

No: 26/NQ-DHCD-HCC

Da Nang, April 19, 2025

**RESOLUTION**  
**2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**INTIMEX - HOA CAM CONCRETE JOINT STOCK COMPANY**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, issued by the National Assembly of the Socialist Republic of Vietnam;

Pursuant to the current Charter on Organization and Operation of Intimex - Hoa Cam Concrete Joint Stock Company;

Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders of Intimex - Hoa Cam Concrete Joint Stock Company held on April 19, 2025;

Pursuant to the content and agenda of the 2025 Annual General Meeting of Shareholders,

After listening to the reports and discussions of the shareholders, the Annual General Meeting of Shareholders of Intimex - Hoa Cam Concrete Joint Stock Company voted unanimously to approve:

**RESOLVES:**

1/ Approve the 2024 Board of Directors' report and the operational direction for 2025  
- *Voting rate: Agree: 3,585,627 shares, equivalent to 100% of the total votes of the attending shareholders.*

2/ Approve the Board of Management's report on business performance in 2024 and the business plan for 2025

- *Voting rate: Agree: 3,585,627 shares, equivalent to 100% of the total votes of the attending shareholders.*

3/ Approve the audited financial statements for 2024.

- *Voting rate: Agree: 3,585,627 shares, equivalent to 100% of the total votes of the attending shareholders.*

4/ Approve the Board of Supervisors' report of activities in 2024 and the appraisal report on the audited financial statements of 2024.

- *Voting rate: Agree: 3,585,627 shares, equivalent to 100% of the total votes of the attending shareholders.*

5/ Approve the remuneration report of the Board of Directors and the Board of Supervisors for 2024 and the estimated remuneration of the Board of Directors and the Board of Supervisors for 2025

- *Voting rate: Agree: 3,585,627 shares, equivalent to 100% of the total votes of the attending shareholders.*

6/ Approve Proposal No. 110/TTr-HDQT-HCC, dated April 19, 2025, on profit distribution in 2024 and expected payout rate in 2025



ITEM	Percentage	Amount
<b>Undistributed profit after tax</b>	<b>100</b>	<b>13,757,638,705 VND</b>
In which:		
Current year's profit after tax		<b>12,557,591,905 VND</b>
Undistributed profit from the previous year		<b>1,200,046,800 VND</b>
1. Dividend Payment: 20% of charter capital in cash		13,037,172,000 VND
2. Distribute to the Welfare Fund		150,000,000 VND
3. Distribute to Bonus Fund		
In which:		
- Employee rewards		220,466,705 VND
Rewards for the Board of Directors and the Board of Supervisors		350,000,000 VND

- *Voting rate: Agree: 3,585,627 shares, equivalent to 100% of the total votes of the attending shareholders.*

7/ Approve Proposal No.111/TTr-BKS-HCC, dated April 19, 2025, regarding the selection of an auditing company

- *Voting rate: Agree: 3,585,627 shares, equivalent to 100% of the total votes of the attending shareholders.*

8/ Approve the Proposal to elect members of the Board of Directors and the Board of Supervisors for the 2025-2030 term

- *Voting rate: Agree: 3,585,627 shares, equivalent to 100% of the total votes of the attending shareholders.*

9/ Approve the regulations for the election of members of the Board of Directors and the Board of Supervisors for the 2025 - 2030 term

- *Voting rate: Agree: 3,585,627 shares, equivalent to 100% of the total votes of the attending shareholders.*

10/ The General Meeting of Shareholders elected the members of the Board of Directors and the Board of Supervisors for the 2025 - 2030 term

Member of the Board of Directors, term 2025 – 2030:

No.	Name	Number of votes	Percentage
1.	Mr. Do Ha Nam	3,585,627	33.333% of the total votes of the attending shareholders
2.	Mr. Ngo Xuan Nam	3,585,627	33.333% of the total votes of the attending shareholders
3.	Mr. Ngo Van Long	3,585,627	33.333% of the total votes of the attending shareholders

Member of the Board of Supervisors, term 2025 – 2030:



No.	Name	Number of votes	Percentage
1.	Ms. Phan Hong Hue	3,585,627	33.333% of the total votes of the attending shareholders
2.	Mr. Pham Vu Truong Giang	3,585,627	33.333% of the total votes of the attending shareholders
3.	Mr. Le Thai Nguyen	3,585,627	33.333% of the total votes of the attending shareholders

11/ Elect the Chairman of the Board of Directors and Head of the Board of Supervisors for the 2025 – 2030 term:

Board of Directors:

No.	Name	Position
1.	Mr. Do Ha Nam	Chairman
2.	Mr. Ngo Xuan Nam	Member
3.	Mr. Ngo Van Long	Member

Board of Supervisors:

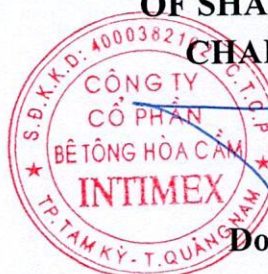
No.	Name	Position
1.	Ms. Phan Hong Hue	Head of the Board
2.	Mr. Pham Vu Truong Giang	Member
3.	Mr. Le Thai Nguyen	Member

12/ Approve the contents of the Minutes of the 2025 Annual General Meeting of Shareholders.

- *Voting rate: Agree: 3,585,627 shares, equivalent to 100% of the total votes of the attending shareholders.*

The Resolution has been read before the 2025 Annual General Meeting of Shareholders and has been unanimously approved by 100% of the shareholders attending the General Meeting.

ON BEHALF OF THE GENERAL MEETING  
OF SHAREHOLDERS  
CHAIRPERSON



Do Ha Nam



**MINUTES  
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025  
INTIMEX - HOA CAM CONCRETE JOINT STOCK COMPANY**

Today, at 8:30 AM, on April 19, 2025, at the Da Nang Branch Office of Intimex - Hoa Cam Concrete Joint Stock Company, 53 Truong Son, Hoa Tho Tay Ward, Cam Le District, Da Nang City, we, the shareholders of Intimex - Hoa Cam Concrete Joint Stock Company, convene the 2025 Annual General Meeting of Shareholders with the following content:

**I. PARTICIPANTS**

Report on shareholders' eligibility verification: Mr. Pham Vu Truong Giang reported the results of the number of shareholders attending the General Meeting as follows:

There are 20 shareholders, representing 3.585.627 shares, accounting for 55,16% of the Company's charter capital, ensuring sufficient conditions to conduct the General Meeting of Shareholders in accordance with the provisions of the Enterprise Law and the Company's current Charter.

**II. ELECTION OF THE CHAIRPERSON, SECRETARY COMMITTEE, AND THE  
VOTE COUNTING COMMITTEE OF THE GENERAL MEETING**

The shareholders present unanimously voted 100% for the members of the Chairpersons, the Vote Counting Committee, and the Secretary Committee.

