

Hai Phong, April 28, 2025

Number: 41 /CBTT- HCT

*On Announcement of Information on Organizing
the Annual General Meeting of Shareholders in 2025*

DISCLOSURE OF UNUSUAL INFORMATION
(Within 24 hours)

To: - State Securities Commission
- Hanoi Stock Exchange

1. Information disclosure organization:

- Hai Phong Cement Trading And Transportation Joint Stock Company - Stock code: HCT
- Address: No. 290 Hanoi Street, So Dau Ward, Hong Bang District, Hai Phong City.
- Phone: 02253.540445 Fax: 02253.540417
- Web: <http://www.vtxmhp.com> Email: vtxmhp@gmail.com
- Information disclosure person: Mr. Vu Thanh Tung - Chief Accountant of the Company.

2. Information disclosure content:

Hai Phong Cement Trading And Transportation Joint Stock Company held the 2025 Annual General Meeting of Shareholders specifically:

- Time: from 8:30 a.m. to 12:05 p.m. on April 28, 2025.
- Venue: Hai Phong Cement Trading And Transportation Joint Stock Company - No. 290 Hanoi Street, So Dau Ward, Hong Bang District, Hai Phong City.
- Content: Approval of issues within the authority of the 2025 Annual General Meeting of Shareholders.

3. This information was published on the Company's website on April 28, 2025 at the link (Website): <http://www.vtxmhp.com>

We hereby commit that the information published above is true and take full legal responsibility for the content of the published information./.

Recipient:

- As per;
- Board of Directors, Board of Supervisors;
- Board of Directors;
- Company Website;
- Save the document.

INFORMATION DISCLOSURE PERSON



Vu Thanh Tung

PROGRAMME

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

Start time: **08:30, Monday, April 28, 2025**

Location: Hall of Hai Phong Cement Trading And Transportation Joint Stock Company
(No. 290 Hanoi Street, So Dau Ward, Hong Bang District, Hai Phong City)

Time	Content
08:00-08:30	Welcoming delegates and shareholders; checking procedures; distributing documents and voting cards
08:30-09:00	Report on the results of checking the qualifications of shareholders attending the General Meeting
	Flag salute; Statement of reasons, introduction of delegates and guests
	Through the composition of the Presidium; Secretariat; Counting Committee
09:00-09:20	Through the Congress Program
	Through the Working Regulations of the Congress
09:20-10:20	Report on production and business results in 2024 and production and business plan in 2025
	Board of Directors' 2024 performance report and 2025 performance plan
	Report on the Board of Supervisors' activities in 2024 and the operation plan for 2025
	Board of Directors' performance assessment report for 2024 by independent members of the Board of Directors
	Audited Financial Statements for 2024
	Proposal for 2024 Profit Distribution Plan
	Proposal for Selection of Auditing Unit for 2025 Financial Statements
	Report on remuneration payment level for Board of Directors, Board of Supervisors, Company Secretary in 2024 and remuneration payment plan in 2025
	Report on approval of the Production, Business and Investment Construction Plan for the period 2025-2029
	Proposal to amend and supplement the Company's Charter.



	Proposal to amend and supplement the Company's internal regulations on governance
	Proposal to amend and supplement the Board of Directors' operating regulations.
	Report on list of related persons and related person interests in 2024 and the first 4 months of 2025
	Proposal to approve transaction contracts between the Company and related parties under the decision-making authority of the General Meeting of Shareholders
Time	Content
10:20-10:40	Congress Discussion; Voting on Reports and Submissions
10:40-11:00	Congress break 20 minutes
11:00-11:05	Report on voting results
11:05-11:30	Election of additional members to the Board of Directors for the 2023-2028 term <ul style="list-style-type: none"> - Dismissal of Board of Directors members - Through the Election Regulations - Approval of the personnel list to elect additional members to the Board of Directors - Through the list of Election Counting Committee - Report on the number of shareholders attending the General Meeting at the time of Election The congress proceeded to vote to elect additional members of the Board of Directors.
11:30-11:35	Report on the results of the election of members of the Board of Directors
11:35-11:45	Board of Directors members introduced to the Congress
11:45-11:55	Approval of the Draft Minutes and Resolutions of the Congress
11:55-12:00	Closing of the Congress

ON BEHALF OF THE BOARD OF DIRECTORS



Phạm Dang Loi

SHAREHOLDER QUALITY CHECKING REPORT
ATTEND THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
HAI PHONG CEMENT TRADING AND TRANSPORTATION JOINT STOCK COMPANY

At 08:35 on April 28, 2025, in Hai Phong

Our Shareholder Qualification Review Board consists of:

- | | |
|------------------------|--|
| 1. Mr. Luong Quang Tan | Position: Member of the Board of Supervisors
Head of the Board |
| 2. Mrs. Le Thi Hanh | Position: Deputy Head of Financial Accounting
Department Member |
| 3. Mr. Le Manh Tuan | Position: Technical and Economic
Department Member |

Conducted a check on the qualifications of shareholders attending the 2025 Annual General Meeting of Shareholders of Hai Phong Cement Trading And Transportation Joint Stock Company.

The specific results are as follows:

1. The total number of shareholders of the Company according to the list closed on April 3, 2025 is 234 shareholders, holding 2,016,385 voting shares.
2. The number of shareholders attending and authorized shareholders attending the meeting is 28 shareholders, representing 1,885,355 shares, accounting for 93.5% of the total number of voting shares (2,016,385 shares), of which:
 - The number of shareholders attending in person is 10 shareholders, representing 517,496 shares, accounting for 25.66% of the total number of shares with voting rights.
 - The number of authorized shareholders is 18 shareholders, representing 1,367,859 shares, accounting for 67.84% of the total number of voting shares.

Pursuant to the Law on Enterprises and the Charter of Hai Phong Cement Trading And Transportation Joint Stock Company, the 2025 Annual General Meeting of Shareholders of Hai Phong Cement Trading And Transportation Joint Stock Company, with the above participants, is valid and qualified to hold the General Meeting.

The shareholder qualification verification report was prepared at 08:40 on April 28, 2025 and was publicly reported to the General Meeting.

ON BEHALF OF THE SHAREHOLDER QUALITY INSPECTION COMMITTEE
PREFECT

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Luong Quang Tan

Number: 18 /QC- ĐHĐCĐ

Hai Phong, April 28, 2025

RULES

WORKING AT THE 2025 ANNUAL GENERAL MEETING OF HAI PHONG CEMENT TRADING AND TRANSPORTATION JOINT STOCK COMPANY

CHAPTER I: GENERAL PROVISIONS

Article 1: General provisions

This Regulation stipulates the rights and obligations of shareholders and shareholder representatives; responsibilities of the entities when participating in the General Meeting of Shareholders; and methods of discussion at the 2025 Annual General Meeting of Shareholders of Hai Phong Cement Trading And Transportation Joint Stock Company (hereinafter referred to as "Congress") to ensure the success of the Congress.

Article 2: Purpose

This regulation aims to ensure that the General Meeting is conducted in accordance with the prescribed order and procedures and in accordance with the provisions of law; to ensure that the General Meeting is conducted in an orderly, safe and timely manner in accordance with the agenda of the General Meeting; to ensure that shareholders exercise their legitimate rights and interests in a democratic, equal and united manner, reflecting the wishes of the majority of attendees for the benefit of shareholders and meeting the needs of sustainable development of the Company.

Article 3: Agenda

1. The agenda of the General Meeting is sent to shareholders in advance along with the Meeting Invitation.

2. Shareholders or groups of shareholders owning 5 % or more of the total number of common shares have the right to propose issues to be included in the agenda of the General Meeting. The proposal must be in writing and sent to the Company at least 3 working days before the opening date of the General Meeting (specifically before 17:00 on the April 25, 2025). The proposal must clearly state: shareholder name, number of each type of shareholder's shares, shareholder code, and proposed issues to be included in the meeting agenda.

The convener of the General Meeting of Shareholders accepts and includes these recommendations in the proposed agenda and content of the meeting, except in cases where the recommendations are not sent on time or are insufficient, incorrect in content or the proposed issues are not within the decision-making authority of the General Meeting of Shareholders.

3. The agenda and content of the General Meeting must be approved by the General Meeting of Shareholders at the opening session of the General Meeting by raising the Voting Card.

Article 4: Obligations of Shareholders at the General Meeting

Shareholders attending the General Meeting must comply with the following regulations:

1. Dress neatly and politely.
2. Present full identification documents, meeting invitation letter, authorization letter (if any) and documents related to verifying delegate qualifications at the reception desk.
3. Maintain order and dignity during meetings.
4. No smoking, no private talking, no use of mobile phones in the Hall.
5. Friendly and courteous communication.
6. Must sit in the correct position or area as specified by the Organizing Committee and strictly comply with the seating arrangement of the Organizing Committee.
7. Absolutely obey the chairman's instructions, only speak with the chairman's consent.
8. In case a delegate does not comply with the regulations on shareholder qualification verification, does not comply with the direction of the Organizing Committee and the Chairman; intentionally causes disorder, or obstructs the normal progress of the General Meeting, the Chairman may refuse or expel that shareholder from the General Meeting venue.

CHAPTER II: CONGRESS ORGANIZATION

Article 5: Issues approved by the General Meeting of Shareholders

The 2025 Annual General Meeting of Shareholders of Hai Phong Cement Trading And Transportation Joint Stock Company has the right to discuss and approve the following issues:

1. Report on production and business results in 2024 and production and business plan in 2025;
2. Board of Directors' performance report for 2024 and plan for 2025;
3. Report of the Board of Supervisors on the results of monitoring activities in 2024 and the plan for 2025;
4. 2024 Performance Evaluation Report of Independent Member of the Board of Directors;
5. Proposal to approve the audited 2024 Financial Statements;
6. Proposal to approve the 2024 profit distribution plan and expected dividend payment for 2025;
7. Proposal to approve the selection of an auditing company for the 2025 financial statements;
8. Report on approval of remuneration of the Board of Directors, Board of Supervisors, Company Secretary in 2024 and plan for 2025;
9. Submission for approval of the 5-year production and business plan (from 2025 to 2029);
10. Submission for approval of Amendments and supplements to the Company Charter;
11. Submission for approval of transaction contracts between the Company and related parties under the decision-making authority of the General Meeting of Shareholders
12. Elect additional members to the Board of Directors for the 2023-2028 term.



Article 6: Presidium

The Congress is run by the Presidium, consisting of the Chairman (Chairman of the Board of Directors) and members. The Chairman is the person who presides over the Congress. The Presidium operates according to the principle of democratic centralism and in accordance with the provisions of law and the Company's Charter.

The Presidium is responsible for:

1. Conduct the Congress in accordance with the agenda, regulations and rules approved by the Congress.
2. Guide the Congress to discuss and vote on issues on the Congress agenda and related issues throughout the Congress.
3. Has the right to postpone the General Meeting when there are enough people registered to attend the meeting as prescribed to another time (no more than 03 working days from the date of the scheduled opening of the meeting) or change the meeting location in case a meeting attendee has obstructive behavior, disrupts order, and risks making the meeting not be conducted fairly and legally.
4. Respond to questions requested by the Congress.
5. Resolve any issues that arise (if any) during the Congress.

Article 7: Secretary of the Congress

1. Assisting the Presidium and the Congress is the Congress Secretary. The Congress Secretary is appointed by the chairman.
2. The secretary has the following duties:
 - Record fully and honestly the contents of the Congress.
 - Assist the Board of Directors in announcing documents, conclusions or notices to shareholders when requested.
 - Be responsible to the Chairman of the General Meeting and the General Meeting of Shareholders for his/her duties; record fully and honestly all the contents of the General Meeting and the issues approved by the shareholders, including the issues still reserved at the General Meeting; receive the shareholders' comments; draft the minutes of the General Meeting of Shareholders and the Resolutions on the issues approved at the General Meeting.

Article 8: Shareholder Qualification Examination Board

The Company's Shareholder Qualification Inspection Board consists of 03 people appointed by Hai Phong Cement Trading And Transportation Joint Stock Company and is responsible for:

1. Assist the Congress Chairman in checking the conditions for holding the Congress;
2. Check the qualifications of shareholders attending the meeting;
3. Issue voting cards and ballots to shareholders on the meeting list before the opening time;
4. Report to the General Meeting of Shareholders on the conditions for holding the General Meeting of Shareholders.

Article 9: Vote counting committee

The Ballot Counting Committee shall vote and count the election ballots as introduced by the Presidium and approved by the Congress by raising the Voting Card. The Ballot Counting Committee shall be responsible for:

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1. Disseminate the rules and principles of voting and elections;
2. Review and report to the Congress for decision on cases of violations of voting rules or complaints about voting and elections;
3. Organizing the counting of votes and election ballots;
4. Check and supervise the voting and election of shareholders and shareholder representatives;
5. Determine the results of shareholders' voting on issues approved at the General Meeting and announce the voting results;
6. Determine election results, announce election results;
7. Deliver the voting results and election results to the Presidium or the Secretary of the Congress.

Article 10: Rights of Shareholders

1. Shareholders of the Company have the right to directly attend the General Meeting or authorize by Power of Attorney (according to the form prescribed by the Organizing Committee of the General Meeting) 01 (one) representative to attend and express opinions and vote on issues in the General Meeting agenda. Each shareholder or representative of shareholders when attending the General Meeting must bring identification documents including: Citizen ID card (or passport), Meeting invitation, Power of Attorney to attend the General Meeting to submit to the Shareholders' Qualification Examination Committee and will receive a Voting Card and Voting Ballot to participate in voting.

Shareholders and shareholders' representatives who arrive late to the General Meeting shall be registered and shall have the right to vote at the General Meeting immediately after registration. The Chairman of the General Meeting shall not be responsible for stopping the General Meeting for shareholders to register and the validity of any votes already taken shall not be affected.

2. Shareholders are publicly informed by the Organizing Committee of the General Meeting of Shareholders about the Agenda of the General Meeting of Shareholders, are given documents related to the content of the General Meeting and are responsible for:

- Comply with the Congress Rules.
- Must complete the registration procedures to attend the Congress with the Organizing Committee.
- Discuss the report contents.
- Vote on issues at the Congress.
- Comply with the direction of the Congress Chairman.

CHAPTER III: DISCUSSION, VOTING AND MEETING MINUTES

Article 11: Discussion at the Congress

When discussing issues in the General Meeting agenda, shareholders must comply with the following regulations:

1. Principle: Shareholders attending the General Meeting who want to express their opinions must have the consent of the Chairman to speak.
2. How to speak: Shareholders speak briefly and focus on the key content that needs to be discussed, in accordance with the approved agenda of the General Meeting to ensure that the meeting is conducted in accordance with the approved agenda, the



content does not violate the law, is related to personal issues or exceeds the authority of the enterprise.

