Hoang Tuan	Affiliated person			0	0	
5	Nguyen Van Dung	Deputy General Director			700	0,01	
	Pham Thi Nhung	Affiliated person			0	0	
	Nguyen Manh Tung	Affiliated person			0	0	
	Nguyen Thi Phuong Thao	Affiliated person			0	0	
	Nguyen Quoc Si	Affiliated person			0	0	
6	Nguyen Thi Ngoc Anh	Chief Accountant			90,209	1.38	
	Dinh Van Sinh	Affiliated person			0	0	
	Dinh Hai Quan	Affiliated person			0	0	

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	Dinh Hai Minh		Affiliated person			0	0	Young child
	Nguyen Ngoc Sau		Affiliated person			0	0	
	Khuong Thi Loan		Affiliated person			0	0	
7	Phan Hong Hue		Head of the Board of Supervisors			0		
8	Pham Vu Truong Giang		Member of the Board of Supervisors			0	0	
	Nguyen Thi Nguyet Que		Affiliated person			0	0	
9	Le Thai Nguyen		Member of the Board of Supervisors			0	0	
	Le Van Nam		Affiliated person			0	0	

2. Transactions of internal persons and affiliated persons with shares of the company: None

No.	Transaction executor	Relationship with internal	Number of shares owned at the beginning of the period		Number of shares owned at the end of the period		Reasons for increasing, decreasing (buying, selling, converting, rewarding, etc.)
			Number of shares	Percentage	Number of shares	Percentage	

IX. Other significant issues

Recipients:

- As above;
- Archived.

CHAIRMAN OF THE BOARD OF DIRECTORS



Do Ha Nam