- The Chairpersons consist of:
  1. Mr. Do Ha Nam: Chairperson
  2. Mr. Ngo Xuan Nam: Member
  3. Mr. Ngo Van Long: Member
- Vote Counting Committee members:
  1. Mr. Nguyen Xuan Thanh: Head
  2. Mr. Vo Thien Quoc: Member
  3. Ms. Pham Thi Ve: Member
- The Secretary Committee consists of:
  1. Mr. Nguyen Xuan Hien: Head
  2. Mr. Le Thai Nguyen: Member

**III. APPROVAL OF THE WORKING REGULATIONS OF THE GENERAL MEETING**

Mr. Nguyen Xuan Hien - Organizing Committee reviewed the working regulations of the general meeting.

*The voting approval rate: 100% of shareholders attending the general meeting.*

**IV. CONTENT OF THE GENERAL MEETING**

**A. APPROVAL OF THE GENERAL MEETING AGENDA**

Mr. Do Ha Nam, Chairperson, asks for the shareholders' approval.

*The voting approval rate: 100% of shareholders attending the general meeting.*

**B. REPORTS AT THE GENERAL MEETING**



The General Meeting heard the following reports:

Mr. Do Ha Nam, Chairman of the Board of Directors, presented the "Report on the Board of Directors' activities in 2024 and operational direction for 2025".

Mr. Ngo Van Long, General Director, presented the "Report of the Board of Management on production and business activities in 2024 and business plan for 2025".

Ms. Nguyen Thi Ngoc Anh, Chief Accountant, presented the "Audited Financial Statements for 2024".

Ms. Phan Hong Hue, Head of the Board of Supervisors, presented the "Report of the Board of Supervisors for 2024".

Mr. Ngo Xuan Nam, member of the Board of Directors, presented the "Report on remuneration for the Board of Directors and Board of Supervisors in 2024 and estimated for 2025" and presented the "Proposal for profit distribution in 2024".

Ms. Phan Hong Hue, Head of the Board of Supervisors, presented the "Proposal for selecting an auditing company for the Company's 2025 Financial Statements".

### **C. ELECTION OF THE BOARD OF DIRECTORS AND BOARD OF SUPERVISORS**

1. Mr. Do Ha Nam, Chairman of the Board of Directors, presented the proposal for the election of members of the Board of Directors and Board of Supervisors for the 2025-2030 term.

List of candidates for the Board of Directors:

1. Mr. Do Ha Nam
2. Mr. Ngo Xuan Nam
3. Mr. Ngo Van Long

List of candidates for the Board of Supervisors:

1. Ms. Phan Hong Hue
2. Mr. Pham Vu Truong Giang
3. Mr. Le Thai Nguyen

- *Voting rate: Agree: 3,585,627 shares corresponding to 100% of the total votes of shareholders attending the meeting.*

2. Mr. Nguyen Xuan Thanh, Head of the Vote Counting and Election Committee, presented the Regulations for the election of Members of the Board of Directors & Board of Supervisors for the 2025-2030 term.

- *Voting rate: Agree: 3,585,627 shares, corresponding to 100% of the total votes of shareholders attending the meeting.*

**The General Meeting elected the Members of the Board of Directors and Board of Supervisors for the 2025-2030 term.**

Member of the Board of Directors, term 2025 – 2030:

No.	Name	Number of voting shares	Percentage
1.	Mr. Do Ha Nam	3,585,627	33.333% of the total votes of the attending shareholders
2.	Mr. Ngo Xuan Nam	3,585,627	33.333% of the total votes of the attending shareholders



3.	Mr. Ngo Van Long	3,585,627	33.333% of the total votes of the attending shareholders
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Member of the Board of Supervisors, term 2025 – 2030:

No.	Name	Number of voting shares	Percentage
1.	Ms. Phan Hong Hue	3,585,627	33.333% of the total votes of the attending shareholders
2.	Mr. Pham Vu Truong Giang	3,585,627	33.333% of the total votes of the attending shareholders
3.	Mr. Le Thai Nguyen	3,585,627	33.333% of the total votes of the attending shareholders

## V. DISCUSSION AND VOTING ON THE CONTENTS

**A. Discussion:** Attending shareholders have comments.

Shareholder's opinion: Fully agree with the contents and program of the meeting. No further comments.

**B. Mr. Do Ha Nam chaired the voting to approve the reports and proposals at the General Meeting with the following results:**

### 1. Approval of the 2024 Board of Directors' Report and the 2025 operational direction

- Voting rate: Agree: 3,585,627 shares corresponding to 100% of the total votes of shareholders attending the meeting.

### 2. Approval of the Board of Management's report on 2024 business activities and the 2025 business plan

- Voting rate: Agree: 3,585,627 shares corresponding to 100% of the total votes of shareholders attending the meeting.

### 3. Approval of the audited financial statements for 2024.

- Voting rate: Agree: 3,585,627 shares corresponding to 100% of the total votes of shareholders attending the meeting.

### 4. Approval of the 2024 Board of Supervisors' activity report.

- Voting rate: Agree: 3,585,627 shares corresponding to 100% of the total votes of shareholders attending the meeting.

### 5. Approval of the Report on Remuneration of the Board of Directors and Board of Supervisors in 2024 and the estimated budget for 2025

\* Remuneration of the Board of Directors and Board of Supervisors in 2024

- Total remuneration of the Board of Directors: 286,000,000 VND
- Total remuneration of the Board of Supervisors: 156,000,000 VND

Including 12 months' remuneration and 01 month's remuneration for the Lunar New Year 2025

\* Estimated remuneration of the Board of Directors and Board of Supervisors in 2025



- Board of Directors: 3 people (01 Chairman, 02 members)  
+ Chairman: 10,000,000 VND/person/month  
+ Member: 6,000,000 VND/person/month
- Board of Supervisors: 03 people (01 Head, 02 members)  
+ Head: 5,000,000 VND/person/month  
+ Member: 3,500,000 VND/person/month
- Total remuneration of the Board of Directors in 2024: 286,000,000 VND
- Total remuneration of the Board of Supervisors in 2024: 156,000,000 VND
- Including 12 months' remuneration and 01 month's remuneration for the Lunar New Year 2026.
- *Voting rate: Agree: 3,585,627 shares corresponding to 100% of the total votes of shareholders attending the meeting.*

#### **6. Approving the Proposal for profit distribution in 2024:**

ITEM	Percentage	Amount
<b>Undistributed profit after tax</b>	<b>100</b>	<b>13,757,638,705 VND</b>
In which:		
Current year's profit after tax		<b>12,557,591,905 VND</b>
Undistributed profit from the previous year		<b>1,200,046,800 VND</b>
1. Dividend Payment: 20% of charter capital in cash		13,037,172,000 VND
2. Distribute to the Welfare Fund		150,000,000 VND
3. Distribute to Bonus Fund		
In which:		
- Employee rewards		220,466,705 VND
Rewards for the Board of Directors and the Board of Supervisors		350,000,000 VND

Expected dividend payment in 2025: at least 15% of charter capital in cash or shares.

