

Thai Nguyen, April 22, 2025



No. ....NQ - ĐHĐCĐ

**RESOLUTION  
ON THE 2025 ANNUAL GENERAL MEETING OF  
SHAREHOLDERS  
VVMQUAN TRIEU CEMENT JOINT STOCK COMPANY**

*Pursuant to the Charter of organization and operation of VVMQuan TrieuCement Joint Stock Company;*

*Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders of VVM Quan Trieu Cement Joint Stock Company dated April 22, 2025;*

*The General Meeting was attended by ..... shareholders, owning and representing..... shares, accounting for..... % of the total voting shares of the Company;*

*With a spirit of urgency and responsibility, the General Meeting focused on resolving each agenda content of the General Meeting and reached a unanimous resolution as follows.*

**RESOLUTION:**

**Article 1:** The 2025 Annual General Meeting of Shareholders (AGMS) of VVMQuan TrieuCement Joint Stock Company unanimously approved the following specific contents:

**1.** Approval of the report on the performance of the Board of Directors (BOD) of VVM Quan Trieu Cement Joint Stock Company in 2024 and the business orientation for 2025 with key results as follows;

**1.1. Production and business results in 2024:**

No.	Items	Unit	GMS's Resolutions for 2024	Actual in 2024	Achievement rate (%)
A	B	C	1	2	3=2/1
1	Contribution to the State budget	Million dong	16,938	10,093	59.6
2	Sales volume	Tons	700,000	706,453	100.92
3	Total Revenue	Million dong	620,294	592,711	95.55
4	Dividends	%	5	3.3%	66%
5	Profit before tax	Million dong	22,600	4,197	18.57



6	Average labor	Person	351	350	99.72
7	Average salary	VND/ person/ month	10,802,469	10,279,544	95.16

## 1.2. Construction investment in 2024:

	Items	Unit	Total investment	2024 Plan	2024 Actual	Achievement rate (%)
	<b>Total investment</b>	<b>Million dong</b>	<b>88,843</b>	<b>4,257</b>	<b>6,062</b>	<b>142%</b>
<b>I</b>	<b>Ongoing projects carried over from 2023 to 2024</b>	<b>Million dong</b>	<b>7,577</b>	<b>2,695</b>	<b>2,675</b>	
1	Audit of production maintenance equipment investment projects in 2023	Million dong	4,510	29	20	100%
2	Investment project for the expansion of the production control building	Million dong	3,067	2,666	2,655	100%
<b>II</b>	<b>Project preparation</b>	<b>Million dong</b>	<b>75,575</b>	<b>1,060</b>	<b>489</b>	
1	Upgrade of the clinker cooling dust filtration system	Million dong	34,788	480	0	Project stopped
2	Upgrade of raw material grinding dust filtration system	Million dong	34,788	480	148	30%
3	Wastewater treatment system investment project	Million dong	5,000	100	341	341%
<b>III</b>	<b>Contingency projects</b>	<b>Million dong</b>	<b>6,691</b>	<b>502</b>	<b>2,898</b>	
1	120-ton electronic weighing station project	Million dong	2,155	174	54	31%
2	Environmental protection equipment investment project	Million dong	4,536	328	2,844	867%

2. Approval of the Report of the Director on the performance of tasks in 2024 and the business orientation of the production and business plan for 2025 of VVMI Quan Trieu Cement Joint Stock Company.

3. Approval of the Report of the Supervisory Board on its activities in 2024 and the orientation for 2025 of the Supervisory Board of VVMI Quan Trieu Cement Joint Stock Company.

4. Approval of the audited financial statements for 2024 of VVMI Quan Trieu Cement Joint Stock Company.

5. Approval of the profit distribution plan for 2024 as follows:

No.	Items	Unit	Proposed plan of the Company	Notes
1	<b>Profit after tax</b>	<b>dong</b>	<b>10,214,154,860</b>	
	In which:			
	- Profit carried forward from the previous year	"	6,244,685,790	
	- Profit for the current year	"	3,969,469,070	
2	<b>Funds deductions</b>	<b>dong</b>	<b>1,838,308,360</b>	
a	Deduction of the development investment fund	"		
b	Deduction of bonus and welfare funds	"	1,838,308,360	
	In which: + Bonus fund (30%)	"	551,492,508	
	+ Welfare fund (70%)	"	1,286,815,852	
c	Deduction of business management bonus fund (equivalent to one month's average salary of full-time management)	"	125,846,500	
3	<b>Dividend payment plan for 2024</b>			
a	Dividend payout rate as per the Resolution of 2024 GMS	%	5	
b	Proposed dividend payout rate	%	3.3	
c	Total dividend payout amount	dong	8,250,000,000	
4	<b>Remaining profit after dividend distribution and fund deductions</b>	<b>dong</b>	<b>0</b>	

6. Approval of the proposal of VINACOMIN – Viet Bac Mining Industry Holding Corporation to provide a loan guarantee for the Company to support its production and business operations in 2025;

7. Approval of the production and business plan and the construction investment plan for 2025 as follows:

7.1 Production and business plan for 2025:

No.	Items	Unit	2025 Plan
1	Contribution to the State budget	Million dong	11,532
2	Cement & Clinker sales volume	Tons	655,000
3	Total Revenue	Million dong	561,824
4	Dividends	%	3
5	Profit before tax	Million dong	9,500



No.	Items	Unit	2025 Plan
6	Average labor	Person	351
7	Average salary	dong/ person/ month	10,806,620

Based on the key targets outlined above, the BOD and the Director of the Company are assigned to proactively develop a detailed operational plan, ensuring it aligns with actual production and business conditions and achieves results no lower than those approved by the GMS.