3. The Chairman will arrange for shareholders to speak in the order of registration, and at the same time answer shareholders' questions. Contributions or questions will be collected at the same time and answered sequentially and can only be contributed during the discussion of the General Meeting. In case many shareholders have overlapping opinions, the Chairman will select and answer all shareholders. After there are no more opinions from shareholders, the Chairman will answer each shareholder's opinions in turn or designate a responsible person in the Company's Executive Board to answer these opinions.

Article 12: Voting at the Congress

1. Voting principles:

- All issues on the agenda of the General Meeting are approved by voting of all shareholders by Voting Card/Voting Ballot according to the number of shares owned and represented.

- Each shareholder is issued 01 Voting Card and 01 Voting Form (Voting Form) which states the name of the shareholder/authorized representative, the number of voting shares (owned and authorized) of the shareholder and has the Company's seal.

2. Voting rules:

- **Vote by Voting Card** on issues such as: approval of the Agenda; Working Regulations of the Congress; Personnel of the Vote Counting Committee ; Approval of the Minutes, Resolutions of the Congress and other contents not within the scope of voting by Voting Card (if any).

Shareholders attending the General Meeting vote by raising their Voting Cards (when asked by the Chairman for their opinions: agree or disagree, no opinion); shareholders who do not raise their Voting Cards are considered to have no opinion on the issue to be voted on. Voting is conducted by counting the number of votes when the delegates agree, then counting the number of votes when the shareholders disagree, and finally counting the number of votes when the delegates have no opinion. The voting result is calculated based on the percentage between the total number of shares on valid Voting Cards and the total number of shares of all shareholders/authorized representatives of shareholders attending the meeting.

- **Voting by ballot** on issues such as: Approval of Reports and Proposals at the General Meeting. Shareholders vote as follows:

- + Shareholders or authorized representatives vote on each content to *approve* , *disapprove* , or *have no opinion* on an issue by marking "X" in the corresponding box on the Voting Form in the following order: "approve", "disapprove", "have no opinion". After voting on all contents, the voting shareholders sign the Voting Form and put it in the ballot box, the Vote Counting Committee collects the shareholders' Voting Form to count the results.

- + In case of changing opinion, shareholders must initial next to the final choice box to avoid forgery.

3. Through the decision of the General Meeting of Shareholders:

Conditions for passing decisions of the General Meeting of Shareholders shall comply with the provisions of Article 21 of the Company Charter.



Article 13: Minutes and Resolutions of the Congress

The contents of the Congress must be recorded in the Congress Minutes by the Congress Secretary. The Minutes and Resolutions must be read and approved before the closing of the Congress by raising the Voting Card.

Above are the entire Working Regulations of the 2025 Annual General Meeting of Shareholders Hai Phong Cement Trading And Transportation Joint Stock Company

Respectfully submit to the Congress for consideration and approval !

ON BEHALF OF THE BOARD OF DIRECTORS

Recipient:

- General meeting of shareholders;
- Save: Board of Directors;

Documents.



CHAIRPERSON

Pham Dang Loi



Number: 19 /HCT-BGD

Hai Phong, date 28 month 4 year 2025

2024 BUSINESS RESULTS REPORT AND BUSINESS PRODUCTION PLAN IN 2025

Part One

IMPLEMENTING THE 2024 BUSINESS PLAN

I. OPERATION STATUS

In 2024, Hai Phong Cement Trading And Transportation Joint Stock Company organized production, business and product consumption with the following difficulties and advantages:

1. Difficulty:

In 2024, the world situation will be complicated and unpredictable, with many potential risks and new developments arising beyond forecasting capabilities, causing disruptions to the global energy supply chain...

The domestic cement market will continue to face difficulties from 2023 when consumption output decreases, inventories increase, and many factories must continue to reduce productivity or stop kilns to limit equipment operating costs and maintenance costs.

As a unit whose main business depends on the production and consumption of Vicem Hai Phong Cement, Vicem Hai Phong Cement stopped the kiln in January and February, the transportation demand decreased, and there was a shortage of workers. From February, the Hong Bang 68 ship had to stop operating, but it still had to deduct depreciation costs, allocated repair costs, and wharf and yard maintenance costs. At the same time, in the third quarter, the weather was unusual, especially storm No. 3 Yagi, which damaged the roof of the office area, some parking sheds, and some office equipment, increasing the cost of repairs and overcoming natural disasters, greatly affecting the overall efficiency of the Company.

Most means of transport are at the end of their depreciation period, have short inspection periods, and degraded quality, increasing maintenance, inspection repair costs and service competitiveness in the market.

Regarding the financial situation: Although debt collection has decreased compared to the beginning of the period. However, some units and customers still have high and prolonged debts, reducing financial business efficiency .

2. Advantages:

The Board of Directors and the Executive Board of the Company are united, proactive in production management, and highly determined in implementing assigned production and business targets.

In addition, the Company always receives attention and favorable conditions from the leaders of Vietnam National Cement Corporation, Vicem Hai Phong Cement Company Limited and partners. The Company's staff, with the spirit of solidarity and creativity, always strive to overcome all difficulties to complete the task well.

II. OVERVIEW OF PRODUCTION AND BUSINESS RESULTS :

1. Production and business results in 2024 :

STT	Main indicators	Unit	Plan for 2024	Implementation in 2024	Percentage of plan	Percentage compared to the same period
1	Transport and business output					
1.1	Road transport	Ton	373,660	463,454	124.03	120.14
1.2	Water transport	Ton	75,000	58,889	78.52	103.03
1.3	Sea transport	Ton		600		0.45
1.4	Pick up	Ton	240,000	308,747	128.64	129.23
1.5	Cement Business	Ton	18,420	6,724	36.50	40.96
1.6	Car	Trip	3,550	3,403	95.86	92.83
2	Total revenue	Billion VND	49,648	33,732	67.94	58.64
3	Profit before tax	Billion VND	0.480	0.478	99.58	
4	Profit after tax	Billion VND	-0.12	0.216		
5	Profit after tax/Equity ratio	%	-0.430	0.750		
6	Submit budget	Billion VND	2,393	1,974	82.49	81.13
7	Dividend Payout Ratio	%	0	0		

2. General assessment:

2.1. About production situation:

In 2024, the Company implemented production under conditions of limited human resources and equipment: means of transport after many years of use, often needing repair and maintenance, skilled workers quit their jobs, small service contracts with small quantities but requiring upgrading the quality of service vehicles, leading to many difficulties in competition and exploitation. In such difficult conditions, the production department has always coordinated closely with related units to ensure that customers' progress requirements are met. In 2024, production has achieved certain results.

Specifically, the total output reached 838,415 tons, an increase of 18.57% of the annual plan and equal to 100.97% compared to 2023 .

2.2. Regarding consumption situation:

In 2024 , the consumption market due to the shift in product structure in the market from using bagged cement to bulk cement, at the same time, the variety of cement types appearing in the same area led to increased competitiveness in terms of products, prices and sales balance. The unit has made efforts to search and negotiate with partners and customers but still not competitive enough compared to other types of cement. In order to gradually reduce receivables , the Company had to stop supplying goods to some stores, leading to a sharp decrease in consumption output.

2. 3. Regarding financial indicators:

Total revenue and other income realized in 2024 is 33,732 billion VND, equal to 67.94 % of the plan , equivalent to 58.64 % compared to the same period in 2023 .

profit realized in 2024 is VND 0.478 billion, equal to 99.58 % of the plan, an increase of VND 2.231 billion compared to 2023 (loss of VND 1.753 billion in 2023).

2.4 . Labor organization and care for workers' lives :

Total number of employees from 2024 to December 31, 2024 is 76 people.

Total salary fund in 2024 (including salary of Executives and staff) is 8.32 billion VND.

Average income of workers in 2024 is 8.78 million VND/person/month.

Focus on improving and enhancing working conditions for staff and workers. Company . Fully implement the Labor Protection regime according to regulations. Organize 100% of employees to have periodic health check-ups every 6 months/1 year according to the target groups according to regulations.

Deploy training and issue certificates on Labor Safety; Fire Prevention and Fighting for the Fire Prevention and Fighting team at the facility according to regulations, regularly inspect , test and maintain Fire Prevention and Fighting equipment to ensure safety.

Part Two

2025 PRODUCTION AND BUSINESS PLAN TARGETS

I. OPERATING CONDITIONS

Comments on the market situation of bagged cement consumption and transportation services supply in 2025 will face intertwined opportunities and challenges , specifically:

1. Difficulty:

- The economy in the coming time is forecasted to have many advantages and difficulties . The world and the region continue to have complex and unpredictable developments, climate change, environment, natural disasters... are risks that negatively affect and greatly impact the socio-economy of many countries, including Vietnam.

- Means of transport are increasingly degraded; Regulations on transport management are increasingly changing, leading to many difficulties in transport activities in traffic and vehicle registration.

- The transportation market is diverse, supply is greater than demand, competition for transported goods is increasingly fierce, leading to a decrease in transportation costs;

Private transportation enterprises have more competitive advantages than state-owned enterprises, increasing the pressure to find sources of goods;

- The consumption of goods and market domination of units in the industry face many difficulties, production is limited to avoid dumping Clinker in the yard, leading to a decrease in the demand for transporting raw materials, increased waiting time at ports for receiving and returning goods, vehicles have to stay at the port for a long time, at the same time, Hong Bang 68 ship stops operating, has no revenue, large depreciation costs increase costs, greatly affecting the Company's operating efficiency.

- Recruitment of skilled labor and river ship crew to meet production and business plan needs is facing many difficulties due to low supply and high salary requirements compared to current transportation unit prices, leading to difficulties in maintaining stability and promptly meeting transportation plan needs.

2. Advantages:

Besides the difficulties, there are also some advantages:

With the government expected to continue to maintain investment in infrastructure , especially transportation, housing, public works such as highway projects, airports, bridges and urban areas; The real estate market continues to recover from the end of 2024 to the beginning of 2025 and is expected to improve from the second quarter of 2025. This could lead to increased demand for the cement industry, thereby boosting demand for transportation, loading and unloading of materials and goods of the unit.

The unit always receives effective leadership and direction from Vietnam National Cement Corporation and Vicem Hai Phong Party Committee. The direction, coordination, and shared responsibility of the Company's Board of Directors in finding solutions, overcoming difficulties, and promoting effective production.

II. BUSINESS PLAN FOR 2025 :

1. Production and business plan objectives :

STT	Target	Unit	Plan 2025
1	Transport and business output		
1.1	Road transport	Ton	380,000
1.2	Water transport	Ton	79,500
1.3	Pick up	Ton	278,000
1.4	Cement Business	Ton	7,000
1.5	Car	Trip	3,420
2	Total revenue	Billion VND	32,944
3	Profit before tax	Billion VND	0.720
4	Profit after tax	Billion VND	0.542
5	Return on equity after tax	%	1.89

6	Submit budget	Billion VND	2,230
7	Dividend rate (in cash)	%	0

Note: The Company's planned profit in 2025 at indicators 3,4,5 does not include exchange rate differences.

2. Investment and equipment purchase :

- Construction investment work: none
- Investment and vehicle purchasing:

In 2025, the unit plans to invest in purchasing 02 new passenger cars and 01 truck specifically:

- Buy 01 47-seat passenger car: 3,200,000,000 VND.
- Buy 01 29-seat passenger car: 2,300,000,000 VND.
- Buy 01 truck from 7 > 9 tons: 800,000,000 VND.

Total estimated investment and purchase value: 6,300,000,000 VND.

Investment and purchase capital: Company's own capital

*** Solutions and implementation directions:**

In the context of the general difficulties of the cement industry , in the current situation of limited resources of the enterprise, the Company must seek effective solutions to improve production and business activities. Below are some solutions that the Company has proposed to carry out its tasks in the coming time as follows:

Strengthening traditional customers combined with promoting the search for new customers, expanding consumer markets and transportation services.

Improving service quality goes hand in hand with improving production technology: Investing in means of transport suitable for current work needs and market, customer tastes, helping to reduce operating costs and improve product and service quality, increase competitiveness, improve productivity and efficiency.

Focus on closely following receivables and taking drastic measures to collect debts , not allowing debts to arise , causing increased financial costs, thereby directly affecting production and business efficiency .

Maintain a regular equipment maintenance and repair plan, ensuring that equipment is always operated and in good condition , ensuring quality and progress.

Review the implementation of material consumption norms to ensure quality and efficiency.

Exploiting materials to ensure quality and progress, compete on price, and closely follow the production plan to avoid large inventory volumes causing capital stagnation.

Focus on finding and recruiting workers for each industry and department to ensure sufficient labor resources to meet production requirements. Arrange labor rotation and reasonable means to minimize overtime to improve labor productivity.

Regularly evaluate inefficient areas of operation and propose effective solutions to stabilize production and improve efficiency.



Review, classify, and evaluate depreciated vehicles that are not being operated safely and effectively; propose liquidation plans to reduce repair, maintenance, and care costs, and recover capital for business purposes.

Continue to upgrade and renovate yards to increase yard exploitation efficiency, thereby increasing revenue and business efficiency.

Continue to coordinate with relevant agencies to resolve existing problems and difficulties related to the legal documents of Hong Bang 68 Ship and the handover of land plots in Quynh Cu to the City.

environmental safety and hygiene management , fire prevention and fighting , and improve working conditions for employees.

Continue to seek support and assistance from the leaders of the Corporation and the leaders of Vicem Hai Phong Cement Company Limited. Be proactive and flexible in all tasks to successfully operate the unit to implement the 2025 production and business plan

3. Labor - Salary

Labor utilization plan in 2025 : 76 equivalent person performed in 2024 .

Total salary fund in 2025 (including salary of Executives and staff) is expected to be 8.5 billion VND.

Average income of workers in 2025 : strive to achieve 8.96 million VND/person/month.

4. Union work

- Pay attention to creating conditions for mass organizations to operate and participate well in political and ideological education for Party members and cadres, creating solidarity and consensus in performing assigned duties and responsibilities. Deploy the organization of Party cell congresses to move towards organizing the 8th Party Congress of the Company according to the plan of the Party Committee of Vicem Hai Phong Cement Company Limited.

- Direct and coordinate with mass organizations in the Company to build emulation movements with focused, specific, practical contents and timely forms of rewards and encouragement to promote the spirit of emulation and creative labor of each officer and worker, contributing to improving productivity, work quality and business efficiency.

Above are the 2024 business production results and the 2025 business production plan targets of the Executive Board, hereby report to the congress.