- *Voting rate: Agree: 3,585,627 shares, equivalent to 100% of the total votes of shareholders attending the meeting.*

#### **7. Approving the Proposal for selecting the company's 2025 auditing company.**

- *Voting rate: Agree: 3,585,627 shares, equivalent to 100% of the total votes of shareholders attending the meeting.*

#### **8. Approving the Resolution of the General Meeting with a voting rate of 100% of the total votes of shareholders attending the meeting.**

The General Meeting agreed to assign the authority and tasks to the Board of Directors and the Board of Management of Intimex - Hoa Cam Concrete Joint Stock Company to implement the contents approved at the 2025 Annual General Meeting of Shareholders.

The Chairperson of the General Meeting expressed his gratitude to the shareholders for their full participation and active contribution to the contents of the General Meeting with a high sense of responsibility, demonstrating unity and trust in the Board of Directors and Board of Management,



contributing to the success of the General Meeting.

This minutes was read again at the Annual General Meeting of Shareholders 2025 of Intimex - Hoa Cam Concrete Joint Stock Company at 11:30 AM on April 19, 2025, and was unanimously approved by 100% of the shareholders attending the meeting.

**ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**  
**CHAIRPERSONS**



**Do Ha Nam**

**SECRETARY**

A blue signature of Nguyen Xuan Hien.

**Nguyen Xuan Hien**



**REPORT OF THE BOARD OF DIRECTORS  
AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**

**I. MEMBER OF THE BOARD OF DIRECTORS**

Intimex - Hoa Cam Concrete Joint Stock Company's Board of Directors has 03 members. The members of the Board of Directors holding office on the date of this report include:

1. Mr. Do Ha Nam - Chairman
2. Mr. Ngo Xuan Nam - Member
3. Mr. Ngo Van Long - Member

Based on the Charter and the actual situation of the Company, the Board of Directors has performed their powers and duties in the reporting year, participating in the orientation and supervision of the Board of Management's operations. Some typical contents are as follows:

**II. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024**

In 2024, the Board of Directors held meetings to discuss and agree on matters within the competence of the Board of Directors to focus on directing, supervising operations, and providing timely support to the Board of Management through the issuance of Resolutions and Decisions related to the orientation of production and business activities and timely and reasonable investment, as well as the organization of the Company's leadership personnel in accordance with the current regulations and laws of the Company.

**III. RESULTS OF SUPERVISING THE ACTIVITIES OF THE BOARD OF MANAGEMENT  
IN 2024**

In 2024, the Board of Directors directed the Board of Management in implementing the key strategic tasks oriented in the decisions made by the General Meeting of Shareholders as well as the Board of Directors, specifically:

- Directing the Board of Management to implement the 2024 plan approved by the General Meeting of Shareholders;
- Supporting the Board of Management in management, organization of personnel, and labor and salaries to improve production and business efficiency and the lives of employees;
- Inspecting and supervising the Company's business activities in accordance with the Company's charter.

**Business results in 2024**

Total revenue: 300 billion VND

Profit before tax: 15.896 billion VND

Profit after tax: 12.557 billion VND

Production and business activities in 2024 still faced many difficulties, such as rising input prices of fuel and raw materials, a shrinking construction market, declining demand for concrete, and high competition. Production costs and machinery and equipment are high due to the frequent breakdown of old machinery. Besides, there are also large fixed costs such as depreciation, salaries and



provisions for overdue debts, and financial provisions for capital contributions at Chu Lai Joint Stock Company.

However, the company has also made many efforts to take advantage of regional business advantages, promote the effectiveness of the chain of concrete plants installed across the provinces and cities of Da Nang, Quang Nam, and Quang Ngai; negotiated reasonable selling prices with customers, contributing to increased business efficiency. In addition, the company has applied many measures to collect debts, contributing to achieving and exceeding the revenue and profit plan set by the General Meeting of Shareholders.

**\* Human resource management**

The Company's Board of Directors and Board of Management are stable. The average number of employees in 2024 was 175 people, employees' income increased; regimes and policies for employees are always guaranteed.

**\*Financial Activities:**

The Company's financial statements, concluding on December 31, 2024, were prepared in accordance with the Vietnamese Accounting Standards and System, and audited by ACC Accounting & Auditing Co.,Ltd, reveal the following:

Total assets (December 31, 2024): 145.168 billion VND

Including: - Current assets: 105.685 billion VND

- Non - current assets: 39.483 billion VND

Total resources: 145.168 billion VND

Including: - Liabilities: 59.752 billion VND

- Owner's equity: 85.416 billion VND

**\*Investment Activities:** In 2024, all fixed asset investments were within the Board of Directors' approval. Investments totaling 5.4 billion VND during the year included: the purchase of a concrete pump truck, concrete transport vehicles, and light trucks; the implementation of fire protection and lightning protection systems at the Tam Ky Concrete Plant; and renovations to the wastewater and solid waste treatment systems at the Da Nang Concrete Plant.

**Company Stock and Shareholder Information:** According to data finalized by Vietnam Securities Depository and Clearing Corporation on March 15, 2024, the shareholder structure is as follows:

- Total outstanding shares: 6,518,586 shares
- Treasury shares: 39 shares
- Percentage of institutional investor ownership: 66.18%
- Percentage of individual investor ownership: 33.82%
- Percentage of domestic investor ownership: 87.61%
- Percentage of foreign investor ownership: 12.39%

#### **IV. DIRECTIONS FOR THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025**

The Board of Directors presents the following planned business targets:

- Total revenue: 320 billion VND.
- Profit before tax: 17 billion VND.

\*The socio-economic outlook is anticipated to present numerous challenges. Due to scarce and escalating fuel and input material prices, a stagnant real estate market, and the lack of growth in market



demand for concrete, the Company's production and business activities will face significant difficulties. To achieve the aforementioned targets, the Board of Directors will continue to direct the Board of Management in carrying out the following tasks:

- ✓ Strengthen management, supervision, and direction of the Board of Management and the Company's supporting apparatus, ensuring full implementation of the Resolutions adopted at the 2025 Annual General Meeting of Shareholders.

- ✓ Aggressively pursue a market development and expansion strategy. Define the Company's production and business objectives, expanding business activities efficiently, and progressively enhancing profitability to generate economic benefits for investors, create jobs, and ensure stable income for employees, while adhering to the state's tax policies. Specifically:

- Sell or liquidate underperforming machinery, vehicles, and equipment, gradually replacing them with new machinery and equipment.

- Continue implementing the piece-rate salary system at factories. Consolidate the organizational and personnel structure to prioritize efficiency and streamlined operations, recruit qualified and young new employees, particularly focusing on recent graduates.

- Prioritize investment in a strong leadership team and professional staff, supplementing the new concrete plants to create outstanding development for the enterprise to become a leading unit in ready-mixed concrete in the region.

