

No.: 12/BB/2025/ĐHĐCĐ

Thai Nguyen, April 22, 2025

MEETING MINUTES
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
VVMi QUAN TRIEU CEMENT JOINT STOCK COMPANY

Time: 8:15 AM April 22, 2025.

Address: At VVMi Quan Trieu Cement Joint Stock Company - An Khanh Commune, Dai Tu District, Thai Nguyen Province;

VVMi Quan Trieu Cement Joint Stock Company, organizes the 2025 Annual General Meeting of Shareholders.

I. Meeting participants:

a. The Company's Board of Directors consists of:

- | | |
|------------------------|--------------------------------------|
| 1- Mr. Nguyen Van Dung | - Chairman of the Board of Directors |
| 2- Mr. Tran Viet Cuong | - Board Member – Director |
| 3- Mr. Ha Van Chuyen | - Board Member |
| 4- Ms. Do Thu Huong | - Board Member |
| 5- Mr. Do Ngoc Huy | - Board Member – Deputy Director |

b. The Company's Board of Supervisors consists of:

- | | |
|------------------------------|-----------------------------------|
| 1- Mr. Ta Van Long | - Head of Supervisory Board |
| 2- Ms. Nguyen Thi Hong Nhung | - Member of the Supervisory Board |
| 3- Ms. Pham Thi Thuy Nga | - Member of the Supervisory Board |

c. Shareholders attending the meeting: The opening time is at 8:15 a.m. with 20 shareholders of the Company, owning and representing 22.032.379 shares equal to 88,13% of the Company's voting shares.

d. Presidium of the General Meeting:

- | | |
|------------------------|--|
| 1- Mr. Nguyen Van Dung | - Chairman of BOD of Company as Chairman. |
| 2- Mr. Tran Viet Cuong | - Board Member - Company Director as member. |

e. The Chairman of the General Meeting appointed the secretary:

- | | |
|---------------------------|---|
| 1- Mr. Nguyen Van Toan | - Secretary of the BOD of the Company. |
| 2- Mr. Nguyen Xuan Truong | - Deputy Head of Planning and Investment Department |

II. Content and progress of the General Meeting:

The General Meeting took place in the following order and included the following contents:

1. Shareholder Qualification Check Report.

The General Meeting listened to Ms. Nguyen Thi Ngoc Ha - Head of the shareholder qualification verification committee report on the shareholder qualification verification before the opening of the General Meeting. The Board of Shareholders' Qualifications announced that there are 20 shareholders owning and representing 22.032.379 shares equal to 88,13% of the Company's voting shares present and fully qualified to attend the General Meeting.

Pursuant to the provisions of the Enterprise Law and the Regulations on Organizing the General Meeting, the 2025 General Meeting of Shareholders of VVMI Quan Trieu Cement Joint Stock Company has met the conditions to hold the General Meeting in accordance with the provisions of law.

At time 8:25 a.m. there were 1 more shareholders attending, the total number of shareholders attending was 21 shareholders, owning and representing 22.059.179 shares, equal to 88,2% of the Company's voting shares.

2. Mr. Nguyen Van Dung - Chairman of the General Meeting presented and approved the contents before the General Meeting. Specifically as follows:

2.1 Approving the General Meeting Agenda.

Voting results

- *Approval: 22.059.179 shares, accounting for 100% of total shares participating in the vote.*

- *Disapproval: 0 shares, accounting for 0% of total shares participating in voting.*

- *Other opinions: 0 shares, accounting for 0% of total voting shares.*

2.2 Approving the regulations and voting form of the General Meeting.

Voting results

- *Approval: 22.059.179 shares, accounting for 100% of total shares participating in the vote.*

- *Disapproval: 0 shares, accounting for 0% of total shares participating in voting.*

- *Other opinions: 0 shares, accounting for 0% of total voting shares.*

2.3 Approving the regulations for the election of additional members of the Board of Supervisors.

Voting results

- *Approval: 22.059.179 shares, accounting for 100% of total shares participating in the vote.*

- *Disapproval: 0 shares, accounting for 0% of total shares participating in voting.*

- *Other opinions: 0 shares, accounting for 0% of total voting shares.*

2.4 Approving the Vote Counting Committee elected by the General Meeting of Shareholders upon the proposal of the Chairman, including:

- Mr: Phan Thanh Dat – Head of Committee
- Ms: Phung Thi Oanh – Member
- Ms: Le Thi Thanh Hai – Member

Voting results

- *Approval: 22.059.179 shares, accounting for 100% of total shares participating in the vote.*

- *Disapproval: 0 shares, accounting for 0% of total shares participating in voting.*

- *Other opinions: 0 shares, accounting for 0% of total voting shares.*

At 8:40 a.m., there was 1 more shareholder attending, the total number of shareholders attending was 22 shareholders, owning and representing 22,150,179 shares, equal to 88.6% of the Company's voting shares.