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

Recipient:

- HCT shareholders ;
- HNX, State Securities Commission ;
- Vicem (for report) ;
- Board of Directors, Supervisory Board;
- Website: vtxmhp.com;
- Labor organization room

ON BEHALF OF THE BOARD OF DIRECTORS



Le Van Thang

Number: 20/HCT-HĐQT

Hai Phong, April 28, 2025

REPORT
ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024
AND 2025 OPERATION PLAN

Pursuant to the Charter of Hai Phong Cement Trading And Transportation Joint Stock Company, the Board of Directors would like to report to the General Meeting on the Board of Directors' operations in 2024 and the Operation Plan for 2025 as follows:

I. Situation characteristics:

1. Advantages:

- The company always receives attention, direction and support from the leaders of Nam Vietnam National Cement Corporation (VICEM), Vicem Hai Phong Cement Company Limited and the cooperation of partner units;
- The Company's staff and workers are always united and strive to overcome difficulties to complete their tasks well.

2. Difficulty:

In 2024, the economy will face many difficulties and challenges. Wars and conflicts will occur in many places, affecting global security and strongly impacting world economic development. Along with that, trade tensions will increase between major countries. The geopolitical and military conflict between Russia and Ukraine will continue without end, affecting the global energy supply chain... Unusual weather, heavy rain and storms will disrupt production, causing great damage to the Company's property, houses, equipment and vehicles.

Competition between suppliers is increasingly fierce. Domestic cement is facing a situation of increasing oversupply, while consumption output is decreasing, inventory is increasing, many factories still have to continue to reduce productivity or stop kilns to limit the cost of equipment operation and maintenance.

The Company's main partner, Vicem Hai Phong Cement Company Limited to stop its kiln for a long time in January and February, leading to a decrease in output, job loss, and reduced productivity.

The existence of the Hong Bang 68 ship stopped at the port due to inefficient exploitation and has not been resolved due to legal issues, causing costs and greatly affecting the overall production and business efficiency of the Company.

II. Results of directing the implementation of tasks in 2024:

In the context of difficult production conditions, the Board of Directors has analyzed, evaluated, and closely followed the actual market developments, on that basis proposing many measures and correct directions in leadership, management and operation to effectively implement production and business.

1. Production and business results:

TT	Target	Unit	Plan year 2024	Implementation in 2024	% of implementation compared to plan	% of performance compared to stock
1	Transport and business output	Ton				
1.1	Road transport	Ton	373,660	463,454	124.03	120.14
1.2	Water transport	Ton	75,000	58,889	78.52	103.03
1.3	Sea transport	Ton		600		0.45
1.4	Pick up	Ton	240,000	308,747	128.64	129.23
1.5	Cement business	Ton	18,420	6,724	36.50	40.96
1.6	Car	Trip	3,550	3,403	95.86	92.83
2	Total revenue and other income	Billion VND	49,648	33,732	67.9	58.6
3	Profit before tax	Billion VND	0,48	0,478	99.6	
4	Profit after tax	Billion VND	-0,12	0,216		
5	Profit after tax/equity ratio	%	-0,43	0,75		
6	Submit NS	Billion VND	2,393	1,974	82.5	81.1
7	Total payroll	Billion VND	8,39	8,32	99.2	93.5
8	Dividends	%	0	0		

2. Construction investment work:

There are no plans to invest in construction and purchase vehicles during the year.

3. Implementation organization and supervision:

With the authority and obligations assigned according to the provisions of law and the Company's charter; based on the resolution of the Annual General Meeting of Shareholders and the actual situation of the Company, in 2024, the Board of Directors focused on directing, issuing timely resolutions and decisions to serve the organization, production, business, investment and construction and other aspects of work.

Successfully organize the 2024 General Meeting of Shareholders, supervise information disclosure activities to ensure transparency and accuracy according to regulations.

Based on the 2024 tasks and directions approved by the Annual General Meeting of Shareholders, the Board of Directors regularly directs, inspects and evaluates the implementation of the plan and issues Resolutions and Decisions, specifically:

TT	No. NQ/QĐ/BB	Date	Content
1	No. 03/NQ-HĐQT	March 1, 2024	Resolution on finalizing the list of shareholders to organize the 2024 Annual General Meeting of Shareholders
2	No. 07/NQ-HĐQT	March 27, 2024	Resolution of the Board of Directors meeting in the first quarter of 2024 - Approval of expected production and business results for the first quarter of 2024; orientation of production and business plan for the second quarter of 2024 - Approving the contents of the 2024 Annual General Meeting of Shareholders
3	No. 22/NQ-ĐHĐCĐ	April 26, 2024	Resolution of the 2024 Annual General Meeting of Shareholders
4	No. 25/NQ-HĐQT	May 31, 2024	Resolution of the Board of Directors meeting on signing a contract to provide services for loading, leveling, transporting materials and goods by car and a contract to provide services for looking after and protecting cars, bicycles, motorbikes; transporting and picking up workers

5	No. 28/NQ-HĐQT	June 17, 2024	Resolution on approving the signing of a contract to provide review and audit services for the 2024 Financial Statements between the Company and An Viet Auditing Company Limited
6	No. 30/NQ-HĐQT	June 17, 2024	Resolution on reviewing and evaluating the 2023 performance of the group of representatives managing VICEM's capital at the Company
7	No. 33/NQ-HĐQT	July 8, 2024	Resolution on reappointment of Director of Hai Phong Cement Trading And Transportation Joint Stock Company
8	No. 41/NQ-HĐQT	October 22, 2024	Resolution of the Board of Directors meeting in the third quarter of 2024 - Approval of production and business results for the third quarter and the first 9 months of 2024 - Approval of production and business plan orientation for the third quarter of 2024
9	No. 44/NQ-HĐQT	December 18, 2024	Resolution of the Board of Directors meeting in the fourth quarter of 2024 - Approval of production and business results for the fourth quarter and the whole year of 2024 - Approval of the expected production and business plan for 2025

The meetings of the Board of Directors are based on the principles of democratic centralism, in accordance with the law, and make correct decisions on the Company's business strategy, with the participation of the Company's Supervisory Board, focusing on directing the following specific contents:

- Through quarterly and annual production and business plans, evaluate the implementation of tasks, thereby making timely decisions and adjustments;
- Approve the annual salary fund;
- Directing the planning and use of staff, promptly meeting the requirements of production and business tasks, regularly directing the Executive Board to improve the organization and management apparatus of the Company to best serve the implementation of production and business tasks.
- The Board of Directors regularly monitors and inspects the Executive Board on the serious and effective implementation of documents, Regulations and Resolutions of the Board of Directors.



- Debt collection work, although there have been changes, has not yet met requirements. Total short-term receivables as of December 31, 2024 are: 9.03 billion/11.84 billion, down 23.7%. It is necessary to actively urge and collect debts better to increase cash flow and improve business efficiency.

IV. Tasks and directions for 2025:

Based on market developments and actual production and consumption needs; it is determined that in 2025, there will still be many difficulties due to the consumption market and competitiveness in finding and exploiting markets and sources of goods for transportation.

Promoting the achieved results and overcoming the shortcomings, the Board of Directors of the company focuses on directing the implementation of a number of basic goals and tasks in 2025 as follows:

1. Regarding production and business activities in 2025:

- Total output: 744,500 tons
- Total revenue and other income: 32,944 billion VND
- Profit before tax: 0.720 billion VND
- Profit after tax: 0.542 billion VND
- Profit after tax/Equity ratio: 1,890 %
- Budget contribution: 2,230 billion VND
- Total salary fund: 8,500 billion VND
- Labor plan for the year: 76 people
- Expected dividend: 0

The 2025 production and business plan of VICEM in general and of Hai Phong Cement Trading And Transportation Joint Stock Company in particular has been reported by VICEM and proposed to the Ministry of Construction for approval according to regulations. After the Ministry of Construction approves, if there are any changes, VICEM will adjust them later.

2. Implementation organization and supervision

- the Board of Directors ' operations comply with the Company Charter, Board of Directors' resolutions , and current legal regulations.
- Continue to approve quarterly and annual production and business plans , evaluate the implementation of tasks , and make appropriate decisions . Direct and adjust promptly to suit the actual situation of the Company.
- Focus only Promote production and business with the following goals : Production and business ensure quality and efficiency; preserve capital; fulfill obligations to the State; ensure shareholders ' rights; stabilize jobs and income for workers.
- Continue to improve the organizational structure, recruit human resources for a number of positions to meet the needs of service business development, improve productivity and business efficiency. Strengthen and arrange the management model suitable to the scale of the Company's operations, create the best possible business environment and working conditions for employees, contributing to improving the quality of work.

- Only The company is committed to saving and reducing costs in all areas of operation, lowering product prices to improve product competitiveness and improve production and business efficiency .

- Continue to review, adjust and supplement the Company's internal management regulations and rules to suit the Company's actual situation and current State regulations.

Above is the 2024 operational report and 2025 mission orientation of the Company's Board of Directors . The Company's Board of Directors continues to closely follow its functions and powers, promote the achieved results, focus on intellectual strength and solidarity to do better in management work, and successfully implement the Resolution of the General Meeting of Shareholders.

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

Thank you very much./.

Recipient :

- HCT shareholders ;
- HNX, Securities Commission;
- Vicem to (b/c);
- Board of Directors, Board of Supervisors;
- Website: vtxmhp.com.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON



Phạm Dang Loi



Number: *21* /HCT-BKS

Hai Phong, April 28, 2025

REPORT
PERFORMANCE RESULTS OF THE SUPERVISORY BOARD IN 2024
AND 2025 OPERATION PLAN

(Submitted to the 2025 Annual General Meeting of Shareholders)

Pursuant to Law on Enterprises No. 59/2020/QH14;

Pursuant to the Charter of organization and operation of Hai Phong Cement Trading And Transportation Joint Stock Company;

Pursuant to the Operating Regulations of the Board of Supervisors of Hai Phong Cement Trading And Transportation Joint Stock Company ;

Based on the 2024 Financial Statements audited by An Viet Auditing Limited Liability Company (An Viet);

Based on the results of inspection and supervision activities of the Board of Supervisors in 2024 .

The Board of Supervisors reports to the General Meeting of Shareholders the results of inspection and supervision of all activities in 2024 of Hai Phong Cement Trading And Transportation Joint Stock Company as follows:

I. ACTIVITIES OF THE SUPERVISORY BOARD IN 2024

- In 2024 , the Board of Supervisors held regular meetings and attended meetings of the Company's Board of Directors.

+ The Board of Supervisors has inspected and supervised the compliance with the provisions of law and the Company in the management and operation of business activities of the Board of Directors and the Board of Directors of the Company in 2024 , specifically:

- Review the legality and procedures for issuing Resolutions and Decisions of the Board of Directors and Board of Management in 2024 .

- Check and supervise the implementation and results of the Resolution of the 2024 Annual General Meeting of Shareholders for the Board of Directors and the Board of Management.

- Auditing the 6-month and annual financial reports to assess the truthfulness and reasonableness of financial data. At the same time, coordinating with the independent auditor to consider the impact of significant accounting and auditing errors on the financial reports; supervising the implementation of recommendations made by the independent auditor.

- Control compliance with the Company's information disclosure regulations in accordance with the provisions of law.

- In 2024 , the Board of Supervisors coordinated well with the Board of Directors and the Executive Board in performing its tasks, demonstrating:

+ The Board of Supervisors was invited to fully attend and give opinions at regular and extraordinary meetings of the Company's Board of Directors.

+ The Board of Supervisors is fully provided with meeting minutes, resolutions and decisions of the Board of Directors related to the management and operation of the Company;

+ The Board of Supervisors is provided with full information and documents related to the Company's operations and financial situation every 6 months and year.

II. RESULTS OF MONITORING THE BOARD OF DIRECTORS' ACTIVITIES

The members of the Board of Directors have closely followed and directed all areas of the Company's operations, with a spirit of solidarity, concentration and democracy.

The Board of Directors has held regular quarterly , annual and extraordinary meetings in accordance with the provisions of the Company's Charter of Organization and Operation . The Board of Directors has issued Resolutions and Decisions related to the Company's operations within the scope of responsibility and authority of the Board of Directors . The Resolutions and Decisions of the Board of Directors were issued in accordance with the correct procedures, authority and legal basis according to the provisions of law and the Company.

In 2024, the Board of Directors discussed and decided on a number of important issues related to the Company's operations as follows:

STT	Resolution /Decision No.	Day	Summary of Resolution content	Proportion
I	Resolution			
1	No. 03-NQ/HĐQT	03/01/2024	Finalize the list of shareholders to organize the 2024 Annual General Meeting.	5/5
2	No. 07-NQ/HĐQT	March 27, 2024	Resolution of the Board of Directors meeting in the first quarter of 2024. Expected results of production and business in the first quarter; production and business plan for the second quarter.	5/5
3	No. 22-NQ/HĐQT	April 26, 2024	Resolution of the 2024 Annual General Meeting of Shareholders.	5/5
4	No. 25-NQ/HĐQT	May 31, 2024	Resolution on approving the signing of a contract to provide services of loading, leveling, transporting materials and goods by car and a contract to provide services of looking after, protecting cars, bicycles, motorbikes, transporting and picking up workers between the Company and Vicem Hai Phong Cement Company Limited.	5/5
5	No. 28-NQ/HĐQT	June 17, 2024	Resolution on approving the signing of a contract to provide review and audit services for the 2024 Financial Statements between the Company and An Viet Auditing Company Limited.	5/5

6	No. 30-NQ/HĐQT	June 17, 2024	Resolution on reviewing and evaluating the 2023 performance of the group of representatives managing Vicem's capital at the Company.	5/5
7	No. 33-NQ/HĐQT	07/08/2024	Resolution on reappointment of Mr. Le Van Thang as Company Director.	5/5
8	No. 41-NQ/HĐQT	10/22/2024	Resolution of the Board of Directors meeting in the third quarter of 2024; production and business plan in the fourth	5/5
9	No. 44-NQ/HĐQT	12/18/2024	Resolution of the Board of Directors meeting in the fourth quarter of 2024.	5/5
II	Decision			
1	No. 09-QĐ/HĐQT	04/03/2024	Decision on the establishment of the Organizing Committee of the 2024 Annual General Meeting of Shareholders.	5/5
2	No. 10-QĐ/HĐQT	04/03/2024	Decision on the establishment of a Shareholder Qualification Inspection Committee to serve the 2024 Annual	5/5
3	No. 34-QĐ/HĐQT	07/08/2024	Decision on reappointing Mr. Le Van Thang to the position of Company	5/5

+ The Board of Directors has directed the management agency to closely follow the goals set by the 2024 Shareholders' Meeting .

