

No.: 11/TTr-HĐQT

Thai Nguyen, March, 28, 2025

SUBMISSION
Regarding profit distribution for 2024
of VVMi Quan Trieu Cement Joint Stock Company

To: The 2025 Annual General Meeting of Shareholders

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

Pursuant to Circular No. 28/2016-BLDTBXH dated September 1, 2019 of the Minister of Labor, War Invalids and Social Affairs;

Pursuant to the Charter of Organization and Operations of VVMi Quan Trieu Cement Joint Stock Company, approved by the General Meeting of Shareholders and amended under Decision No. 09/2021/QĐ-HĐQT dated April 14, 2021;

Pursuant to 2024 Financial Statements audited of VVMi Quan Trieu Cement Joint Stock Company.

The Board of Directors of VVMi Quan Trieu Cement Joint Stock Company respectfully submits to the Annual General Meeting of Shareholders the Company's 2024 profit distribution plan as follows:

(With the attached profit distribution plan for 2024)

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

Recipients:

- The General Meeting of Shareholders;
- Members of the BOD and the Supervisory Board;
- Archived at: Office, Secretary of BOD;
- Information Disclosure on Company Website.

**ON BEHALF OF THE BOD
CHAIRMAN**



Nguyen Van Dung

Profit distribution plan for 2024

(Attached with Submission No. 11.../TTr-HĐQT dated 28 month.03 year 2025)

No.	Content	Units	Company proposal	Notes
1	Profit after tax	VND	10.214.154.860	
	In which:			
	- Last year's profit carried forward	"	6.244.685.790	
	- Profit this year	"	3.969.469.070	
2	Appropriation of funds	VND	1.838.308.360	
a	Development investment fund	"		
b	Bonus and welfare fund	"	1.838.308.360	
	In which: + Bonus fund 30%	"	551.492.508	
	+ Welfare fund 70%	"	1.286.815.852	
c	Deduct from the Business Manager's bonus fund (Deduct from 1 month's average salary of a full-time manager)	"	125.846.500	
3	Dividend payment plan for 2024			
a	Dividend payment rate according to the Resolution of the 2024 Shareholders' Meeting	%	5	
b	Proposed dividend payout ratio	%	3,3	
c	Dividend payment amount	VND	8.250.000.000	
4	The remaining profit after dividends and deductions from the above funds	VND	0	

No.: 13/TTr-HĐQT

Thai Nguyen, March, 28, 2025

SUBMISSION

Regarding the settlement of remuneration payments in 2024 and the plan for remuneration payments to the Board of Directors and Supervisory Board in 2025

To: 2025 General Meeting of Shareholders

Pursuant to the Charter of organization and operation of VVMi Quan Trieu Cement Joint Stock Company approved by the General Meeting of Shareholders and issued and amended in Decision No. 09/2021/QĐ-HĐQT dated April 14, 2021;

To ensure the responsibility and interests of the Board of Directors and the Board of Supervisors in the management and supervision of the production and business activities of VVMi Quan Trieu Cement Joint Stock Company, we respectfully submit to the General Meeting of Shareholders to consider and settle the remuneration of the Board of Directors and the Board of Supervisors in 2024 and the payment plan for 2025 as follows:

1. Final settlement of remuneration payment in 2024 for the Board of Directors and Board of Supervisors:

Title	Quantity	Plan (VND/month)	Implementation (VND/month)	Actual in 2024 (VND)
Member of the BOD				
1. Mr. Nguyen Van Dung (12 months)	1	4.760.000	4.760.000	57.120.000
2. Mr. Ha Van Chuyen (12 months)	1	4 000 000	4 000 000	48.000 000
3. Mr. Do Ngoc Huy (12 months)	1	4 000 000	4 000 000	48.000 000
4. Mr. Tran Viet Cuong (12 months)	1	4 000 000	4 000 000	48.000 000
5. Ms. Do Thu Huong (12 months)	1	4 000 000	4 000 000	48.000 000
Member of the Supervisory Board				
1. Ms. Pham Thi Thuy Nga (12 months)	1	4 000 000	4 000 000	48.000 000
2. Ms. Nguyen Thi Hong Nhung (12 months)	1	4 000 000	4 000 000	48.000 000
Total				345.120.000

2. 2025 Remuneration Payment Plan for the Board of Directors and Supervisory Board:

Title	Quantity	Plan (VND/month)	Plan 2025 (VND/year)
1. Chairman of the Board of Directors	1	4.760.000	57.120.000
2. Member of the Board of Directors	4	4.000.000	192.000.000
3. Member of the Supervisory Board	2	4.000.000	96.000.000
Total			345.120.000

(This is the minimum level. During the year, based on the production and business results, if the salary of the Company Managers (NQL) is settled to increase, the remuneration payment will increase accordingly, but the maximum payment level shall not exceed 20% of the salary of the NQL)

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

Recipient:

- Company Shareholders;
- Member of BOD, Supervisory Board;
- Posting on Company Website;
- Archived at: Office, Secretary of BOD.