III- Reports and submissions presented at the General Meeting:

1. Report on the implementation of tasks in 2024 and the direction of tasks in 2025 of the Board of Directors of VVMI Quan Trieu Cement Joint Stock Company.

The General Meeting listened to Mr. Nguyen Van Dung - Chairman of the Board of Directors of the Company report on the implementation of tasks in 2024 and the direction of tasks in 2025 of the Board of Directors of VVMI Quan Trieu Cement Joint Stock Company.

2. Report on the results of the implementation of production and business tasks in 2024, directions and tasks of the production and business plan in 2025 of the Company.

The General Meeting listened to Mr. Tran Viet Cuong - Member of the Board of Directors - Director of the Company report on the implementation of production and business tasks in 2024 and the direction and tasks of the production and business plan in 2025.

3. Report of the Board of Supervisors on the activities of the Board of Supervisors in 2024 and directions and tasks in 2025.

The General Meeting listened to Mr. Ta Van Long - Head of the Company's Supervisory Board report on the Supervisory Board's activities in 2024 and directions and tasks for 2025.

4. Decision of Vinacomin - Viet Bac Mining Industry Holding Corporation on nominating candidates for election as members of the Board of Supervisors for the IV term 2022-2027

The Meeting listened to Mr. Nguyen Van Dung - Chairman of the Board of Directors of the company announce the decision to nominate candidates for the Board of Supervisors for the IV term 2022-2027.

5. Submission to dismiss and elect 01 additional member of the Board of Supervisors of VVMI Quan Trieu Cement Joint Stock Company for the 2022-2027 term.

The Meeting listened to Mr. Nguyen Van Dung - Chairman of the Board of Directors of the Company present the Submission of dismissal and election of 01 additional member of the Board of Supervisors of VVMI Quan Trieu Cement Joint Stock Company for the term 2022-2027.

Voting results

- *Approval: 22.059.179 shares, accounting for 100% of total shares participating in the vote.*

- *Disapproval: 0 shares, accounting for 0% of total shares participating in voting.*

- *Other opinions: 0 shares, accounting for 0% of total voting shares.*

The General Meeting took a 15-minute break.

6. Submission on the audited financial settlement report for 2024 of VVMI Quan Trieu Cement Joint Stock Company.

The Meeting listened to Mr. Nguyen Van Dung - Chairman of the Board of Directors of the Company presenting the report approving the audited 2024 Financial Statement of VVMI Quan Trieu Cement Joint Stock Company.

7. Submission to approve the 2024 profit distribution plan.

The Meeting listened to Mr. Nguyen Van Dung - Chairman of the Board of Directors of the Company present the submission to approve the profit distribution plan for 2024.

8. Submission for Vinacomin - Viet Bac Mining Industry Holding Corporation to guarantee loans for VVMI Quan Trieu Cement Joint Stock Company to serve production and business in 2025.

The Meeting listened to Mr. Nguyen Van Dung - Chairman of the Board of Directors of the Company present a submission requesting the Vinacomin - Viet Bac Mining Industry Holding Corporation to guarantee the Company a loan for production and business in 2025.

9. Submission on approval of production and business plan and construction investment plan for 2025.

The Meeting listened to Mr. Nguyen Van Dung - Chairman of the Board of Directors of the Company present the submission approving the production and business plan and the construction investment plan for 2025.

10. Submission to the General Meeting approving contracts and transactions signed with related parties according to Article 167 of the Enterprise Law.

The Meeting listened to Mr. Nguyen Van Dung - Chairman of the Board of Directors of the Company present a submission requesting the Meeting to approve contracts and transactions signed with related parties according to Article 167 of the Enterprise Law.

11. Submission on the final settlement of remuneration for the Board of Directors and Board of Supervisors in 2024 and the plan for remuneration for the Board of Directors and Board of Supervisors in 2025

The Meeting listened to Mr. Nguyen Van Dung - Chairman of the Board of Directors of the Company present a submission on the settlement of remuneration for the Board of Directors and Board of Supervisors in 2024 and the plan for remuneration for the Board of Directors and Board of Supervisors in 2025.