+ Evaluate the production and business situation of each quarter of the year, set tasks for the next quarter.

+ Thoroughly grasp and direct functional units in the Company to review and reduce costs, practice thrift against waste

Comment: Through reviewing the Resolutions and Minutes of the Board of Directors' meetings , the Board of Supervisors found that the decisions of the Board of Directors are all directed towards the common interests of the Company and its employees, ensuring the Company's development orientation role in accordance with the Resolution of the General Meeting of Shareholders .

III. RESULTS OF MONITORING THE BOARD OF DIRECTORS' ACTIVITIES

- *Regarding the implementation of production and business plan targets:* In 2024, in the context of continued difficulties in production and business due to reduced demand for goods, means of transport often lack jobs, long waiting times for delivery and return of goods, leading to a decrease in output and transportation revenue... The Company's Director and the Board of Directors have made many efforts to manage production and business activities, helping to maintain the Company's operations, ensuring stable jobs and lives for officers and employees in the general difficult conditions of the economy.

- *Regarding financial and accounting work:* The Executive Board has directed the strict implementation of quarterly and annual financial reports on time, in accordance with accounting standards and Vietnamese laws .

- *Regarding human resource organization* : The Executive Board has directed the arrangement, recruitment and training of personnel, and evaluation of staff at the Office in accordance with the business reality of the Company.

Comment: The Board of Directors has made great efforts to fulfill its tasks , ensuring the Company's business efficiency and safety. Within its authority and responsibility, the Board of Directors has effectively implemented the Resolutions of the General Meeting of Shareholders and the Resolutions of the Company's Board of Directors

IV. AUDIT OF FINANCIAL STATEMENTS FOR 2024

1. Financial Statement preparation and auditing :

2024 financial statements are prepared in accordance with current Vietnamese accounting standards and regimes.

2024 financial statements audited by Auditing Company Limited An Viet Auditing is a unit approved by the State Securities Commission to audit listed companies.

- The auditor's opinion on the Company's 2024 Financial Statements is an unqualified opinion. The 2024 Financial Statements honestly and reasonably reflect the financial situation as of December 31, 2024 , the business performance and cash flow in 2024 , in accordance with Vietnamese accounting standards and current relevant regulations.

2. Production and business results in 2024 :

- In 2024 , the unit continued to face many difficulties in production and business. In January and February, Vicem Hai Phong Cement stopped the kiln, transportation demand decreased, and there was a shortage of workers. From February, the Hong Bang 68 ship had to stop operating, but it still had to deduct depreciation costs, allocated repair costs, and wharf and yard maintenance costs. At the same time, in September, the weather was unusual, especially storm No. 3 Yagi, which damaged the roof of the office area, some parking sheds, and some office equipment, increasing repair and recovery costs, greatly affecting the overall efficiency of the Company.

The results of implementing the main production and business targets in 2024 according to the Financial Report are as follows:

Target	Unit of measure	Perform 202 3	Plan according to Resolution of Shareholders' Meeting 2024	Perform 202 4	Implement / Plan according to the Resolution of the General Meeting of Shareholders 202 4 (%)	Implementation 2024/ Implementation 2023 (%)
1. Total revenue and other income	Billion VND	57,524	49,648	33,732	67.94	58.64
2. Profit before tax	Billion VND	-1,753	0.480	0.478	99.58	-27.27
3. Profit after tax	Billion VND	-1,753	-0.122	0.215	176.23	-12.26

4. Submit budget	Billion VND	2,433	2,393	1,974	82.49	81.13
5. Dividend (expected)	%	0	0	0	0	0

Based on the above summary table: The company has not achieved the targets of production and business plan according to the Resolution of the General Meeting of Shareholders in 2024, in which: Revenue and other income reached 67.94%, pre-tax profit reached 99.58%, dividend 0%.

3. The Company's financial situation as of December 31, 2024

3.1. Financial analysis indicators

Target	Unit	Year 2024	Year 2023
<i>1. Asset structure</i>			
- Long-term assets/Total assets	%	23.84	28.90
- Current assets/Total assets	%	76.16	71.10
<i>2. Capital structure</i>			
- Liabilities/Total capital	%	7.73	11.30
- Equity/Total capital	%	92.27	88.70
<i>3. Ability to pay</i>			
payment ability (100/310)	Time	9.85	6.29
- Current solvency (270/300)	Time	12.93	8.85
payment ability (100-140/310)	Time	9.83	6.20
<i>4. Rate of return</i>			
- Profit before tax / Net revenue	%	-5.06	-3.10
- Profit before tax / Owner's equity	%	-3.98	-4.56

General assessment: The Company's capital structure and capital sources have not changed significantly compared to 2023; Current solvency and Quick Payability in 2024 increased compared to 2023. In terms of the profitability ratio calculated on revenue and the profitability ratio calculated on Equity, the results in 2024 increased compared to 2023.

3.2. Comments and assessments of the financial situation as of December 31, 2024

4

- The ratio of short-term assets/short-term liabilities is 9.85 times, the Company has the ability to pay short-term debts.

- The debt/equity ratio is 0.08 times. The ratio shows that the Company has enough equity to operate.

- Accounts receivable from customers as of December 31, 2024 was VND 9,032 billion, equal to 28.56 % of the Company's revenue in 2024. The Company's account receivable ratio is relatively high, showing that the Company's capital is being occupied by customers.

- The balance of short-term and long-term loans as of December 31, 2024 is 0 VND

V. IMPLEMENTATION OF THE RESOLUTIONS OF THE GENERAL MEETING OF SHAREHOLDERS 2024

2023 profit distribution and pay dividends to Shareholders according to the Resolution of the 2024 Annual General Meeting of Shareholders

- According to the Resolution of the 2024 Annual General Meeting of Shareholders, the profit in 2023 is negative, so the Company will not pay dividends in 2023.

2. Remuneration of the Board of Directors and Board of Supervisors in 2024

The Company has paid remuneration and salary to the Board of Directors, The Board of Supervisors in 2024 is at the level approved by the 2024 Annual General Meeting of Shareholders.

3. Regarding the implementation of the 2024 production and business plan targets : revenue reached 67.94% of the plan, pre-tax profit reached 99.58% of the plan, dividend reached 0% of the plan.

VI. ORIENTATION PLAN FOR 2025

The Board of Supervisors will continue to carry out inspection and supervision work in accordance with the provisions of law and the Company (Enterprise Law; Charter of organization and operation; Company governance regulations; Board of Supervisors' operating regulations).

Well perform the functions and tasks of the Board of Supervisors as prescribed in the Company's charter :

- Attend the 2025 quarterly regular meeting of the Board of Directors, the Company's production and business summary meetings; discuss and propose a number of contents in the process of implementing the regulations and resolutions of the Board of Directors.
- Monitor the rationality and legality in business management and operations.
- Check and urge the implementation of the Resolution of the General Meeting of Shareholders and the Resolution of the Board of Directors.
- Periodically review the accuracy of quarterly and annual financial reports.
- Advise the Board of Directors and Management on professional opinions to improve the efficiency of capital and asset use of the Company.
- Grasp the issued mechanisms and policies to propose amendments and supplements to inappropriate issues, minimizing risks in the operation and management of the Company's production and business activities.
- Carry out inspection programs for specific areas and other ad hoc requests from shareholders.
- Perform other tasks according to the functions and tasks of the Board of Control.

VII. RECOMMENDATIONS

Based on the inspection and control of the Company's activities, the Board of Supervisors has the following recommendations:

- It is necessary to continue researching and updating new regulations of the State, to review, adjust and supplement them in accordance with the actual situation of the Company in order to enhance management efficiency, improve production and business efficiency to ensure increased profits and income for employees.

- Further strengthen customer debt collection management, reduce capital misappropriation, and prevent bad debt from arising.
- Management work: Continue to review, revise and re-issue a number of Regulations to suit reality and ensure legality in management.
- Financial work: Have a plan to mobilize and use capital reasonably to ensure capital for production and business activities.
- Conduct economic activity analysis, find subjective and objective causes, and find solutions to overcome them in 2025 .

Above is the report on the activities of the Board of Supervisors in 2024 and the direction and tasks of the Board of Supervisors in 2025 , respectfully submitted to the General Meeting of Shareholders for consideration and approval.

Thank you very much!

Recipient:

- HCT shareholders ;
- HNX, Securities Commission;
- VICEM to report;
- Board of Directors, Board of Supervisors;
- Website: vtxmhp.com.

**ON BEHALF OF THE BOARD OF SUPERVISION
PREFECT**



Trinh Thi Huong



Number: 22/HCT-HĐQT

Hai Phong, date 28 month 4 year 2025

EVALUATION REPORT OF INDEPENDENT BOARD MEMBERS IN 2024

**To: General Meeting of Shareholders of Hai Phong Cement
Trading And Transportation Joint Stock Company**

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

Pursuant to the Law on Securities dated November 26, 2019;

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

Pursuant to the Charter of **Hai Phong Cement Trading And Transportation Joint Stock Company**;

Pursuant to the Operating Regulations of the Company's Board of Directors;

Independent member of the Board of Directors of **Hai Phong Cement Trading And Transportation Joint Stock Company** reports on the evaluation of the Board of Directors' activities in 2024 with the following content:

I. Activities of the Board of Directors in 2024:

1. Situation characteristics:

In 2024, the economy faces many difficulties and challenges. After the Covid-19 pandemic raged globally, it left serious consequences for the domestic and world economies. The military conflict between Russia and Ukraine continues to have many complicated developments and has not ended, strongly affecting the development of the world economy; t The weather is unusual. The market for input materials fluctuates highly, especially the unit still has small-tonnage vessels that are inefficiently exploited and have to stop operating since February 2024, causing increased production costs, greatly affecting the production and business efficiency of the Company.

Competition between distributors and service providers is increasingly fierce due to the trend of shifting from bagged cement to bulk cement , domestic cement is facing a situation of increasing oversupply . The domestic market has

seriously decreased in consumption output; turnover output and labor productivity have decreased, leading to more and more difficulties in production and business activities.

2. Activities of the Board of Directors in 2024

In the context of many difficulties, the Board of Directors of the Company has analyzed and deeply evaluated the opportunities and challenges, on that basis, proposed many measures and correct directions in effective leadership, management and operation of work , specifically :

- The Board of Directors has worked responsibly, transparently, and in compliance with the regulations of the listed Company. Board of Directors meetings have been convened promptly and conducted in accordance with the procedures specified in the Charter and Internal Regulations on Corporate Governance. The content of the meetings has been discussed, fully and carefully evaluated by the Board of Directors members to provide directions and solutions that bring the highest efficiency and benefits to the Company.

- Issues related to business strategy, market expansion, management system development, research to maximize the Company's potential, etc. are all considered and evaluated by the Board of Directors in regular meetings.

- Resolutions and Decisions of the Board of Directors at meetings are all approved by the Board of Directors based on the majority principle. Minutes of the meeting are fully prepared and signed by the Board members attending the meeting.

II. Evaluation of the Board of Directors' performance in 2024

1. On the organizational structure of the Board of Directors and remuneration of Board members

In 2024, the Board of Directors will have a total of 05 members, including 01 independent member. All members of the Board of Directors will fully and actively participate in planning, compliance, strategy activities, ensuring corporate governance.

The remuneration of the independent member of the Board of Directors in 2024 is 4 million VND/month according to the Resolution of the 2024 Shareholders' Meeting. During the year, there were no other operating expenses of the independent member of the Board of Directors.

2. On the operating mechanism of the Board of Directors

In 2024, the Board of Directors held 09 meetings; Independent Board members fully participated in Board meetings.

Board of Directors meetings are convened and conducted with specific plans and contents, documents are fully prepared, sent in advance to Board of Directors and Supervisory Board members in accordance with regulations, complying with the Company Charter and current legal regulations. At the meeting, Board of Directors members participated in discussions, had many

sharp opinions, criticisms, and careful assessments to make appropriate decisions for production and business in each stage.

Issues on short-term and long-term strategies in the production and business plan, building the management system in the Company, as well as opinions participating in discussions on changing business strategies to suit the market situation are very close, strict and comply with the principle of democratic centralism. The debate between members of the Board of Directors and the Executive Board also complies with regulations. After unanimously voting to approve the discussion contents by ballot, all members respect and comply with the spirit of the Resolution set forth at the meeting, ensuring the promotion of collective strength, while complying with the operating principles of the Board of Directors.

3. Results of management and supervision work:

With the authority and obligations assigned according to the provisions of law and the Company's Charter; based on the resolution of the Annual General Meeting of Shareholders and the actual situation of the Company, in 2024, the Board of Directors focused on directing, issuing timely resolutions and decisions to serve the organization, production and business activities. and other aspects of work.

The Board of Directors of the Company has assigned tasks to each member of the Board of Directors according to each field, regularly assessed the production and business activities and the implementation of the Resolutions of the General Meeting of Shareholders, thereby providing timely guidance to the Company's Executive Board.

The meetings of the Board of Directors are based on the principles of democratic centralism, in accordance with the law, correctly deciding on the Company's business strategy, with the participation of the Company's Supervisory Board, focusing on directing specific contents:

- Through quarterly and annual production and business plans, evaluate the implementation of tasks, thereby making timely decisions and adjustments;
- Approve the Company's annual salary fund; Approve adjustments to technical and economic norms for production;
- Issue regulations on information disclosure and internal audit regulations;
- Directing the planning and use of staff, promptly meeting the requirements of production and business tasks;
- The Board of Directors regularly monitors and inspects the Executive Board on the serious and effective implementation of documents, regulations and resolutions of the Board of Directors. During the operation process, the Executive Board strictly complied with the provisions of law, the Resolution of the 2024 Annual General Meeting of Shareholders, Resolutions and Decisions of the Board of Directors.

- The members of the Board of Directors have properly performed their roles and responsibilities in directing and supervising the Executive Board in implementing the contents approved by the Board of Directors and the General Meeting of Shareholders, ensuring compliance with legal regulations, while harmonizing the interests of the Company and shareholders.

III. Conclusion:

In general, in 2024, the domestic and international political and economic situation has many fluctuations affecting the cement industry as well as service companies. However, the Board of Directors of the Company, with a sense of responsibility, has properly performed its functions and tasks in supervising the Company's operations, and at the same time provided appropriate directions in the direction, ensuring the effective use of resources, achieving the planning targets assigned by the General Meeting of Shareholders, on the basis of compliance with the regulations in accordance with the Company's Charter and current regulations of law.