- \* The Board of Directors will closely adhere to the regulations in the Company's Charter and Regulations on the operation of the Board of Directors to carry out the following tasks:

- ✓ Organize regular meetings at least once per quarter to discuss and approve reports and plans, directing the implementation of the Resolutions of the General Meeting of Shareholders promptly and effectively.

- ✓ Organize meetings with the Board of Management when necessary to supervise operations and ensure compliance with the Board of Directors' decisions.

- ✓ Direct the implementation of production and business activities in the most efficient manner, while monitoring and supporting the Board of Management as well as other managers to achieve and strive to exceed the planned targets for 2025.

- ✓ Complete debt management, ensuring debts do not exceed the permitted limit, to improve the efficiency of capital use.

- ✓ Develop mechanisms and policies for employee salaries, ensuring that employees feel secure in their long-term work and have a highly specialized team.

- \* Capital resources and capital utilization:**

- Preserve owner's equity and effectively utilize capital resources. Develop and expand capital sources to meet the production and business needs of the Company promptly.

- Economize on spending and tightly manage production and business costs.

- \* Investment activities:** Consider investing in purchasing additional concrete mixing stations, concrete pump trucks; and concrete transport vehicles to replace old, depreciated, or damaged vehicles and equipment; ... according to the Board of Management's investment plan to ensure business efficiency and effective environmental protection. With a total estimated budget of 12 billion VND.

- \* Organizational work, labor, salaries, and policy regimes:**



- Organizational structure: Consolidate the organizational model to suit the current business situation. Strengthen recruitment and training to supplement the leadership and professional apparatus for the factories under the Company.

- Salary and policy work: Continue to consider implementing a piece-rate wage system to link employees with work results and improve employee livelihoods. At the same time, implement policies for employees in accordance with legal regulations.

**\* Brand development and company culture:**

- Build a corporate culture through the image of people, customer service attitudes, and uniformity between factories and the Company.

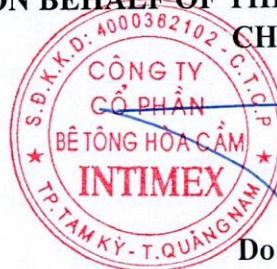
- Promote investment activities for brand promotion and market expansion to boost business and enhance the Company's value.

- Take care of the material and spiritual life of employees and direct better implementation of emulation and commendation work and social charity work.

- Create conditions for Party organizations, Trade Unions, and Youth Unions to operate strongly and develop.

Da Nang, April 19, 2025

ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN



Do Ha Nam

C.T.C.P



*Da Nang, April 19, 2025*

**REPORT**

**Regarding the assessment of the 2024 business performance and the  
2025 plan**

**I. ASSESSMENT OF THE 2024 BUSINESS PERFORMANCE:**

**1. BUSINESS PRODUCTION SITUATION (as of December 31, 2024)**

Item	GOODS (m3)			REVENUE (billion VND)			PROFIT (billion VND)		
	Quantity	% compared to the previous year	% compared to the plan	Value	% compared to the previous year	% compared to the plan	Value	% compared to the previous year	% compared to the plan
Concrete	241,470	123.7%	96.6%	300.0	106.1%	100%	15,897	126.5%	115.2%
<b>Total</b>	<b>241,470</b>	<b>123.7%</b>	<b>96.6%</b>	<b>300.0</b>	<b>106.1%</b>	<b>100%</b>	<b>15,897</b>	<b>126.5%</b>	<b>115.2%</b>

The business production situation in 2024 encountered many favorable conditions, output reached 96.6%, and revenue reached 100% compared to the plan for the year. Compared to the same period last year, output increased by 123.7%, revenue increased by 106.1%, and pre-tax profit compared to 2023 reached 126.5%, exceeding the plan by 115.2%. **Reasons:**

**a. Advantages:**

- The Intimex - Hoa Cam Concrete brand is trusted by customers for the Company's product quality and supply volume.

- Several concrete plants located in surrounding markets can support each other, maximizing the efficiency of equipment and reducing costs, thus increasing competition. This network of plants contributes to the company's overall performance.

- The Company has exploited the increasing demand for concrete in the Da Nang market, driven by several large projects, and entered into contracts with reputable construction contractors to boost revenue and offset the decline in sales in Quang Nam and Quang Ngai.

**b. Difficulties:**

- In 2024, the domestic economic situation still faced many difficulties. FDI investment decreased, public investment disbursement was slow, and the real estate market was almost stagnant. Most construction investment projects nationwide and in the Central region faced numerous difficulties in implementation. Energy prices increased due to the war conflicts between Russia - Ukraine and in the Gaza Strip, domestic material mines expired, leading to continuous increases in input material prices at construction companies in general and the unit in particular, affecting the concrete consumption market and the unit's business efficiency.



- Moreover, the company's machinery and equipment capacity is old and prone to breakdowns, resulting in costly repairs, hindering the company's ability to compete in meeting customer delivery schedules compared to other units.

- The Company's capital investment situation in Chu Lai Joint Stock Company in 2024 faced difficulties as follows: the company's mining license expired and is waiting for the city to reissue it; production has been stopped since April 2022, pushing the company into difficulties; tax, bank, and supplier payments were overdue, leading to tax and bank freezes; the business license was revoked; the land lease contract was revoked and not renewed; and an exit ban was imposed on the legal representative. The operating loss affects the capital contribution of Intimex - Hoa Cam Concrete Joint Stock Company, leading to the Company having to make provisions. The amount provisioned accumulated as of December 31, 2024 is 3,428,946,823 VND (The amount not yet provisioned is 1,890,713,177 VND). Besides, it also causes difficulties in proactively sourcing 1x2 stone input for the Company at the Da Nang Plant.

- Production organization encountered difficulties, low salaries led to many employees resigning, and new recruitment was challenging, leading to a shortage of general laborers, technicians, and drivers, mainly due to the specific nature of the profession requiring frequent night work. Partially due to the salary distribution mechanism, the workforce is not motivated, creating difficulties in recruitment, requiring reinforcements from other plants, which increased costs and impacted revenue growth and company efficiency.

### **FINANCIAL SITUATION**

- The company's capital limit assigned for 2024 is 120 billion, which the company utilizes while ensuring compliance.

- The interest expense payable in 2024 is 573,558,336 VND, significantly decreasing compared to 2023 (1,491,949,419 VND). This leads to efficient capital utilization in 2024, with each VND of interest expense generating 27.7 VND of profit before tax, compared to 7.5 VND of profit before tax in 2023.

- During the year, the recovery of accounts receivable from customers improved compared to the previous year. This is due to the company's implementation of production software for stricter monitoring and closer tracking of receivables. The provision for doubtful debts in 2024 is 4,512,217,711 VND, which is higher than in 2023, but these amounts are committed to be paid by customers and will be reversed in 2025.