Nguyen Van Dung

No.: 12/TTr-HĐQT

Thai Nguyen, March, 28, 2025

SUBMISSION

On the approval of the production and business plan and construction investment plan for 2025 of VVM QUAN TRIEU CEMENT JOINT STOCK COMPANY

To: The 2025 Annual General Meeting of Shareholders

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

Pursuant to the Charter of Organization and Operations of VVM QUAN TRIEU CEMENT JOINT STOCK COMPANY, approved by the General Meeting of Shareholders and amended under Decision No. 09/2021/QĐ-HĐQT dated April 14, 2021;

The Board of Directors of the Company respectfully presents to the General Meeting of Shareholders the production and business plan and construction investment plan for 2025 as follows:

1. Production and business plan for 2025:

No.	Items	Unit	2025 plan
1	Contribution to the state budget	Million VND	11,532
2	Cement and clinker consumption volume	Tons	655,000
3	Total revenue	Million VND	561,824
4	Dividend	%	3
5	Profit before tax	Million VND	9,500
6	Average Workforce	Person	351
7	Average Salary	VND/person/month	10,806,620

2. Construction investment plan in 2025:

No.	Items	Unit	Total Investment	2025 Plan
	Total Investment	Million VND		8,933
I	Official Plan	Million VND		3,420
1	Investment project for a 120-ton electronic weighing station	Million VND	2,073	1,421
2	Investment project for wastewater treatment system	Million VND	2,799	1,978
3	Investment project for environmental equipment	Million VND	3,473	22
II	Project Preparation Work	Million VND		657
1	Renovation of the raw material grinding dust filtration system	Million VND	34,788	357

No.	Items	Unit	Total Investment	2025 Plan
2	Investment project for clinker storage $\geq 20,000$ tons	Million VND	16,000	300
III	Contingency Projects	Million VND		4,856
1	Renovation of the raw material grinding dust filtration system	Million VND	34,788	3,091
2	Total station measurement machine	Million VND	204	170
3	Investment in steel silo for cement storage $\geq 2,000$ tons	Million VND	16,000	1,595

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

Recipients:

- The General Meeting of Shareholders;
- Members of the BOD, Supervisory Board;
- Archived at: Office, Secretary of BOD;
- Publish information on the Company Website

ON BEHALF OF THE BOD
CHAIRMAN



Nguyen Van Dung

No.: 14/TTr-HĐQT

Thai Nguyen, March, 28, 2025

SUBMISSION

**On the request for Vinacomin - Viet Bac Mining Industry Holding Corporation
to guarantee the Company a loan for production and business in 2025**

To: 2025 General Meeting of Shareholders

Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam at the 9th session on June 17, 2020.

Pursuant to the Charter of organization and operation of VVMi Quan Trieu Cement Joint Stock Company approved by the General Meeting of Shareholders and issued and amended in Decision No. 09/2021/QĐ-HĐQT dated April 14, 2021;

Based on the implementation of the unit's production and business tasks in 2025.

With the aim of ensuring capital to meet the production needs of VVMi Quan Trieu Cement Joint Stock Company, the Board of Directors of VVMi Quan Trieu Cement Joint Stock Company respectfully submits to the 2025 Annual General Meeting of Shareholders for consideration and approval of the following content:

Agree to request Vinacomin - Viet Bac Mining Industry Holding Corporation to guarantee for VVMi Quan Trieu Cement Joint Stock Company to borrow capital to meet the unit's production and business needs in 2025 at credit institutions when there is a need for capital.

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

Recipient:

- Company Shareholders;
- Member of BOD, Supervisory Board;
- Posting on Company Website;
- Archived at: Office, Secretary of BOD.

**ON BEHALF OF BOD
CHAIRMAN**



Nguyen Van Dung

No.: 15/TTr-HĐQT

Thai Nguyen, March, 28, 2025

SUBMISSION

**Regarding the Approval of Contracts and Transactions between the Company and
Related Parties in accordance with Article 167 of the Enterprise Law**

To: The 2025 Annual General Meeting of Shareholders

Pursuant to the Charter of organization and operation of VVMi Quan Trieu Cement Joint Stock Company approved by the General Meeting of Shareholders and issued and amended in Decision No. 09/2021/QĐ-HĐQT dated April 14, 2021;

Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the 14th National Assembly of the Socialist Republic of Vietnam at the 9th session on June 17, 2020.