The Board of Directors has implemented drastic solutions in supervision work, directed the Executive Board to seek solutions to overcome difficulties, focused on promoting production and business with the goal of: Production and business ensuring quality, efficiency, capital preservation; practice thrift, reduce costs in all areas of operation, reduce product and service prices to enhance the competitiveness of products and services and improve production and business efficiency; fully perform obligations to the State; effectively implement the Resolution of the Board of Directors and the Resolution of the General Meeting of Shareholders;

Above is the 2024 performance evaluation report of the Company's independent Board of Directors.

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

Recipient:

- General meeting of shareholders;
- Board of Directors, Board of Supervisors;
- Save: documents, Congress records.

INDEPENDENT BOARD MEMBER



[Signature]

Vũ Châu Thanh

Number: 23 / TTr-HĐQT

Hai Phong, April 28, 2025

SUBMISSION

Re: Approval of Audited Financial Statements for 2024

To: General Meeting of Shareholders

Hai Phong Cement Trading And Transportation Joint Stock Company

- Pursuant to the Law on Enterprises dated June 17, 2020;
- Pursuant to the Charter of organization and operation of Hai Phong Cement Transport Service Trading Joint Stock Company.
- Based on the audit results of the 2024 Financial Statements of Hai Phong Cement Trading And Transportation Joint Stock Company .

The Board of Directors of the Company respectfully submits to the 2025 Annual General Meeting of Shareholders for approval of the content of the 2024 Financial Report audited by An Viet Auditing Company Limited and disclosed in accordance with regulations.

The financial indicators are quoted as follows:

TT	Target	Unit of	Value
1	Total assets	Copper	41,898,018,028
2	Liabilities	Copper	3,240,631,847
3	Equity	Copper	38,657,386,181
4	Owner's equity	Copper	20,163,850,000
5	Total revenue and other income	Copper	33,731,662,424
6	Total cost	Copper	33.253.252.045
7	Profit before tax	Copper	478,410,379
8	Profit after tax	Copper	215,526,736
9	Basic earnings per share	Copper	107

Attached is the 2024 Financial Report which has been disclosed in accordance with current regulations and posted on the website of Hai Phong Cement Trading And Transportation Joint Stock Company.

(<https://www.vtxmhp.com>), including:

1. Report of the Board of Directors;
2. Independent Auditor's Report;

3. Balance sheet;
4. Business performance report;
5. Cash flow statement;
6. Financial statement notes.

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

Recipient:

- As above;
- VICEM (for reporting);
- Board of Directors, Board of Supervisors of the Company;
- Luu Van Thu, Company Secretary.



ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON



Pham Dang Loi



Number: 24/ TTr-HĐQT

Hai Phong, April 28, 2025

SUBMISSION

Regarding: approval of the 2024 profit distribution plan

To: General Meeting of Shareholders

Hai Phong Cement Trading And Transportation Joint Stock Company

- Pursuant to Enterprise Law No. 59/2020/QH14, dated June 17, 2020;
- Pursuant to the Charter of Organization and Operation of Hai Phong Cement Trading And Transportation Joint Stock Company;
- Based on the audited financial report of Hai Phong Cement Trading And Transportation Joint Stock Company for 2024;

The Board of Directors of Hai Phong Cement Trading And Transportation Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval of the 2024 profit distribution plan, as follows:

Unit: VND

STT	Target	Value	Note
1	Total distributable profit after tax in 2024	-1,537,352,029	
	- Undistributed profit after tax until December 31, 2023	-1,752,878,765	
	- Profit after tax in 2024	215,526,736	
2	Profit distribution plan for 2024	0	
	- Total distributed profit	0	
	- Fund allocation	0	
3	Total undistributed earnings	-1,537,352,029	

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

Recipient:

- As above;
- VICEM (for reporting);
- Board of Directors of the Company;
- Luu Van Thu, Company Secretary.



ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON



Pham Dang Loi

Number: 25 / TTr-HĐQT

Hai Phong, April 28, 2025

SUBMISSION

Regarding: approving the remuneration level for the Board of Directors and the Board of Supervisors, 2024 Corporate Secretary and 2025 Remuneration Plan

To: General Meeting of Shareholders

Hai Phong Cement Trading And Transportation Joint Stock Company

- Pursuant to Enterprise Law No. 59/2020/QH14, dated June 17, 2020;
- Pursuant to the Charter of Organization and Operation of Hai Phong Cement Trading And Transportation Joint Stock Company;
- Pursuant to Resolution No. 22/NQ-ĐHĐCĐ dated April 26, 2024 of the 2024 Annual General Meeting of Shareholders.

The Board of Directors of Hai Phong Cement Trading And Transportation Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval of the 2024 remuneration level of the Board of Directors, Board of Supervisors, Company Secretary and the 2025 remuneration payment plan as follows:

1. Pay remuneration in 2024:

The Company has paid remuneration to members of the Board of Directors, Board of Supervisors, and Company Secretary in 2024 according to the approved plan. The total remuneration paid in 2024 is: VND 420,000,000 .

2. Remuneration payment plan for 2025: Equal to the remuneration paid in 2024, specifically as follows:

STT	Title	Quantity	Expenditure level (VND/person/month)	Number of months	Total amount (VND)
I	Board of Directors	5 people			
1	Chairman of the Board of Directors	1 person	6,000,000	12	72,000,000
2	Board Member	4 people	4,000,000	12	192,000,000
II	Board of Control	3 people			
1	Head of Supervisory Board	1 person	4,000,000	12	48,000,000
2	Board of Supervisors	2 people	3,000,000	12	72,000,000
III	Administrator and Company Secretary	1 person	3,000,000	12	36,000,000
	Total				420,000,000

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

Recipient:

- As above;
- VICEM (for reporting);
- Board of Directors of the Company;
- Luu Van Thu, Company Secretary.



**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON**



Pham Dang Loi

Number: 26 /TTr-HCT-BKS

Hai Phong, April 28, 2025

SUBMISSION

On approving the selection of an auditor for the 2025 Financial Statements

To: General Meeting of Shareholders of Hai Phong Cement Trading And
Transportation Joint Stock Company

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

*Pursuant to the Charter of Organization and Operation of Hai Phong Cement
Trading And Transportation Joint Stock Company;*

*Based on the requirements of organization, operation and management of Hai Phong
Cement Trading And Transportation Joint Stock Company.*

Hai Phong Cement Trading And Transportation Joint Stock Company respectfully
submits to the General Meeting of Shareholders the selection of an independent auditing
unit to audit the Company's 2025 Financial Statements as follows:

1. Criteria for selecting an independent audit unit:

- Is a reputable independent auditing unit and is approved to audit listed companies according to the provisions of the law on securities;
- Is an auditing unit with a team of honest auditors, upholding professional ethics, with high qualifications and extensive experience to ensure the quality of financial statement audits;
- Reasonable audit costs, consistent with the content, scope and progress of the audit requested by the Company.

2. Proposal of the Board of Supervisors:

In preparation for the audit of the 2025 Financial Statements, the Company's Board of Supervisors respectfully submits to the General Meeting of Shareholders for approval the list of auditing companies to audit the Company's 2025 Financial Statements as follows:

- 2.1. An Viet Auditing Company Limited;
- 2.2. VACO Auditing Company Limited;
- 2.3. International CPA Company Limited (iCPA).

We respectfully request that the General Meeting of Shareholders assign the Company's Board of Directors to select one of the above auditing companies to audit the Company's 2025 Financial Statements.

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

Recipient:

- As above;
- VICEM (for reporting);
- Board of Directors of the Company;
- Save: Documents, Control Board.

ON BEHALF OF THE BOARD OF SUPERVISION
PREFECT



Trinh Thi Huong

Number: 27 / TTr-HĐQT

Hai Phong, April 28, 2025

SUBMISSION

Regarding the approval of the 5-year production and business plan for the period
2025-2029

To: General Meeting of Shareholders of Hai Phong Cement Trading And
Transportation Joint Stock Company

- Pursuant to Enterprise Law No. 59/2020/QH14, dated June 17, 2020;
- Pursuant to the Charter of organization and operation of Hai Phong Cement Trading And Transportation Joint Stock Company;
- Based on the requirements of organization, operation and management of Hai Phong Cement Trading And Transportation Joint Stock Company;
- Pursuant to Document No. 303/VICEM-HDTV dated March 4, 2025 on the development and approval of the 5-year production and business plan for the period 2025-2029;

The Board of Directors of the Company respectfully submits to the General Meeting of Shareholders for approval the 5-year production and business plan for the period 2025-2029, specifically as follows:

1. Business indicators

TT	Target	2025	Year 2026	Year 2027	Year 2028	Year 2029
1	Net revenue	31.713.600.000	32,915,000,000	34,654,000,000	36,246,000,000	38,471,000,000
2	Cost of goods sold	28.188.589.177	29.145.401.349	30,709,395,930	32.122.100.511	34,025,814,198
3	Gross profit	3.525.010.823	3,769,598,651	3,944,604,070	4,123,899,489	4,445,185,802
4	Financial profit	780.000.000	730,000,000	610,000,000	530,000,000	530,000,000
5	Sales profit	436.061.401	450,043,189	449,548,608	466,344,027	485.130.340
6	Business management costs	3.548.949.422	3,549,555,462	3,555,055,462	3,587,555,462	3,670,055,462
7	Other profits	400.000.000	50,000,000	50,000,000	50,000,000	50,000,000
8	Total profit before tax	720.000.000	550,000,000	600,000,000	650,000,000	870,000,000
9	Corporate income tax expense	177.600.000	143,600,000	153,600,000	163,600,000	207,600,000
10	Profit after corporate income tax	542.400.000	406,400,000	446,400,000	486,400,000	662,400,000

11	Expected dividend payout ratio	0	0	0	0	Over 1.5%
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2. Working capital plan

TT	Target	12/31/2025	12/31/2026	12/31/2027	12/31/2028	12/31/2029
1	Short-term receivables	9,572,828,769	9,116,979,780	8,682,837,886	8,269,369,415	7,875,589,919
2	Inventory	63,465,162	60,443,011	57,564,773	54,823,593	52,212,946
3	Other current assets	1,177,245,055	1,121,185,767	1,067,795,968	1,016,948,541	968,522,420
4	short-term liabilities (excluding short-term borrowings)	3,240,631,847	3,086,316,045	2,939,348,614	2,799,379,632	2,666,075,840
5	Working capital other than cash and current non-operating assets	0	0	0	0	0

3. Investment loan plan for purchasing

TT	Target	2025	Year 2026	Year 2027	Year 2028	Year 2029
1	Cash flow increases due to new debt					
2	Cash flow to repay principal loan					
3	Cash flow for investment in purchasing fixed assets	6,300,000,000	3,500,000,000	3,500,000,000	2,000,000,000	

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

Recipient:

- As above;
- VICEM (for reporting);
- Board of Directors of the Company;
- Luu Van Thu, Company Secretary.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON



Pham Dang Loi

Number: 28 /TTr-HĐQT

Hai Phong, April 28, 2025

SUBMISSION

On amending and supplementing the Charter of organization and operation of the Company

To: General Meeting of Shareholders of Hai Phong Cement Trading And
Transportation Joint Stock Company.

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

*Pursuant to Decree No. 167/2024/ND-CP dated December 26, 2024 amending and
supplementing a number of articles of Decree No. 91/2015/ND-CP dated October 13,
2015 of the Government on state capital investment in enterprises and management and
use of capital and assets at enterprises, as amended and supplemented by Decree No.
32/2018/ND-CP dated March 8, 2018 of the Government and Decree No. 140/2020/ND-
CP dated November 30, 2020 of the Government;*

*Pursuant to the Charter of organization and operation of Hai Phong Cement
Trading And Transportation Joint Stock Company approved by the 2023 Annual General
Meeting of Shareholders .*

**The Board of Directors of Hai Phong Cement Trading And Transportation
Joint Stock Company respectfully submits to the General Meeting of Shareholders
the amendment and supplement to the Company's Charter of Organization and
Operation as follows:**

Based on the review of the Company's Charter of Organization and Operation, the
Board of Directors finds that the provisions of the Company's Charter of Organization and
Operation need to be reviewed and amended to comply with the provisions of Decree No.
167/2024/ND-CP dated December 26, 2024 and the Charter of Organization and
Operation of VICEM.

The detailed content of the provisions amending and supplementing the Charter of
Organization and Operation of the Company is presented in the Appendix attached to this
Proposal. The provisions of the Charter of Organization and Operation of the Company
that are amended and supplemented will take effect from the date of approval by the
General Meeting of Shareholders.

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

Recipient:

- As per your request;
- VICEM (for reporting);
- Board of Directors, Board of Supervisors of
the Company;
- Save: Documents.



ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON



Pham Dang Loi

**AMENDMENTS AND SUPPLEMENTS TO THE CHARTER ON ORGANIZATION AND OPERATION
HAI PHONG CEMENT TRADING AND TRANSPORTATION JOINT STOCK COMPANY**

(Attached to Submission No 28/TTr-HĐQT, dated 28/ 4 /2025)

BASIS FOR AMENDMENTS AND SUPPLEMENTS	CURRENT RULES (ISSUED APRIL 2023)		REGULATIONS (AMENDED AND SUPPLEMENTED IN 2025)	
	THING	CONTENT	THING	CONTENT
Pursuant to Document No. 524/VICEM-HĐTV dated April 3, 2025 on amending and supplementing the Charter of the Joint Stock Company with capital contributed by VICEM at the 2025 Annual General Meeting of Shareholders	Article 27 paragraph 4	The term of appointment of the Director, Deputy Director and Chief Accountant of the Company shall not exceed 05 years, in accordance with the term of the Board of Directors and may be reappointed for an unlimited number of terms. The term of office of positions not under the appointment authority of the Board of Directors shall be implemented in accordance with the Company's management regulations. For the positions of Director, Deputy Director and Chief Accountant of the Company that were appointed before the issuance of this amended charter, the appointment decision is still valid. In case of re-appointment, the appointment term must be consistent with the term of the Board of Directors.	Article 27 paragraph 4	- The term of appointment of the Company Director shall not exceed 5 years and shall be consistent with the term of the Board of Directors. The term of appointment of the Deputy Director and Chief Accountant of the Company shall be 05 years; these positions may be reappointed for an unlimited number of terms. The term of office of positions not under the appointment authority of the Board of Directors shall be implemented in accordance with the Company's management regulations. - For the positions of Deputy Director and Chief Accountant of the Company that were appointed or reappointed before the issuance of this amended Charter, the appointment or re-appointment decision is still valid and the Company's Board of Directors will review and adjust the term of office according to the provisions of this Charter.
	Article 35, paragraph 3	The term of office of the Director shall not exceed 05 years and may be reappointed for an unlimited number of terms. The Director must meet the standards and conditions prescribed by law and the Company's Charter.	Article 35, paragraph 3	The term of appointment of the Company Director shall not exceed 05 years and shall be consistent with the term of the Board of Directors and may be reappointed for an unlimited number of terms. The Director must meet the standards and conditions prescribed by law and the Company's Charter.