- Investments in fixed assets are all within the approval of the Board of Directors. In 2024, investments amounted to 5,359,537,243 VND, including the purchase of a used concrete pump truck (2.72 billion VND); 2 used 14m3 concrete transport trucks (1.098 billion VND), 1 new pickup truck (591.1 million VND); 1 Huynhdai 92H-03443 truck (402.4 million VND); 1 fire protection system and lightning protection system for the Tam Ky concrete factory (227.5 million VND); Renovation of wastewater treatment system at Da Nang Concrete Plant (175.6 million VND); Upgrading the wastewater treatment system at Dung Quat Plant (139.2 million VND).

- Depreciation expenses in 2024 were 8.673 billion VND, slightly lower than in 2023 (8.838 billion VND).

#### **a. Advantages:**

- The company's capital limit approved by the Board of Directors at 120 billion VND for 2023 is still sufficient for the Company's production and business activities.

#### **b. Difficulties:**

- The criteria for 2024 and subsequent years are that the company must select large and reputable construction contractors to increase revenue and reduce risks related to receivables. However, the challenge is competition in terms of price and slow payment times, leading to financial costs and the need for suitable bank financing.



- The prices of input materials such as sand and stone frequently fluctuate, and their supply is scarce. This issue also affects the progress of concrete supply to the company's customers. At the same time, it also impacts the company's finances, sometimes requiring advance payments for goods, leading to increased interest expenses and suboptimal business performance.

### **3. ORGANIZATION - ADMINISTRATION:**

- In 2024, the company recruited 30 additional employees (mainly drivers, technicians, and concrete pipeline workers) and terminated 17 labor contracts. The total number of employees as of December 31, 2024, was 181, a 107.7% increase compared to the beginning of the year (168 employees).

- Total salary expenses in 2024 (27.016 billion VND) reached 123.1% and were higher than the 2024 plan (21.94 billion VND). This was due to the company's salary policy being implemented based on a fixed amount approved by the Board of Directors and according to the company's salary regulations. Revenue and profit reached and exceeded the plan, and the number of employees was lower than planned.

- The average number of employees in 2024 was 175, compared to the planned 200 for 2024.

- Administration (clerical work, fire prevention and fighting, occupational safety, security, assets, etc.):

+ Clerical work is well-executed, with complete and compliant dispatch, receipt, and archiving of documents, ensuring efficient service for the company's operations.

+ Fire prevention and occupational safety are implemented effectively, preventing fires at the unit and ensuring safety for production and business activities. Biannually, the Fire Prevention and Rescue Police conduct inspections and assessments at the company, consistently rating it as good and meeting requirements.

+ In 2024, fire prevention, search, and rescue training and drills were conducted. Occupational safety was ensured, and no regrettable occupational accidents occurred.

+ Asset protection and management were rigorously implemented, and no loss of company assets occurred.

#### **a. Advantages:**

- In 2024, business performance met and exceeded the set plan, resulting in an increase in salary rates based on revenue and profits, leading to higher employee incomes compared to 2023.

#### **b. Difficulties:**

- Employee incomes remained low compared to the general market and similar businesses in the area, creating difficulties in recruitment. A high employee turnover rate combined with recruitment challenges led to shortages of general laborers, technicians, and drivers, causing difficulties in production organization, requiring transfers, incurring training costs, and consuming time for job adaptation.

### **4. OTHER ACTIVITIES (Party, Trade Union, Youth Union, IT, etc.):**

- In 2024, the Party Cell was assessed positively by the Tam Ky City Party Committee and recommended for classification as having successfully completed their tasks, receiving commendation for outstanding achievements in Party building in 2024; The Trade Union and Youth Union were classified as having successfully completed their tasks.

#### **a. Advantages:**

- The company's leadership, staff, and workers maintain unity and consensus. The company's leadership consistently provides support and facilitates favorable conditions for the operation of mass organizations.

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- The Youth Union received close attention from the Party Cell and significant support from the company's leadership and factories, including time allocation and financial assistance for activities.

**b. Difficulties:**

\* Regarding the Youth Union:

- Union members are dispersed across factories spanning from Da Nang to Quang Ngai, making it difficult to gather them.

- Most Union members work in production, limiting their time availability, and the activities of the mass organizations are not regularly maintained, lacking enthusiasm and failing to attract widespread participation.

- The company's Youth Union is under the Tam Ky City Youth Union and is its most distant unit, presenting certain challenges. Additionally, as a business unit, many of the City Youth Union's operating models are not suitable.

**II. DIRECTION AND MEASURES FOR PLAN FULFILLMENT:**

**1. 2025 Plan Direction:**

In 2025, the global and domestic economic outlook is predicted to remain complex, with persistently high inflation negatively impacting the national economy and business operations. The company will strive to overcome difficulties and proposes the following 2025 plan and implementation measures for the Board of Directors' approval:

No.	Item	Unit	2025 Plan
1	Concrete	m3	255 000
2	Revenue:	billion VND	320
3	Salary Fund	billion VND	24.7
4	Personnel	people	192
5	Profit before tax	billion VND	17
6	Capital Limit	Billion VND	120

**2. Measures:**

- Focus on exploiting the concrete demand of numerous real estate projects in the Da Nang market, intensifying business activities to secure contracts with major construction contractors awarded large projects, generating revenue for the company.

- Continue to improve existing and implement new software for material import-export management, equipment and vehicle management, and human resource management to meet digital management requirements.

- Implement cost-cutting solutions and practice thriftiness to reduce production costs, enhance price competitiveness, and bring efficiency to the company.

- Continue to apply unit price-based salary contracts for factories to establish accountability, strengthen marketing efforts, promote all business measures to increase revenue, and redistribute unit price-based salary contracts reasonably, increasing output levels to motivate drivers and general laborers.

- Organize an assessment to review and propose the liquidation of equipment and vehicles that are too old, frequently damaged, and incur high costs.

- Organize and manage production and supply operations effectively, ensuring quality and quantity to build customer trust and supply more concrete.



- Strengthen capital management to improve capital use efficiency. In addition, collaborate with specialized departments to control and implement decisive measures in urging and collecting debts.

### 3. PROPOSALS AND RECOMMENDATIONS:

With the difficulties and practical solutions for the 2025 plan, the Board of Management proposes the following to the Board of Directors:

- Currently, the company's office headquarters and Da Nang factory are located on two leased plots of land from the city. Plot 1: 6243m<sup>2</sup> (mainly office space, garage, workshop, aggregate yard) expired in December 2018 and was not renewed. Plot 2: 5460m<sup>2</sup> (mixing station area, waste treatment tank) expires in March 2026. The company has repeatedly submitted proposals and official letters requesting lease extensions and new land leases, but the city has not resolved the issue. This poses many problems with legal procedures with authorities for the company's business activities. The company proposes to the General Meeting to authorize the Board of Directors to direct the Board of Management to find partners with land for joint ventures, partnerships, or lease new land for the company's office and Da Nang factory.