## 7.2 Construction investment plan 2025:

No.	Items	Unit	Total investment	2025 Plan
	<b>Total investment</b>	<b>Million dong</b>		<b>8,933</b>
<b>I</b>	<b>Official Plan</b>	<b>Million dong</b>		<b>3,420</b>
1	Investment project of the 120-ton electronic weighing station	Million dong	2,073	1,421
2	Investment project of wastewater treatment system	Million dong	2,799	1,978
3	Investment project for environmental equipment	Million dong	3,473	22
<b>II</b>	<b>Project preparation</b>	<b>Million dong</b>		<b>657</b>
1	Upgrade of raw material grinding dust filtration system	Million dong	34,788	357
2	Investment project for clinker storage facility (with a capacity of $\geq 20,000$ tons)	Million dong	16,000	300
<b>III</b>	<b>Contingency projects</b>	<b>Million dong</b>		<b>4,856</b>
1	Upgrade of raw material grinding dust filtration system	Million dong	34,788	3,091
2	Total station surveying equipment	Million dong	204	170
3	Steel cement silo ( $\geq 2,000$ tons)	Million dong	16,000	1,595

Based on the construction investment plan. Assign the BOD to organize the implementation of the investment project to ensure the schedule of the set investment plan.

8. The General Meeting approves the contracts signed with related parties under Article 167 of the Law on Enterprises, specifically as follows:

Approve and agree for the Company's Director to organize the execution of transactions and sign contracts with Related Persons (*with attached list*), on the basis of ensuring the Company's interests and complying with the provisions of the Law and current regulations of the Company.

9. Approval of the remuneration payment settlement for the BOD and the Supervisory Board in 2024 and the remuneration payment plan to the BOD and Supervisory Board in 2025.



### 9.1. Settlement of remuneration payment in 2024 for the BOD and Supervisory Board.

Position	Number of people	Planned (dong/month)	Actual (dong/month)	Actual for 2024 (dong)
<b>Member of the BOD</b>				
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
<b>Members of the Supervisory Board</b>				
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
<b>Total</b>				<b>345,120,000</b>

### 9.2. Remuneration payment plan to the BOD and the Supervisory Board in 2025

Position	Number of people	Planned (dong/month)	Plan for 2025 (dong/year)
1. Chairman of the BOD	1	4,760,000	57,120,000
2. Members of the BOD	4	4,000,000	192,000,000
3. Members of the Supervisory Board	2	4,000,000	96,000,000
<b>Total</b>			<b>345,120,000</b>

*(This is the minimum level. In the year, based on the production and business results, if the executive salaries are settled to increase, the remuneration payment will increase accordingly. However, the maximum payment level shall not exceed 20% of the executive's salaries)*

**10. Approval of the submission of the Supervisory Board on the selection of an audit firm for the 2025 financial statements.** The General Meeting authorized the BOD to select 01 of the following 05 reputable audit firms to audit and review the Company's 2025 financial statements as follows:

- AASC Auditing Firm Company Limited.
- KPMG Vietnam Company Limited.
- BDO Audit Services Company Limited.
- UHY Auditing and Consulting Company Limited.

- Vietnam Auditing and Valuation Company Limited.

**11.** Recognition of the results of the election of 01 additional member of the Company's Supervisory Board for the 2022-2027 term.

1. Mr. (Ms.): .....

**Article 2. Implementation.**

The General Meeting of Shareholders authorizes the Board of Directors of VVMI QuanTrieu Cement Joint Stock Company to implement the contents approved by the General Meeting of Shareholders. Based on the production and business plan for 2025 approved by the General Meeting of Shareholders, the Board of Directors is assigned to proactively develop a detailed operation in accordance with actual conditions at different times and direct the Company's Executive Board to implement to ensure the objectives set by the General Meeting.

This Resolution was fully approved before the General Meeting and received unanimous consent from all attending shareholders on April 22, 2025 (Approval rate on voting .....%)./.

**Recipients:**

- State Securities Commission (for reporting);
- Published on the Company's website;
- Members of the BOD, the Stock Exchange;
- Members of the Supervisory Board;
- Shareholders of the Company;
- Archived at: Administration, Secretary of the BOD.

**ON BEHALF OF THE GENERAL  
MEETING OF SHAREHOLDERS  
CHAIRMAN**

**Nguyen Van Dung**