<p>Pursuant to Decree No. 167/2024/ND-CP dated December 26, 2024 of the Government</p>	<p>Article 46, paragraph 1</p>	<p>The General Meeting of Shareholders decides on the level of dividend payment and the form of annual dividend payment from the Company's retained earnings.</p>	<p>Article 46, paragraph 1</p>	<p>The General Meeting of Shareholders decides on the level of dividend payment and the form of annual dividend payment from the Company's retained earnings.</p> <p>Dividend distribution plan, annual after-tax profit is distributed in the following order:</p> <ul style="list-style-type: none"> - Divide profits among associated capital contributors according to the provisions of the signed economic contract (if any); - Offset losses of previous years that have expired and are deductible from pre-tax profits according to regulations; - Up to 30% is allocated to the enterprise development investment fund; - Deducting reward funds, welfare funds for employees in the Enterprise, and bonus funds for enterprise managers according to Government regulations on labor, wages, remuneration, and bonuses for companies with State-controlled shares and capital contributions. - The remaining profit is distributed in cash and shares to shareholders and capital contributors. <p>Dividends in shares are only applied and implemented when the company implements group projects approved by competent authorities.</p>
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Number: 29 / TTr-HĐQT

Hai Phong, April 28, 2025

SUBMISSION

On amending and supplementing the Company's internal regulations on governance

To: General Meeting of Shareholders of Hai Phong Cement Trading And Transportation Joint Stock Company.

- Pursuant to Enterprise Law No. 59/2020/QH14, dated June 17, 2020;
- Pursuant to the Charter of Organization and Operation of Hai Phong Cement Trading And Transportation Joint Stock Company approved by the 2023 General Meeting of Shareholders;
- Pursuant to the Internal Regulations on Corporate Governance dated April 27, 2023;

The Board of Directors of Hai Phong Cement Trading And Transportation Joint Stock Company respectfully submits to the General Meeting of Shareholders the amendment and supplement to the Company's internal regulations on governance:

Based on the review of the Company's Internal Governance Regulations, the Board of Directors finds that the provisions of the Company's Internal Governance Regulations need to be reviewed, amended and supplemented to comply with the organization and operation charter of VICEM.

The detailed content of the provisions amending and supplementing the Company's Internal Governance Regulations is presented in the Appendix attached to this Proposal. The provisions of the Company's Internal Governance Regulations as amended and supplemented will take effect from the date of approval by the General Meeting of Shareholders.

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

Recipient:

- As above;
- VICEM (for reporting);
- Board of Directors of the Company;
- Luu Van Thu, Company Secretary.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON



Pham Dang Loi

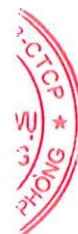
**AMENDMENTS AND SUPPLEMENTS TO INTERNAL REGULATIONS ON MANAGEMENT
HAI PHONG CEMENT TRADING SERVICES JOINT STOCK COMPANY**

(Attached to Submission No /TTr-HĐQT, April 28, 2025)

BASIS FOR AMENDMENTS AND SUPPLEMENTS	CURRENT REGULATIONS (ISSUED APRIL 2023)		RULES (AMENDED AND SUPPLEMENTED IN 2025)	
	THING	CONTENT	THING	CONTENT
Pursuant to Document No. 524/VICEM-HĐTV dated April 3, 2025 on amending and supplementing the Charter of the Joint Stock Company with capital contributed by VICEM at the 2025 Annual General Meeting of Shareholders	Article 8 paragraph 2 item i	- The term of appointment of the Director, Deputy Director and Chief Accountant of the Company shall not exceed 05 years, in accordance with the term of the Board of Directors and may be reappointed for an unlimited number of terms. The term of office of positions not under the appointment authority of the Board of Directors shall be implemented in accordance with the Company's management regulations. - For the positions of Director, Deputy Director and Chief Accountant of the Company that were appointed before the issuance of this amended Charter, the appointment decision is still valid. In case of re-appointment, the appointment term	Article 8, paragraph 2 item i	- The term of appointment of the Company Director shall not exceed 5 years and shall be consistent with the term of the Board of Directors. The term of appointment of the Deputy Director and Chief Accountant of the Company shall be 05 years; these positions may be reappointed for an unlimited number of terms. The term of office of positions not under the appointment authority of the Board of Directors shall be implemented in accordance with the Company's management regulations. - For the positions of Deputy Director and Chief Accountant of the Company that were appointed or reappointed before the issuance of this amended Regulation, the appointment or re-appointment decision is



		must be consistent with the term of the Board of Directors.		still valid and the Company's Board of Directors will review and adjust the term of office according to the provisions of this Regulation.
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Number: 30/TTr-HĐQT

Hai Phong, April 28, 2025

SUBMISSION

On amending and supplementing the Operating Regulations of the Company's Board of Directors

To: General Meeting of Shareholders of Hai Phong Cement Trading And
Transportation Joint Stock Company

- Pursuant to Enterprise Law No. 59/2020/QH14, dated June 17, 2020;
- Pursuant to the Charter of Organization and Operation of Hai Phong Cement Trading And Transportation Joint Stock Company approved by the 2023 General Meeting of Shareholders;
- Pursuant to the Operating Regulations of the Company's Board of Directors dated April 27, 2023;

The Board of Directors of Hai Phong Cement Trading And Transportation Joint Stock Company respectfully submits to the General Meeting of Shareholders the amendment and supplement to the Operating Regulations of the Company's Board of Directors:

Based on the review of the Company's Board of Directors' Operating Regulations, the Board of Directors finds that the provisions in the Company's Board of Directors' Operating Regulations need to be reviewed, amended and supplemented to comply with the organization and operation charter of VICEM.

The detailed content of the provisions amending and supplementing the Regulations on the operation of the Board of Directors of the Company is presented in the Appendix attached to this Proposal. The provisions of the Regulations on the operation of the Board of Directors of the Company as amended and supplemented will take effect from the date of approval by the General Meeting of Shareholders.

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

Recipient:

- As above;
- VICEM (for reporting);
- Board of Directors of the Company;
- Luu Van Thu, Company Secretary.



ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON



Pham Dang Loi

AMENDMENTS AND SUPPLEMENTS TO THE BOARD OF DIRECTORS' OPERATION REGULATIONS
HAI PHONG CEMENT TRADING SERVICES JOINT STOCK COMPANY

(Attached to Submission No **30** /TTTr-HĐQT, April 28, 2025)

BASIS FOR AMENDMENTS AND SUPPLEMENTS	CURRENT REGULATIONS (ISSUED APRIL 2023)		RULES (AMENDED AND SUPPLEMENTED IN 2025)	
	THING	CONTENT	THING	CONTENT
Pursuant to Document No. 524/VICEM-HĐTV dated April 3, 2025 on amending and supplementing the Charter of the Joint Stock Company with capital contributed by VICEM at the 2025 Annual General Meeting of Shareholders	Article 11, paragraph 5	<p>- The term of appointment of the Director, Deputy Director and Chief Accountant of the Company shall not exceed 05 years, in accordance with the term of the Board of Directors and may be reappointed for an unlimited number of terms. The term of office of positions not under authority of the Board of Directors shall be implemented in accordance with the Company's management regulations.</p> <p>- For the positions of Director, Deputy Director and Chief Accountant of the Company that were appointed before the issuance of this amended Charter, the appointment decision is still valid. In case of re-appointment, the appointment term must be consistent with the term of the Board of Directors.</p>	Article 11, paragraph 5	<p>- The term of appointment of the Company Director shall not exceed 5 years and shall be consistent with the term of the Board of Directors. The term of appointment of the Deputy Director and Chief Accountant of the Company shall be 05 years; these positions may be reappointed for an unlimited number of terms. The term of office of positions not under the appointment authority of the Board of Directors shall be implemented in accordance with the Company's management regulations.</p> <p>- For the positions of Deputy Director and Chief Accountant of the Company that were appointed or reappointed before the issuance of this amended Regulation, the appointment or re-appointment decision is still valid and the Company's Board of Directors will review and adjust the term of office according to the provisions of this Regulation.</p>



Number: 31 /BC-HCT

Hai Phong, April 28, 2025

REPORT

List of contracts and transactions with related parties of the Company in 2024 and the first 4 months of 2025

To: General Meeting of Shareholders of Hai Phong Cement Trading And
Transportation Joint Stock Company.

Pursuant to the Law on Enterprises 2020 and implementing documents;

Pursuant to the Charter of Hai Phong Cement Trading And Transportation Joint Stock
Company;

The Company Director reports to the General Meeting of Shareholders the list of
related persons who signed contracts and transactions with the Company in 2024 and the
first 4 months of 2025 as follows:

1. List of related party transactions of the Company in 2024.

STT	People related	Content	Number, date signed contract	Contract value (billion VND)
1	Vicem Hai Phong Cement Company Limited	Product consumption	No. 08/HĐKT - XNTT/2024 dated December 1, 2023	8,707
		Providing services of loading, leveling, transporting materials & goods by car; renting excavators,	No. 142/2023/XMHP dated May 31, 2023;	2,913
			No. 138/HD/XMHP dated May 31, 2024	6,820
		Providing car, bicycle, motorbike security, transportation and shuttle services for Company employees	No. 142/2023/XMHP dated May 31, 2023;	3,318
			No. 139/HD/XMHP dated May 31, 2024	4,538
		Providing industrial cleaning services	No. 44/2024/XMHP dated February 23, 2024	2,356
2	Cement technical vocational secondary school	Occupational Safety and Health Training 2024	No. 25/HDHL-TCNKTXM dated February 23, 2024	0.009
		Car rental contract	No. 138/HCT-KTKT dated July 23, 2024	0.005
3	Vietnam National	Consulting contract on transfer of management skills	2024 implemented according to Contract No. 1341/VICEM-HĐKT,	0

	Cement Corporation	and development market	dated July 26, 2018 and the adjusted appendix dated May 10, 2024	
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2. List of related party transactions of the Company in the first 4 months of 2025.

STT	Related person	Related Benefits	Number, date signed contract	Contract value (billion VND, from January to March 2025)
1	Vicem Hai Phong Cement Company Limited	Product consumption	No. 08/HDKT-XNTT/2025 dated December 1, 2024	0.634
		Providing services of loading, leveling, transporting materials & goods by car; renting excavators, cranes, and material levelers	No. 138/HD/XMHP dated May 31, 2024	3,269
		Providing car, bicycle, motorbike security, transportation and shuttle services for Company employees	No. 139/HD/XMHP dated May 31, 2024	2,120
		Providing industrial cleaning services	No. 52/XMHP/2025 dated February 28, 2025	0.707
2	Vietnam National Cement Corporation	Consulting contract on transfer of management skills and market development	2024 implemented according to Contract No. 1341/VICEM-HDKT, dated July 26, 2018 and the adjusted appendix dated May 10, 2024	Acceptance value based on actual completed work volume

The Company Director respectfully reports to the General Meeting of Shareholders./.

Recipient:

- As above ;
- Board of Directors, Board of Supervisors (report);
- Secretary, Board of Directors.



Le Van Thang

Hai Phong, April 28, 2025

Number: 32 / TTr-HĐQT

SUBMISSION

Regarding the approval of transaction contracts between the Company and related parties

**To: General Meeting of Shareholders
Hai Phong Cement Trading And Transportation Joint Stock Company**

- Pursuant to Enterprise Law No. 59/2020/QH14, dated June 17, 2020;
- Pursuant to the Charter of organization and operation of Hai Phong Cement Trading And Transportation Joint Stock Company.
- Based on the requirements of organization, operation and management of Hai Phong Cement Trading And Transportation Joint Stock Company.

In the course of production and business, the Company regularly enters into transactions with companies in which Vietnam National Cement Corporation owns more than 10% of controlling shares. Contracts and transactions with related parties with a value of 35% or more of the total value of the Company's assets in the most recent financial report are under the authority of the General Meeting of Shareholders as prescribed in Clause 1 and Clause 3, Article 167 of the Law on Enterprises.

In order to comply with the provisions of law and the Company's Charter, and at the same time meet the requirements and business efficiency. The Board of Directors respectfully submits to the General Meeting of Shareholders for approval to assign the Board of Directors to approve, direct and supervise the Director to sign and execute economic contracts with related persons. The Board of Directors is responsible for reporting to the General Meeting of Shareholders at the nearest meeting.

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

Recipient:

- As above;
- VICEM (for reporting);
- Board of Directors of the Company;
- Luu Van Thu, Company Secretary.



ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON



Pham Dang Loi

Number: 33/TTr-HĐQT

Hai Phong, April 28, 2025

SUBMISSION

Regarding: dismissal of independent member of the Board of Directors

To: General Meeting of Shareholders Hai Phong Cement Trading And Transportation Joint Stock Company

Pursuant to the Law on Enterprises 2020, dated June 17, 2020;

Pursuant to the Charter of organization and operation of Hai Phong Cement Trading And Transportation Joint Stock Company;

Pursuant to the Operating Regulations of the Company's Board of Directors.

The Board of Directors of Hai Phong Cement Trading And Transportation Joint Stock Company has received the resignation letter of Mr. Vu Chau Thanh regarding his resignation as an independent member of the Board of Directors for the 2023-2028 term, due to being busy with work at the work unit.

The Board of Directors of Hai Phong Cement Trading And Transportation Joint Stock Company unanimously agreed to submit to the 2025 Annual General Meeting of Shareholders the dismissal of Mr. Vu Chau Thanh from the position of independent member of the Board of Directors for the 2023-2028 term.

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

Recipient:

- As above;
- VICEM (for reporting);
- Board of Directors of the Company;
- Luu Van Thu, Company Secretary.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON**



Pham Dang Loi

Number: 34 /TTr-HĐQT

Hai Phong, April 28, 2025

SUBMISSION

Re: candidate list

to elect additional independent members of the Board of Directors for the 2023 -
2028 term

**To: General Meeting of Shareholders Hai Phong Cement Trading And
Transportation Joint Stock Company**

Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020. Hai Phong Cement Trading And Transportation Joint Stock Company ;

Pursuant to the Nomination Form of the Group of Shareholders on the nomination of personnel to participate in the election of additional members to the Board of Directors for the 2023 - 2028 term;

Pursuant to Document No 723/VICEM-HĐTV dated 24/4/2025 of the Board of Members of Vietnam Cement Corporation Vietnam National Cement Corporation regarding a number of main contents agreed to be approved at the 2025 Annual General Meeting of Shareholders.