- The application for a license renewal at Chu Lai Joint Stock Company has been delayed for over four years without resolution from the city, causing the company to face the difficulties mentioned above. Even if the license is reissued, there is no money to pay tax debts to resume operations. Prolonged delays will gradually deplete the company's capital and lead to bankruptcy. Therefore, it is proposed that the Board of Directors consult shareholders to find individuals or organizations interested in buying shares and recovering the capital contribution at Chu Lai company. Alternatively, the company could use its capital to support Chu Lai company's operations if the license is granted and recover the funds through the sale of quarry stones or finished stone products.

- Although the company's equipment has been reinforced and newly invested recently, it mainly involves replacing old equipment and vehicles. In 2025, depending on market demand, the company will compile an inventory of long-operating equipment and propose to the Board of Directors:

+ Liquidate equipment older than 10 years and experiencing frequent severe damage.

+ Purchase a new concrete mixing plant with a capacity of 180m<sup>3</sup>/h (approximately 6 billion VND) to increase capacity, replace the old RCC plant in Da Nang, and install the RCC plant at the Thang Binh factory (if any large project is deployed in this area).

+ A concrete pump truck with a reach of over 49m to replace the old pump truck that has been operating for over 15 years; 5 concrete transport trucks; 1 self-propelled vehicle for the Quang Nam - Dung Quat area; 1 elevator for the company office. The estimated investment value is approximately 12 billion VND, and a specific plan will be submitted to the Board of Directors and the General Meeting of Shareholders.

**GENERAL DIRECTOR**



**Ngo Van Long**





**REPORT ON THE ACTIVITIES OF THE BOARD OF SUPERVISORS IN  
2024**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the National Assembly on June 17, 2020;
- Pursuant to the Charter on Organization and Operation of Intimex - Hoa Cam Concrete Joint Stock Company.
- Based on the production and business situation and the audited financial statements of 2024, the Board of Supervisors hereby reports to the General Meeting of Shareholders the results of the inspection and supervision of the activities of Intimex - Hoa Cam Concrete Joint Stock Company as follows:

**I. Activities of the Board of Supervisors:**

In 2024, the Board of Supervisors fully participated with the Board of Directors and the Board of Management in periodic meetings regarding the implementation and results of the resolutions of the General Meeting of Shareholders.

Conducted an appraisal of the Company's 2024 financial statements, audited by AAC Auditing and Accounting Company Limited, to assess the fairness and reasonableness of the financial statements.

Supervised the operations of the Board of Directors and the Board of Management, paying particular attention to financial management and risk control objectives.

**II. Inspection and supervision of the Board of Directors, Board of Management, and the Company's management apparatus:**

The Board of Directors promoted their management role, fully and promptly implementing the guidelines and resolutions approved by the General Meeting of Shareholders. They oversaw investment and financial operations to ensure timely capital needs for production and business activities.

The Board of Directors held regular meetings, developing directions for production and business plans and personnel organization, responding promptly to the company's production and business operational requirements throughout the year.

The Board of Supervisors noted nothing unusual in the activities of the members of the Board of Directors, Board of Management, and management levels within the Company.

- The Board of Management fully implemented the decisions and resolutions of the Board of Directors and performed other rights and duties in accordance with the Company's Charter and current law.



- 2024 was a generally favorable year, but some difficulties remained, such as unpredictable fluctuations in the price of sand and stone. Prices fluctuated sharply upwards, affecting the unit's concrete sales plan for signed contracts. However, the Board of Management made timely decisions to ensure the Company's production and business activities.

- During the year, the Board of Management maintained the implementation of standards to ensure the management system and production processes met the required standards and professional regulations.

- The personnel organization faced difficulties during the year, especially with drivers. The Company continuously recruited but still could not meet the timely demand. The payroll system has not yet aligned with revenue and performance. The Board of Management should review the allowance levels for the driver team to ensure suitability with the specific characteristics of the Company's business sector.

- Investment: In 2024, the company invested 5,711,389,095 VND, including 894 million VND for small items and the rest for purchasing vehicles to serve production and business activities.

### III. Financial situation and business results in 2024:

#### Key figures on the financial situation as of December 31, 2024:

No.	Content	Beginning Balance	Percentage	Ending Balance	Percentage
		(VND)	%	(VND)	%
<b>1</b>	<b><u>Total Assets</u></b>	<b><u>131,257,548,162</u></b>	<b><u>100%</u></b>	<b><u>145,168,686,999</u></b>	<b><u>100%</u></b>
	Current Assets	88,693,917,643	67%	105,685,385,772	73%
	Non-current Assets	42,563,630,519	33%	39,483,301,227	27%
<b>2</b>	<b><u>Total Resources</u></b>	<b><u>131,257,548,162</u></b>	<b><u>100%</u></b>	<b><u>145,168,686,999</u></b>	<b><u>100%</u></b>
	Liabilities	50,466,657,148	38%	59,752,097,293	41%
	Equity	80,790,891,014	62%	85,416,589,706	59%

#### • Assessment of the 2024 financial statements:

- The financial statements are prepared in accordance with Vietnamese accounting standards and regulations, and the Board of Supervisors agrees with the opinions and comments in the audit report of AAC Auditing and Accounting Company Limited.

- Regarding short-term doubtful debts in 2024: The Company recovered overdue debts of 2,212,098,685vnd (already provisioned), and provisioned an amount of 6,724,316,396 VND, and



the Company provisioned for impairment of long-term financial investments for Chu Lai Joint Stock Company 278,377,686 VND and received a reversal of 405,681,924vnd. Throughout the year, the debt collection efforts for customer receivables were highly effective, with many overdue amounts from previous years being collected. The receivable turnover ratio in 2024 reached 3.56 times higher than in 2023 (reaching 2.9 times). This is a factor that contributes significantly to the Company's profit.

**\* Evaluation of production and business results in 2024:**

**- Compared to 2023's performance:**

Item	2024 Actual	2023 Actual	Percentage % 2024 vs 2023
1. Total Revenue	300,015,394,544	233,500,103,053	128.48%
2. Profit Before Tax	15,896,981,840	11,258,779,492	141.19%
3. Profit After Tax	12,557,591,905	9,131,881,513	137.51%
4. Basic Earnings Per Share	1,926	1,384	

**- Compared to the 2024 plan approved by the General Meeting of Shareholders:**

Item	2024 Actual	2024 Plan	Percentage of Plan Completion
1. Total Revenue	300,015,394,544	300,000,000,000	100 %
2. Profit Before Tax	15,896,981,840	13,800,000,000	115.19 %

✚ 2024 was a favorable year due to the recovery of the real estate market, especially public investment projects, with many projects restarting, leading to output in 2024 reaching 123.71% compared to the same period last year and only reaching 96.5% of the 2024 plan.

✚ Revenue in 2024: reached over 300 billion VND, an increase of 28.48% compared to revenue in 2023 and only reached 100% of the plan approved by the General Meeting of Shareholders.

✚ Profit before tax in 2024 reached 15.896 billion VND, an increase of 41.19% compared to 2023 but an increase of 15.19% compared to the plan approved by the General Meeting of Shareholders.

