

No.: M...../TTr-HĐQT

Thai Nguyen, March 28., 2025

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

To: The 2025 Annual General Meeting of Shareholders

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

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

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

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

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

(With the attached profit distribution plan for 2024)

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

Recipients:

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

**ON BEHALF OF THE BOD
CHAIRMAN**



Nguyen Van Dung

Profit distribution plan for 2024

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

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

No.: .../TTr-HĐQT

Thai Nguyen, March 28, 2025

SUBMISSION

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

To: 2025 General Meeting of Shareholders

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

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

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

Title	Quantity	Plan (VND/month)	Implementation (VND/month)	Actual in 2024 (VND)
Member of the BOD				
1. Mr. Nguyen Van Dung (12 months)	1	4.760.000	4.760.000	57.120.000
2. Mr. Ha Van Chuyen (12 months)	1	4 000 000	4 000 000	48.000 000
3. Mr. Do Ngoc Huy (12 months)	1	4 000 000	4 000 000	48.000 000
4. Mr. Tran Viet Cuong (12 months)	1	4 000 000	4 000 000	48.000 000
5. Ms. Do Thu Huong (12 months)	1	4 000 000	4 000 000	48.000 000
Member of the Supervisory Board				
1. Ms. Pham Thi Thuy Nga (12 months)	1	4 000 000	4 000 000	48.000 000
2. Ms. Nguyen Thi Hong Nhung (12 months)	1	4 000 000	4 000.000	48.000 000
Total				345.120.000

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

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

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

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

Recipient:

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

ON BEHALF OF BOD
CHAIRMAN



Nguyen Van Dung

No.: 12.../TTr-HĐQT

Thai Nguyen, March 28, 2025

SUBMISSION

On the approval of the production and business plan and construction investment plan for 2025 of VVMi Quan Trieu Cement Joint Stock Company

To: The 2025 Annual General Meeting of Shareholders

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

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

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

1. Production and business plan for 2025:

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

2. Construction investment plan in 2025:

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

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

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

Recipients:

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

**ON BEHALF OF THE BOD
CHAIRMAN**



Nguyen Van Dung



SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Thai Nguyen, March 28, 2025

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

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

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

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

Recipient:

- ON BEHALF OF BOD
CHAIRMAN**



Nguyen Van Dung