As of 4:00 p.m. on April 27, 2025, the Board of Directors of Vietnam National Cement Corporation has received the Nomination Form for personnel to participate in the election of additional members to the Board of Directors of the Company for the 2023 - 2028 term from the group of shareholders (holding 38.25% of voting shares). Accordingly, the number of candidates nominated by the group of shareholders to participate in the Board of Directors of the Company includes 01 member, Mr. Nguyen Quang Anh - Born on February 13, 1992.

(Candidate's resume attached)

Based on the conditions and standards for being an independent member of the Board of Directors as prescribed by the Law and the Company's Charter of Organization and Operation, the Board of Directors of the Company respectfully submits to the General Meeting of Shareholders for approval the List of candidates to be elected to the Board of Directors of the Company for the 2023-2028 term and is expected to hold the position of independent member of the Board of Directors, including the following persons:

1.Mr. Nguyen Quang Anh - Born February 13, 1992

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

Recipient:

- As above;
- VICEM (for reporting);
- Board of Directors of the Company;
- Luu Van Thu, Company Secretary.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON



Pham Dang Loi

Hai Phong, April 28, 2025

Number: **35** /QC-DHCD

ELECTION REGULATIONS
ELECTION OF ADDITIONAL MEMBERS OF THE BOARD OF DIRECTORS
AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
HAI PHONG CEMENT TRADING AND TRANSPORTATION JOINT STOCK COMPANY

Article 1: Subjects of election

Shareholders owning shares and authorized representatives have the right to vote to attend the General Meeting according to the List of Shareholders closed on April 3, 2025 of Hai Phong Cement Trading And Transportation Joint Stock Company.

Article 2: Standards and conditions for nomination and candidacy for members of the Board of Directors

Pursuant to Article 155 of Enterprise Law No. 59/2020/QH14 dated June 17, 2020 ; current regulations of Vietnamese law and the Company Charter.

Article 3: Nomination, candidacy for independent Board of Directors members and number of elected members

1. Nominate, run for independent Board of Directors member

Comply with the Company's Charter and related documents on nominating/nominating candidates to elect additional members of the Board of Directors for the 2023-2028 term. Hai Phong Cement Trading And Transportation Joint Stock Company.

2. Number of elected independent Board members :

additional independent members of the Board of Directors elected is: **01 member** .

Article 4: Selection of candidates

Based on the Nomination Applications of shareholders/groups of shareholders. The Organizing Committee of the 2025 Annual General Meeting of Shareholders of Hai Phong Cement Trading And Transportation Joint Stock Company will prepare a list of candidates who meet the prescribed conditions to elect members of the Board of Directors .

Article 5. Ballots, ballot recording

- The list of candidates for the Board of Directors is fully listed with full names on the ballot. The ballot is printed uniformly, stamped with the seal of Hai Phong Cement Trading And Transportation Joint Stock Company, and distributed by the Organizing Committee to shareholders with total voting rights according to the attendance code.

- Each shareholder's ballot clearly states the shareholder's name, shareholder code, and total number of voting shares of the shareholders (including the number of owned shares and the number of authorized shares).

- Each shareholder or authorized representative is given 01 ballot to vote for a member of the Board of Directors.

- Shareholders who do not vote for any candidate on the election list must leave the number of votes for that candidate blank. In case of incorrect entry, shareholders must request the Election Committee to change their ballot.

Article 6. Election procedures

- Voting to elect independent members of the Board of Directors is conducted by secret ballot using the cumulative voting method.



- Each shareholder has a total number of voting rights corresponding to the total number of shares owned and authorized multiplied by the number of elected members of the Board of Directors.

- Shareholders have the right to cast all their votes for one or several candidates.

- Each shareholder attending the General Meeting has the right to vote cumulatively for candidates within the scope of his total voting rights.

Article 7. Valid and invalid ballots

1. Valid ballots:

- Must be a ballot issued by the Organizing Committee, no content erased

- Ballots for the number of Board of Directors members on the nomination list approved by the Congress.

- Total number of votes is less than or equal to the total number of votes of each shareholder

- Blank ballot

- Ballot signed by shareholder/authorized shareholder representative.

2. Invalid ballots:

- Ballots are not issued by the Congress Organizing Committee.

- Ballots with erased, corrected content or crossed out candidate names

- Electing more members to the Board of Directors than the number approved by the General Meeting

- Shareholders write more than the number of votes they own or represent

- Shareholders do not specify the number of votes but write it as a % of votes.

- Ballot does not have the signature of the shareholder/authorized shareholder representative.

Article 8. Principles of voting and vote counting

- The ballot counting committee checks the ballot boxes in the presence of shareholders.

- Voting begins when the distribution of ballots is completed and ends when the last shareholder places his/her ballot in the ballot box.

- The counting of votes must be carried out immediately after the voting ends.

- The vote counting results are recorded in writing and announced by the Head of the Election and Counting Committee before the Congress.

Article 9. Conditions for election

- Election results are calculated based on valid votes.

- The elected candidate must be the candidate with more than half of the total valid votes.

Article 10. Complaints

Any complaints regarding the voting and counting of votes will only be considered at the Congress and decided by the Chairman of the Congress.

This Charter consists of 10 articles, is read publicly before the 2025 Annual General Meeting of Shareholders for voting and takes effect immediately after being voted and approved by the General Meeting of Shareholders.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON



Pham Dang Loi

Number: 36 /BB-DHĐCĐ

Hai Phong, April 28, 2025

MINUTES OF THE MEETING
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

A. Business name Company : HAI PHONG CEMENT TRADING AND TRANSPORTATION JOINT STOCK COMPANY

B. Congress start time : 8:30 a.m., Monday, April 28, 2025.

C. Location : Hall of Hai Phong Cement Trading And Transportation Joint Stock Company - No. 290 Hanoi Street, So Dau Ward, Hong Bang District, Hai Phong City.

D. Participants : Members of the Board of Directors, Board of Supervisors, Board of Directors, guests, Shareholders and Authorized Representatives of Shareholders of Hai Phong Cement Trading And Transportation Joint Stock Company.

E. Personnel structure of the Presidium and supporting committees at the Congress :

The personnel structure of the Presidium and the supporting committees at the Congress includes:

1. Presidium

- Mr. Pham Dang Loi, Chairman of the Board of Directors, Chairman of the Meeting

- Mr. Le Van Thang Member of Board of Directors Member

- Mr. Nguyen Tuan Anh Member of Board of Directors Member

2. Secretariat

- Mr. Nguyen Ba Toan Secretary of the Board of Directors, Team Leader

- Ms. Tran Thi Cuc Thoa, Financial Accounting Department Staff, Member

3. Shareholder Qualification Examination Board

- Mr. Luong Quang Tan Member of the Board of Supervisors Head of the Board

- Ms. Le Thi Hanh, Deputy Head of Financial Accounting Department, Member

- Mr. Le Manh Tuan, Technical Economic Department Staff, Member

4. Election and Ballot Counting Committee

- Mr. Vu Xuan Anh, Deputy Head of Technical Economics Department, Head of Board

- Mr. Do Minh Thu, Member Sales Department Staff

- Ms. Vu Thi Tham, Financial Accounting Department Staff, Member

F. Conditions for holding the Congress

Head of the Shareholders' Qualification Examination Board - Mr. Luong Quang Tan reported at the General Meeting the results of the shareholders' qualification examination to attend the 2025 Annual General Meeting of Shareholders. At the opening time (8:50 a.m.), the General Meeting was eligible to proceed according to the provisions of current Law with the following shareholder structure:

Number of shareholders attending and authorized shareholders attending the meeting: 28 shareholders, representing 1,885,355 shares, accounting for 93.5% of total voting shares (2,016,385 shares), of which:

The number of shareholders attending in person was 10 shareholders, representing 517,496 shares, accounting for 25.66% of the total number of voting shares.

The number of authorized shareholders is 18 shareholders, representing 1,367,859 shares, accounting for 67.84% of the total number of voting shares.

G. Content and progress of the Congress:

1. Approve the list of the Presidium and the Congress Support Committees.

The Congress voted to approve the List of the Presidium, Secretariat, Vote Counting and Election Committee with 1,885,355 shares in agreement, reaching 100% of the total number of shares with voting rights at the Congress by raising voting cards.

2. Adoption of the Agenda of the Congress.

Mr. Le Van Thang, on behalf of the Presidium, presented the Agenda of the Congress.

The Congress voted to approve the Agenda of the Congress with 1,885,355 shares in agreement, reaching 100 % of the total number of shares with voting rights at the Congress by raising voting cards.

3. Through the Working Regulations of the Congress.

Mr. Le Van Thang, on behalf of the Presidium, presented the Working Regulations of the Congress.

The Congress voted to approve the Working Regulations of the 2025 Annual General Meeting of Shareholders with 1,885,355 shares in agreement, reaching 100 % of the total number of shares with voting rights at the Congress by raising voting cards.

4. Through Reports and Presentations at the Congress.

The Presidium chaired the Congress and reported to the Congress the order of contents of the Reports and specific submissions as follows:

4.1. Mr. Le Van Thang - Director of the Company presents the Board of Directors' Report on the 2024 Business Performance Results and the 2025 Business Plan with some key indicators as follows:

Implementing the 2024 Business Production Plan:

**** Business performance results in 2024***

STT	Main indicators	Unit	Plan for 2024	Implementat ion in 2024
1	Transport and business output			

1.1	Road transport	Ton	373,660	463,454
1.2	Water transport	Ton	75,000	58,889
1.3	Sea transport	Ton		600
1.4	Pick up	Ton	240,000	308,747
1.5	Cement Business	Ton	18,420	6,724
1.6	Car	Trip	3,550	3,403
2	Total revenue	Billion VND	49,648	33,732
3	Profit before tax	Billion VND	0.480	0.478
4	Profit after tax	Billion VND		0.216
5	Return on equity after tax	%	-0.430	0.750
6	Submit budget	Billion VND	2,393	1,974
7	Dividend Payout Ratio	%	0	0

Production and business plan 2025.

STT	Main indicators	Unit	Plan for 20 25	Note
1	Transport and business output			
1.1	Road transport	Ton	380,000	
1.2	Water transport	Ton	79,500	
1.3	Sea transport	Ton	0	
1.4	Pick up	Ton	278,000	
1.5	Cement Business	Ton	7,000	
1.6	Car	Trip	3,420	
2	Total revenue	Billion VND	32,944	
3	Profit before tax	Billion VND	0.720	
4	Profit after tax	Billion VND	0.542	
5	Return on equity after tax	%	1.89	
6	Submit budget	Billion VND	2,230	
7	Dividend Payout Ratio	%	0	

Note: The Company's planned profit in 2025 at indicators 3,4,5 does not include exchange rate differences.

The 2025 production and business plan of VICEM in general and of Hai Phong Cement Trading And Transportation Joint Stock Company in particular has been reported by VICEM and proposed to the Ministry of Construction for approval according to regulations. After the Ministry of Construction approves, if there are any changes, VICEM will adjust them later.

About labor and salary:

- Labor utilization plan in 2025 : 76 people equivalent to 2024 .
- Total salary fund in 2025 (including salary of Executives and staff) is expected to be 8.5 billion VND.
- Average income of workers in 2025 : strive to achieve 8.96 million VND/person/month.

4.2. Mr. Pham Dang Loi - Chairman of the Board of Directors of the Company presented the Board of Directors ' Activity Report for 2024 .

4.3. Ms. Trinh Thi Huong - Head of the Company's Supervisory Board presented the Supervisory Board's Activity Report for 2025 .

4.4. Mr. Vu Chau Thanh - Independent Board Member presented the Evaluation Report of the Independent Board Member in 2024 .

4.5. Mr. Vu Thanh Tung - Chief Accountant of the Company presented the following reports:

- Submission No. 23 /TTr-HĐQT dated April 28, 2025 approving the audited Financial Statements for 2024 .
- Report No. 24 /TTr-HĐQT dated April 28, 2025 approving the 2024 profit distribution plan .
- Submission No. 26 /TTr-HĐQT dated April 28, 2025 approving the remuneration level for the Board of Directors , Board of Supervisors in 2024 and the Remuneration Plan for 2025 .

(Details attached to the meeting documents of the Congress)

4.6. Ms. Trinh Thi Huong - Head of the Company's Supervisory Board presented Document No. 25 /TTr-BKS dated April 28, 2025 approving the selection of an auditing unit for 2025 .