**IV. Conclusions and recommendations**



## 1. Conclusion:

In 2024, the Board of Supervisors was facilitated by the Board of Directors and the Board of Management in providing complete information on the Company's production and business activities and financial situation. All activities of the Company during the year complied with the law, the Company's Charter, and the Resolutions of the General Meeting of Shareholders.

## 2. Recommendations

- In 2025, large-scale projects will commence simultaneously, which is a good sign, however, besides the advantages, the Company should review the following issues: the scarcity of raw materials, especially sand, with continuously increasing prices, the Board of Management needs to have specific solutions suitable for current production and business activities.
- Regarding human resources: The Company needs to pay attention to recruiting and training a young successor team with capacity, especially the sales team. In addition, for the driver team, the Company needs to review the salary policy to be suitable for the current market.
- The land lease term of the Da Nang factory expires in March 2026. The company needs to have a contingency plan if the authorities do not allow production and business activities after the lease expires so that it can be handled promptly.

## V. 2025 Operational Plan of the Board of Supervisors:

- Conduct supervision through the Risk Management Board according to the periodic and unscheduled inspection regime, independent audits, and the activities of the Board of Supervisors.
- Inspect the Company's annual production and business activities as approved by the General Meeting of Shareholders, review quarterly and annual financial statements.
- Ensure that representatives of the Board of Supervisors attend all meetings of the Board of Directors to grasp the management situation and production and business activities of the Company.

Above are the contents of the Board of Supervisors' inspection and supervision process in 2024, reported to the General Meeting of Shareholders. We look forward to the contributions of esteemed shareholders to help us fulfill the duties of the Board of Supervisors in 2025.

*Quang Nam, April 19, 2025*

**ON BEHALF OF THE BOARD OF SUPERVISORS  
HEAD OF BOARD**



**Phan Hong Hue**



*Da Nang, April 19, 2025*

**REPORT**  
**REMUNERATION FOR THE BOARD OF DIRECTORS AND THE BOARD OF  
SUPERVISORS FOR 2024 AND BUDGET FOR 2025**

**I. Remuneration for the Board of Directors and the Board of Supervisors for 2024**

At the Annual General Meeting of Shareholders on April 20, 2024, the remuneration for the members of the Board of Directors and the Board of Supervisors was approved as follows:

❖ **Board of Directors:**

- Number of Board of Directors members: 03 people (01 Chairman, 02 members)
- Chairman of the Board of Directors: 10,000,000 VND/person/month
- Board of Directors members: 6,000,000 VND/person/month

❖ **Board of Supervisors:**

- Number of Board of Supervisors members: 03 people (01 Head, 02 members)
- Head of the Board of Supervisors: 5,000,000 VND/person/month
- Board of Supervisors members: 3,500,000 VND/person/month

❖ **Remuneration paid in 2024:**

- Total remuneration of the Board of Directors in 2024: 286,000,000 VND
- Total remuneration of the Board of Supervisors in 2024: 156,000,000 VND
- \* Including 12 months' remuneration and 01 month's remuneration for the Lunar New Year 2025.

**II. Estimated remuneration for 2025**

Proposed remuneration for the Board of Directors and the Board of Supervisors for 2025 is as follows:

❖ **Board of Directors (03 members):**

- Chairman of the Board of Directors: 10,000,000 VND/person/month
- Board of Directors members: 6,000,000 VND/person/month

❖ **Board of Supervisors (03 people):**

- Head of the Board of Supervisors: 5,000,000 VND/person/month
- Board of Supervisors members: 3,500,000 VND/person/month

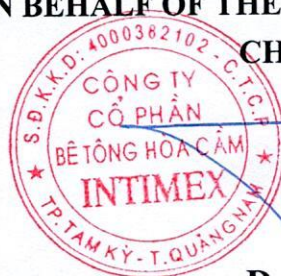
❖ **Estimated remuneration for 2025** (including 12 months' remuneration and 01 month's remuneration for the Lunar New Year 2026).

- Total remuneration of the Board of Directors in 2025: 286,000,000 VND
- Total remuneration of the Board of Supervisors in 2025: 156,000,000 VND

Respectfully submitted to the General Meeting of Shareholders for approval.

**ON BEHALF OF THE BOARD OF DIRECTORS**

**CHAIRMAN**



**Do Ha Nam**



**INTIMEX - HOA CAM CONCRETE  
JOINT STOCK COMPANY**

**THE SOCIALIST REPUBLIC OF VIETNAM**  
**Independence - Freedom – Happiness**

No: /TTr-BKS-HCC

*Da Nang, April 19, 2025*

**PROPOSAL**

**Regarding: Selection of auditing company for the year 2025**

**Respectfully submitted to: The General Meeting of Shareholders.**

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, of the National Assembly of the Socialist Republic of Vietnam;

Pursuant to the current Charter on Organization and Operations of Intimex - Hoa Cam Concrete Joint Stock Company;

The Board of Supervisors of Intimex - Hoa Cam Concrete Joint Stock Company respectfully submits the General Meeting of Shareholders to approve the list of auditing companies to audit the 2025 Financial Statements as follows:

**1. Criteria for selecting an independent auditing company:**

- A company operating legally in Vietnam and approved by the State Securities Commission to conduct audits for public interest entities in 2025;
- Having experience auditing companies in Vietnam;
- Having a reputation for audit quality;
- A team of highly qualified and experienced auditors;
- Meeting the needs of Intimex - Hoa Cam Concrete Joint Stock Company in terms of audit scope and progress;
- Having a reasonable audit fee commensurate with the quality and scope of the audit.

**2. List of proposed auditing companies:**

**1 - AAC Auditing and Accounting Co., Ltd.**

Address: Lot 78 - 80, 30 Thang 4 Street, Hai Chau District, Da Nang City

**2 - AFC Vietnam Auditing Company Limited**

Address: 4 Nguyen Dinh Chieu Street, Da Kao Ward, District 1, Ho Chi Minh City.

**3 - ECOVIS AFA Auditing - Valuation and Consulting Company Limited**

Address: 142 Xo Viet Nghe Tinh Street, Hai Chau District, Da Nang City

**3. Proposal on the selection of an auditing company:**

- Respectfully submit the General Meeting of Shareholders to approve the selection criteria and the list of proposed auditing companies mentioned above;
- Propose that the General Meeting of Shareholders authorized the Board of Directors to select one of the proposed auditing companies mentioned above to audit the 2025 Financial Statements of Intimex - Hoa Cam Concrete Joint Stock Company.