Accordingly, the Enterprise Law and the Company's Charter stipulate: *Contracts and transactions between the Company and related parties must be approved by the General Meeting of Shareholders if the value of the contract exceeds 35% of the total assets of the Company as recorded in the most recent audited financial statements. If the value of the contract is less than 35% of the total assets of the Company, as recorded in the most recent audited financial statements, it must be approved by the Board of Directors.*

It is expected that in 2025, VVMi Quan Trieu Cement Joint Stock Company will not have any related transaction contracts with a value greater than 35% and only contracts less than 35% of the total value of the Company's assets recorded in the most recent audited financial statements. Therefore, in 2025, there will be no related party transactions that need to be approved by the General Meeting of Shareholders, but only related party transactions under the approval authority of the Board of Directors. However, since VVMi Quan Trieu Cement Joint Stock Company is a subsidiary of the Vinacomin - Viet Bac Mining Industry Holding Corporation (*the parent company holds 84.91% of the Company's shares*). Therefore, 5/5 members of the Board of Directors of the Company are representatives of the Corporation, so these members do not have the right to vote on related contracts.

The selection of suppliers of products and services for production and business in 2025 must comply with the provisions of the Law on Bidding, the regulations and rules of the Group as well as of the Parent Company and the Company. At present, the company has not organized the selection of some products and services; Therefore, to facilitate and promptly sign transaction contracts to serve the Company's production and business as well as ensure compliance with the provisions of the Law. The Board of Directors of VVMi Quan Trieu Cement Joint Stock Company respectfully submits to the 2025 Annual General Meeting of Shareholders for approval and agrees to allow the Company Director to organize the signing of contracts with Related Persons (*with attached list*), on the basis of ensuring the

Respectfully submit to the 2025 General Meeting of Shareholders for consideration and approval./.

ON BEHALF OF THE BOD
CHAIRMAN

- All shareholders;
- Members of BOD and Supervisory Board;
- Posting on Company Website;
- Archived at: Office, Secretary of BOD.

Nguyen Van Dung



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LIST OF RELATED PERSONS EXPECTED TO SIGN SALES CONTRACTS IN 2025

(Submission No. 15/TTr-HĐQT March, 28, 2025)

No.	UNIT NAME	RELATIONSHIP	GOODS AND SERVICES
1	VINACOMIN - VIET BAC MINING INDUSTRY HOLDING CORPORATION	Shareholders	Buy coal in 2025
2	Khanh Hoa Coal Company - VVMI	Branches under Shareholders	Purchase of waste limestone; Clay; Coordinate implementation of environmental work
3	Nui Hong Coal Company VVMI	Branches under Shareholders	Coal Transport; Cement Bag Purchase; Resort and Nursing Services
4	Coal Industry Nursing Center - VVMI	Branches under Shareholders	Customer conference, rest room, nursing and resort
5	Viet Bac Mining Mechanical Joint Stock Company VVMI	Shareholder's Subsidiary	Purchase of mechanical materials; Equipment repair, processing, replacement and restoration services
6	VVMI General Trading and Construction Materials Joint Stock Company	Shareholder's Subsidiary	Warehouse rental service
7	Thai Nguyen VVMI Hotel Joint Stock Company	Shareholder's Subsidiary	Buy fresh milk; workwear; Accommodation and sightseeing services
8	Tan Quang Cement Joint Stock Company VVMI	Shareholder's Subsidiary	Buy and sell clinker and cement
9	VVMI La Hien Cement Joint Stock Company	Shareholder's Subsidiary	Buy and sell clinker and cement
10	VVMI Equipment Materials Manufacturing and Trading Joint Stock Company	Shareholder's Subsidiary	Jumbo bag
11	Mechanical and Pressure Equipment Joint Stock Company – VMVI	Shareholder's Subsidiary	Selling mechanical materials, scrap iron and steel, providing equipment repair services.



12	Mining Technology and Equipment Development Joint Stock Company	Related persons of shareholders	Buying and selling electrical and automation equipment, providing testing services, inspection and calibration of electrical equipment
13	Institute of Energy and Mining Engineering – Vinacomin	Related persons of shareholders	Providing consulting services, material testing, energy auditing services
14	Vinacomin Information Technology and Environmental Joint Stock Company	Related persons of shareholders	Construction investment project consulting services
15	Viet Bac Geological Joint Stock Company - TKV	Related persons of shareholders	Engineering geological survey
16	School of Business Administration - Vinacomin	Related persons of shareholders	Labor training
17	Branch of Vinacomin Mining Chemical Industry Corporation	Related persons of shareholders	Buy labor protection
18	Hanoi Branch - Materials Joint Stock Company - TKV	Related persons of shareholders	Buying and selling oil and grease for production and business
19	Vietnam College of Coal and Minerals	Related persons of shareholders	Vocational training, education, and occupational safety training services