(Details attached to the meeting documents of the Congress)

4.7. Mr. Pham Duc Hoang - Member of the Board of Directors presented the following reports:

- Report No. 27 /TTr-HĐQT dated April 28, 2025 Report on Production, Business and Investment Plan for the period 2025 - 2029

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- Submission No. 28 /TTr-HĐQT dated April 28, 2025 amending and supplementing the Company Charter

- Submission No. 29 /TTr-HĐQT dated April 28, 2025 amending and supplementing the Company's internal regulations on governance

- Submission No. 30 /TTr-HĐQT dated April 28, 2025 amending and supplementing the Operating Regulations of the Company's Board of Directors

- Report on the list of contracts and transactions with related parties of the company in 2024 and the first 4 months of 2025

- Submission No. 32 /TTr-HĐQT dated April 28, 2025 approving transaction contracts between the Company and related parties

(Details attached to the meeting documents of the Congress)

5. Discussion and voting at the Congress:

The meeting heard shareholders discuss a number of contents:

6. Report on voting results .

The Congress listened to Mr. Vu Xuan Anh - Member of the Election and Ballot Counting Committee report on the results of the vote counting and approval of the report and presentation contents at the Congress:

6.1 . Approval of the 2024 Business and Production Results Report with 1,885,355 shares in favor, equivalent to 100 % of the total number of voting shares of the Shareholders attending and authorized at the Meeting ;

6.2. Approval of the 2025 five-year production and business plan with 1,885,355 shares in favor, equivalent to 100 % of the total number of voting shares of the Shareholders attending and authorized at the Meeting ;

6.3. Approval of the Board of Directors' 2024 Operational Report and 2025 Operational Plan with 1,885,355 shares in favor, equivalent to 100 % of the total number of voting shares of Shareholders attending and authorized at the General Meeting ;

6.4. Approval of the Supervisory Board's Annual Report and 2024 Operation Plan with 1,885,355 shares in favor, equivalent to 100 % of the total number of voting shares of the Shareholders attending and authorized at the General Meeting ;

6.5. Approval of the 2024 Business Production Evaluation Report of the Independent Member with 1,885,355 shares in favor, equivalent to 100 % of the total number of voting shares of the Shareholders attending and authorized at the General Meeting ;

6.6. Approval of the 2024 audited financial statements according to the content of Submission No. 23/TTr-HĐQT dated April 28, 2025 with 1,885,355 shares in favor, equivalent to 100 % of the total number of voting shares of the Shareholders attending and authorized at the General Meeting ;

6.7. Approval of the 2024 Profit Distribution Plan according to the content of Submission No. 24/TTr-HĐQT dated April 28, 2025 with 1,885,355 shares in favor, equivalent to 100 % of the total number of voting shares of Shareholders attending and authorized at the General Meeting ;

6.8. Approval of the remuneration level for the Board of Directors and the Board of Supervisors in 2024 and the Remuneration Plan for 2025 according to the content of Submission No. 25./TTr-HĐQT dated April 28, 2025 with 1,885,355 shares in favor, equivalent to 100 % of the total number of voting shares of the Shareholders attending and authorized at the General Meeting ;

6.9. Approval of the selection of an auditor for the 2025 Financial Statements according to the content of Submission No. 26/TTr-BKS dated April 28, 2025 with 1,885,355 shares in favor, equivalent to 100 % of the total number of voting shares of the Shareholders attending and authorized at the General Meeting ;

6.10. Approval of the Production and Business Plan and Investment for the period 2025-2029 according to the content of Submission No. 27/TTr-HĐQT dated April 28, 2025 with 1,885,355 shares in favor, equivalent to 100 % of the total number of voting shares of the Shareholders attending and authorized at the General Meeting ;

6.11. Approval of amendments and supplements to the Company's Charter of Operations according to the content of Submission No. 28/TTr-HĐQT dated April 28, 2025 with 1,885,355 shares in favor, equivalent to 100 % of the total number of voting shares of the Shareholders attending and authorized at the General Meeting ;

6.12. Approval of amendments and supplements to the Company's internal regulations on governance according to the content of Submission No. 29/TTr-HĐQT dated April 28, 2025 with 1,885,355 shares in favor, equivalent to 100 % of the total number of voting shares of the Shareholders attending and authorized at the General Meeting ;

6.13. Approval of amendments and supplements to the Company's Board of Directors' Operating Regulations according to the content of Submission No. 30/TTr-HĐQT dated April 28, 2025 with 1,885,355 shares in favor, equivalent to 100 % of the total number of voting shares of the Shareholders attending and authorized at the General Meeting ;

6.14. Approval of the Report on the list of contracts and transactions with related parties of the Company in 2024 and the first 4 months of 2025 with 795,255 shares in favor, equivalent to 100 % of the total number of voting shares of Shareholders attending and authorized at the General Meeting ;

6.15. Through transaction contracts between the Company and related parties Submission No. 32/TTr-HĐQT dated April 28, 2025 with 795,255 shares in favor, equivalent to 100 % of the total number of voting shares of Shareholders attending and authorized at the General Meeting ;

7. Dismissal and election of additional independent members of the Board of Directors

7.1. Mr. Le Van Thang, on behalf of the Presidium, approved the Congress on the exemption of Mr. Vu Chau Thanh from the Board of Directors from April 28, 2025 according to his personal wishes.

- The Congress voted to approve the proposal to dismiss Mr. Vu Chau Thanh from his position as a member of the Board of Directors of the Company with 1,885,355 shares in favor, equivalent to 100 % of the total number of voting shares of the Shareholders attending and authorized at the Congress ;

7.2. Mr. Le Van Thang, on behalf of the Presidium, presented to the Congress a list of candidates to elect additional members of the Board of Directors for the 2023-2028 term.

- The Congress voted to approve the Proposal to approve the list of candidates including Mr. Nguyen Quang Anh to elect additional independent members of the Board of Directors with 1,885,355 shares in favor, equivalent to 100 % of the total number of voting shares of the Shareholders attending and authorized at the Congress ;

7.3. The Congress listened to Mr. Vu Xuan Anh, Head of the Election and Ballot Counting Committee, present the Regulations on the election of members of the Board of Directors and instructions for the election at the Congress.

- The Congress voted to approve the Regulations for the election of members of the Board of Directors with 1,885,355 shares in favor, equivalent to 100 % of the total number of voting shares of the Shareholders attending and authorized at the General Meeting ;

7.4. The Congress proceeds to vote.

7.5. Results of the election of additional independent members of the Board of Directors

The Congress heard Mr. Vu Xuan Anh report on the results of the vote counting to elect additional members of the Board of Directors for the 2023-2028 term as follows:

STT	Full Name	Number of voting rights	Ratio to total number of shares attending the meeting
1	Nguyen Quang Anh	1,885,355	100%

8. Approval of the Draft Minutes and Resolution of the Congress

The Congress listened to Ms. Tran Thi Cuc Thoa - Member of the Secretariat, on behalf of the Congress Secretariat, present the Draft Minutes and Resolution of the Congress.

The Presidium asked for votes to approve the contents of the Draft Minutes and Resolution of the Congress.

The meeting unanimously voted with 1,885,355 shares in favor, equivalent to 100 % of the total number of shares with voting rights of the shareholders attending and authorized at the meeting; Number of shares not in favor: none; number of shares with other opinions: none

9. Closing of the Congress

Mr. Le Van Thang - Member of the Presidium declared the Congress closed.

The 2025 Annual General Meeting of Shareholders of Hai Phong Cement Trading And Transportation Joint Stock Company ended at 12 hours 00 minutes on the same day.

The minutes of the General Meeting, consisting of 08 pages, were prepared and approved at 12 hours 05 minutes and were made public to all Shareholders attending the meeting and unanimously authorized the Presidium and the General Meeting Secretariat to sign together.

PRESIDIUM


Member

Member

Preside



Nguyen Tuan Anh



Le Van Thang




Pham Dang Loi



SECRETARIAT

Member

Team Leader



Tran Thi Cuc Thoa



Nguyen Ba Toan

No: 37 /NQ-ĐHĐCĐ

Hai Phong, April 28, 2025

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
HAI PHONG CEMENT TRADING AND TRANSPORTATION JOINT STOCK
COMPANY

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

Pursuant to the Charter of organization and operation of Hai Phong Cement Trading And Transportation Joint Stock Company;

Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders of Hai Phong Cement Trading And Transportation Joint Stock Company dated April 28, 2025.

RESOLUTION:

Article 1. Approval of the 2024 Business Production Results, with 1,885,355 shares in favor, equivalent to 100 % of the total number of voting shares of Shareholders attending and authorized at the Meeting, with some main targets as follows:

STT	Main indicators	Unit	Plan for 2024	Implementat ion in 2024
1	Transport and business output			
1.1	Road transport	Ton	373,660	463,454
1.2	Water transport	Ton	75,000	58,889
1.3	Sea transport	Ton		600
1.4	Pick up	Ton	240,000	308,747
1.5	Cement Business	Ton	18,420	6,724
1.6	Car	Trip	3,550	3.403
2	Total revenue	Billion VND	49,648	33,732
3	Profit before tax	Billion VND	0.480	0.478
4	Profit after tax	Billion VND		0.216
5	Return on equity after tax	%	-0.430	0.750

6	Submit budget	Billion VND	2,393	1,974
7	Dividend Payout Ratio	%	0	0

Article 2. Approval of the 2025 Business Production Plan, with 1,885,355 shares in favor, equivalent to 100% of the total number of voting shares of Shareholders attending and authorized at the Meeting, with some main targets as follows:

1. Production and business plan objectives :

STT	Main indicators	Unit	Plan for 20 25	Note
1	Transport and business output			
1.1	Road transport	Ton	380,000	
1.2	Water transport	Ton	79,500	
1.3	Sea transport	Ton	0	
1.4	Pick up	Ton	278,000	
1.5	Cement Business	Ton	7,000	
1.6	Car	Trip	3,420	
2	Total revenue	Billion VND	32,944	
3	Profit before tax	Billion VND	0.720	
4	Profit after tax	Billion VND	0.542	
5	Return on equity after tax	%	1.89	
6	Submit budget	Billion VND	2,230	
7	Dividend Payout Ratio	%	0	

Note: The Company's planned profit in 2025 at indicators 3,4,5 does not include exchange rate differences.

The 2025 production and business plan of VICEM in general and of Hai Phong Cement Trading And Transportation Joint Stock Company in particular has been reported by VICEM and proposed to the Ministry of Construction for approval according to regulations. After the Ministry of Construction approves, if there are any changes, VICEM will adjust them later.

Article 3. Approval of the Board of Directors ' 2024 Operational Report and 2025 Operational Plan with 1,885,355 shares in favor, equivalent to 1,885,355 shares in favor, equivalent to 100 % of the total number of voting shares of the Shareholders attending and authorized at the General Meeting.

Article 4. Approval of the 2024 Supervisory Board's Operational Report and the 2025 Operational Plan with 1,885,355 shares in favor, equivalent to 100% of the total number of voting shares of the Shareholders attending and authorized at the Meeting.

Article 5. Approval of the 2024 Board of Directors' performance assessment report by the independent Board member with 1,885,355 shares in favor, equivalent to 100 % of the total number of voting shares of the Shareholders attending and authorized at the General Meeting.

Article 6. Approval of the 2024 audited financial report according to the content of Report No. 23/TTr-HĐQT with 1,885,355 shares in favor, equivalent to 100 % of the total number of voting shares of the Shareholders attending and authorized at the General Meeting, of which the following excerpts are excerpted from the report:

TT	Target	Unit of measure	Value	Note
1	Total assets	Copper	41,898,018,028	
2	Liabilities	Copper	3,240,631,847	
3	Equity	Copper	38,657,386,181	
4	Owner's equity	Copper	20,163,850,000	
5	Total revenue and other income	Copper	33,731,662,424	
6	Total cost	Copper	33.253.252.045	
7	Profit before tax	Copper	478,410,379	
8	Profit after tax	Copper	215,526,736	
9	Basic earnings per share	Copper	107	

Article 7. Approval of the 2024 Profit Distribution Plan Proposal according to the content of Proposal No. 24/TTr-HĐQT with 1,885,355 shares in favor, equivalent to 100 % of the total number of voting shares of the Shareholders attending and authorized at the General Meeting, of which the following excerpts from the Proposal are as follows:

Unit: VND

STT	Target	Value	Note
1	Total distributable profit after tax in 2024	-1,537,352,029	
	- Undistributed profit after tax until December 31, 2023	-1,752,878,765	
	- Profit after tax in 2024	215,526,736	
2	Profit distribution plan for 2024	0	
	- Total distributed profit	0	
	- Fund allocation	0	
3	Total undistributed earnings	-1,537,352,029	

Article 8. Approval of the Proposal on remuneration for the Board of Directors , Board of Supervisors, Company Secretary in 2024 and the Remuneration Plan for 2025 according to the content of Proposal No. 25/TTr-HĐQT with 1,885,355 shares in favor, equivalent to 100 % of the total number of voting shares of the Shareholders attending and authorized at the General Meeting.

Article 9. Approval of the Proposal on selecting an auditing unit for the 2025 Financial Statements according to the content of Proposal No. 26/TTr-BKS with 1,885,355 shares in favor, equivalent to 100 % of the total number of voting shares of the Shareholders attending and authorized at the General Meeting.

Article 10. Approval of the Report on the Production and Business Plan, Construction Investment for the period 2025 - 2029 according to the content of Report No. 27/TTr-HĐQT with 1,885,355 shares in favor, equivalent to 100 % of the total number of voting shares of the Shareholders attending and authorized at the General Meeting.

Article 11. Approval of the Proposal to amend and supplement the Company's Charter of Operations according to the content of Proposal No. 28/TTr-HĐQT with 1,885,355 shares in favor, equivalent to 100 % of the total number of voting shares of the Shareholders attending and authorized at the General Meeting.

Article 12. Approval of the Proposal to amend and supplement the Company's internal regulations on governance according to the content of Proposal No. 29/TTr-HĐQT with 1,885,355 shares in favor, equivalent to 100 % of the total number of voting shares of the Shareholders attending and authorized at the General Meeting.

Article 13. Approval of the Proposal to amend and supplement the Operating Regulations of the Company's Board of Directors according to the content of Proposal No. 30/TTr-HĐQT with 1,885,335 shares in favor, equivalent to 100% of the total number of voting shares of the Shareholders attending and authorized at the Meeting.

Article 14. Approval of the report on the list of contracts and transactions with related parties of the company in 2024 and the first 4 months of 2025 with 795.255 shares in favor, equivalent to 100 % of the total number of voting shares of the Shareholders attending and authorized at the General Meeting.

Article 15. Approval of the Proposal on the contracts and transactions between the Company and related parties under the authority of the General Meeting of Shareholders according to the content of Proposal No. 32/TTr-HĐQT with 795.255 shares in favor, equivalent to 100 % of the total number of voting shares of the Shareholders attending and authorized at the General Meeting.

Article 16. Approval of the resignation letter of the independent member of the Board of Directors for the 2023-2028 term with 1,885,355 shares in favor, equivalent to 100 % of the total number of voting shares of the Shareholders attending and authorized at the General Meeting.

Article 17. Approval of the list of candidates to participate in the election of independent members of the Board of Directors for the 2023-2028 term with 1,885,355 shares in favor, equivalent to 100 % of the total number of voting shares of the Shareholders attending and authorized at the General Meeting.

Article 18. The Congress elected additional independent members of the Board of Directors for the 2023 - 2028 term;

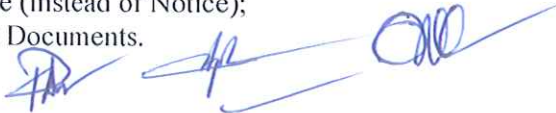
Result: Mr. Nguyen Quang Anh was elected as an independent member of the Board of Directors of Hai Phong Cement Trading And Transportation Joint Stock Company for the 2023-2028 term, with a total of 1,885,355 voting shares of Shareholders attending and authorized at the General Meeting, equivalent to 100 %.

This resolution was approved by the General Meeting of Shareholders. Hai Phong Cement Trading And Transportation Joint Stock Company unanimously approved and took effect from April 28, 2025.

The Board of Directors, Board of Supervisors, Board of Directors, all shareholders of Hai Phong Cement Trading And Transportation Joint Stock Company and related departments/offices and individuals are responsible for implementing this Resolution.

Recipient:

- State Securities Commission, Hanoi Stock Exchange (Report);
- Board of Directors, General Director of Vietnam Cement Corporation (Report);
- Member of the Board of Directors and Board of Supervisors of the Company (Implementation);
- Board of Directors of the Company (Implementation);
- Announcement of information on the Company's Website (instead of Notice);
- Save: Documents.



ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON



Pham Dang Loi