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

**ON BEHALF OF THE BOARD OF SUPERVISORS  
HEAD OF THE BOARD**

  
**Phan Hong Hue**



No.: 110/TTr-HDQT-HCC

*Da Nang, April 19, 2025*

**PROPOSAL FOR PROFIT AFTER TAX DISTRIBUTION FOR  
THE YEAR 2024**

The Board of Directors of Intimex - Hoa Cam Concrete Joint Stock Company respectfully submits to the General Meeting of Shareholders the proposal for profit distribution for the fiscal year 2024 and the proposed profit distribution plan for the year 2025 as follows:

**I. Profit distribution plan for the year 2024**

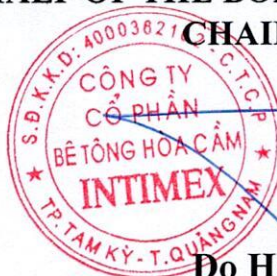
ITEM	Percentage (%)	Amount
<b>Undistributed profit after tax</b>	<b>100</b>	<b>13,757,638,705 VND</b>
In which:		
Current year's profit after tax		<b>12,557,591,905 VND</b>
Undistributed profit from the previous year		<b>1,200,046,800 VND</b>
1. Dividend Payment: 20% of charter capital in cash		13,037,172,000 VND
2. Distribute to the Welfare Fund		150,000,000 VND
3. Distribute to Bonus Fund		
In which:		
- Employee rewards		220,466,705 VND
- Rewards for the Board of Directors and the Board of Supervisors		350,000,000 VND

**II. Proposed profit distribution plan for the year 2025**

Proposed dividend payout ratio for 2025: Minimum 15% of charter capital in cash or shares.

Respectfully submitted to the General Meeting of Share holders for review and approval.

**ON BEHALF OF THE BOARD OF DIRECTORS  
CHAIRMAN**



**Đo Ha Nam**



No.: 112 /TTr-HĐQT-HCC

*Da Nang, April 19, 2025*

## **PROPOSAL**

Regarding the Election of Members of the Board of Directors

To: The General Meeting of Shareholders

The Board of Directors of Intimex - Hoa Cam Concrete Joint Stock Company for the term 2020 - 2025 was elected by the General Meeting of Shareholders with 3 members, including:

1. Mr. Do Ha Nam - Chairman
2. Mr. Ngo Xuan Nam - Member
3. Mr. Ngo Van Long - Member

According to the Company's Charter, the Board of Directors' term will expire in 2025.

To ensure compliance with current laws, implement the management and operation of the company, and enhance shareholder benefits, the Board of Directors proposes to the General Meeting of Shareholders to elect members of the Board of Directors for the term 2025 - 2030.

As of 16:00 on April 16, 2025 (3 days before the General Meeting), the list of candidates for the position of members of the Board of Directors is as follows:

1. Mr. Do Ha Nam
2. Mr. Ngo Xuan Nam
3. Mr. Ngo Van Long

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval of the above list of candidates and to conduct the election of members of the Board of Directors for the term 2025 - 2030 (3 members).

Respectfully submitted to the General Meeting for consideration and decision.

**ON BEHALF OF THE BOARD OF DIRECTORS**  
**CHAIRMAN**



**Do Ha Nam**



*Da Nang, April 19, 2025*

**PROPOSAL**

**Regarding the Election of Members of the Board of Supervisors**

**To: The General Meeting of Shareholders**

The Board of Supervisors of Intimex - Hoa Cam Concrete Joint Stock Company for the 2020-2025 term was elected by the General Meeting of Shareholders with 3 members, including:

1. Ms. Phan Hong Hue - Head of the Board
2. Mr. Pham Vu Truong Giang - Member
3. Mr. Le Thai Nguyen - Member

According to the Company's Charter, the Board of Supervisors' term will expire in 2025.

To ensure compliance with current legal regulations and the supervision of the Company's management and administration activities, as well as to protect the interests of shareholders, the Board of Directors proposes that the General Meeting of Shareholders elect members of the Board of Supervisors for the 2025-2030 term.

As of 16:00 on April 16, 2025 (3 days before the General Meeting), the list of candidates for the position of members of the Board of Supervisors is as follows:

1. Ms. Phan Hong Hue
2. Mr. Pham Vu Truong Giang
3. Mr. Le Thai Nguyen

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval of the above list of candidates and to conduct the election of members of the Board of Supervisors for the 2025-2030 term (3 members).

Respectfully submitted to the General Meeting for consideration and decision.

**ON BEHALF OF THE BOARD OF DIRECTORS**

**CHAIRMAN**



**Do Ha Nam**



No.: 115/NQ-HĐQT-HCC

*Da Nang, April 19, 2025*

**RESOLUTION OF THE BOARD OF DIRECTORS**  
**INTIMEX - HOA CAM CONCRETE JOINT STOCK COMPANY**

*(Re: the Election of the Chairman of the Board of Directors for the Term 2025 – 2030)*

Pursuant to the Law on Enterprise No. 54/2020/QH14 dated June 17, 2020;

Pursuant to the Charter on Organization and Operation of Intimex - Hoa Cam Concrete Joint Stock Company;

Pursuant to the Minutes of the Board of Directors' Meeting on April 19, 2025.

**RESOLVES**

**Article 1:** Elect Mr. Do Ha Nam, a member of the Board of Directors of Intimex - Hoa Cam Concrete Joint Stock Company, as the Chairman of the Board of Directors for the term 2025 – 2030, effective from April 19, 2025.

**Article 2:** This resolution takes effect from the date of signing. The members of the Board of Directors and the Board of Management of the Company are responsible for implementing the contents of this resolution.

**Recipients:**

- As Article 2;
- Board of Supervisors;
- Archived at the Administration

**ON BEHALF OF THE BOARD OF  
DIRECTORS  
CHAIRMAN**



*[Signature]*  
**Do Ha Nam**



**MINUTES OF THE BOARD OF SUPERVISORS MEETING**  
**INTIMEX - HOA CAM CONCRETE JOINT STOCK COMPANY**

**I. Time and Location**

Today, on April 19, 2025, at the office of the Da Nang Branch, located at 53 Truong Son, Hoa Tho Tay Ward, Cam Le District, Da Nang City, the Board of Supervisors of Intimex - Hoa Cam Concrete Joint Stock Company for the term 2025 - 2030 held a meeting to elect the Head of the Board of Supervisors of the Company in accordance with the provisions of the Company's Charter.

**II. Attendees**

1. Ms. Phan Hong Hue - Member of the Board of Supervisors
2. Mr. Pham Vu Truong Giang - Member of the Board of Supervisors
3. Mr. Le Thai Nguyen - Member of the Board of Supervisors


**III. Meeting Content**

1. The attendees elected the Head of the Board of Supervisors of the Company through a voting process.
2. Result: Ms. Phan Hong Hue was elected as the Head of the Board of Supervisors of the Company with a vote of 3/3, reaching 100% approval.

**IV. Closing the meeting**

The minutes of the meeting, consisting of 01 page, were completed at 11:30 AM on April 19, 2025, and were publicly announced before the Board of Supervisors.

**BOARD OF SUPERVISORS MEMBERS**



**Le Thai Nguyen**



**Pham Vu Truong Giang**



**Phan Hong Hue**