

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;

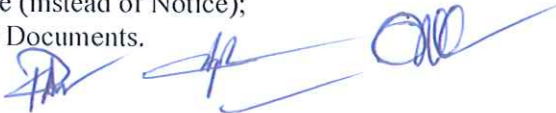
Result: Mr. Nguyen Quang Anh was elected as an independent member of the Board of Directors of Hai Phong Cement Trading And Transportation Joint Stock Company for the 2023-2028 term, with a total of 1,885,355 voting shares of Shareholders attending and authorized at the General Meeting, equivalent to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



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



- 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