12. Submission on Authorizing the Company's Board of Directors to select an Auditing Company to audit the 2025 Financial Statements.

The Meeting listened to Mr. Nguyen Van Dung - Chairman of the Board of Directors of the Company present to the General Meeting of Shareholders the selection of an auditing unit for the 2025 financial statements.

IV - Discuss and respond to shareholders' recommendations

1. Shareholder opinion:

* Shareholder – Serial Number 22

- Why are 2024 profits low?
- In 2024, what did the Company's Board of Supervisors control?
- Plan to increase profits in 2025?

2. Answer section:

2.1. Mr. Tran Viet Cuong – Member of BOD – Company Director.

*** Answer the question: Why is the profit in 2024 low?**

- The context of the market economy has many fluctuations, leading to fierce domestic competition. The national cement supply in 2024 will reach about 122 million tons, while domestic consumption demand will only reach about 60 million tons, exports will decrease compared to the previous year, leading to excess supply and fierce competition, and reduced selling prices...

- From 2023 to 2024, many cement factories had to stop production or partially stop the production line to maintain their brand and products on the market. Quan Trieu Cement Joint Stock Company in the first and third quarters of 2024 had to stop production for more than 2 weeks, inventory sometimes reached 50,000 tons, the company had to dump it in the yard, reducing product quality and increasing production costs.

- Clinker kilns operate unstably, running repeatedly and sometimes having to stop due to large inventories, leading to increased costs, such as electricity, raw material consumption, furnace oil... There were times when the selling price of Clinker was very low, the Company still had to ask the Board of Directors for permission to sell to ensure production and income for employees.

- Product structure, Clinker accounts for a high proportion, leading to low production and business efficiency compared to the plan (*Clinker proportion is high at 32.1%, / plan is 18.6%, cement 67.9% / plan 81.4%*)

- High input prices such as raw material prices, transportation... electricity prices increased by 4.8% from October 11, 2024, from the time of increase until the end of 2024, increasing costs by more than 2 billion VND, reducing the Company's profits.

*** Answer the question: Plan to increase profit 2025?**

- Develop an operating plan and increase profits beyond the 2025 Shareholders' Meeting resolution.

- Direct departments to do better technical work, improve product quality to reduce production costs and lower product prices.

- Research additional alternative additives to reduce product costs.

- Do better in marketing, customer care, and expand the consumer market.

2.2. Mr. Ta Van Long - Head of Supervisory Board

*** Answer the question: In 2024, what did the Company's Board of Supervisors control?**

- In exercising its rights and obligations under the law, the Board of Supervisors has inspected and controlled the Company's production and business activities in 2024, ensuring compliance with legal regulations on financial accounting, production, consumption, and procurement of raw materials. Comply with documents, product quality, and acceptance of materials and equipment.

- Make a work plan for the whole year: Periodic and surprise inspections, promptly detect errors, thereby discussing with the Company's leadership and Board of Directors to correct them....

- In 2024, the Board of Supervisors meeting 4 times and issued minutes, contents, and recommendations to the Board of Directors and the Board of Directors

that the Board of Supervisors discovered during the performance of its duties, to help the Board of Directors supplement, correct, and overcome in accordance with regulations.

- In his specialized role, the head of the department regularly works with departments, participates in meetings of the Board of Directors and the Board of Directors to listen and give opinions during the operation process to ensure compliance with the established rules and regulations.

If shareholders have any questions, the Board of Supervisors will continue to research and respond to shareholders in writing.

2.3. Mr. Nguyen Van Dung – The Chairman of the Board of Directors has additional comments

- Total output reached the set plan, however the product structure did not ensure the plan, Clinker output accounted for a large proportion in the structure leading to a decrease in revenue, reducing profits.

- The company performs cost management for each item. During the year, costs increased such as: Electricity according to State adjustments, input materials...

- Difficulties in the Quan Trieu cement market, when the competitive pressure is too great, the Company has tried to keep the selling price stable in each market, only reducing the price when really necessary.

- Accepting shareholders' comments in the plan to increase profits in 2025. Agreeing with shareholders' opinions on tightly controlling inputs and outputs to ensure production and business efficiency.

V - Vote to approve the contents of the General Meeting.

1. Approval of production, business and investment results in 2024.

Voting results

- *Approval: 22.150.179 shares, accounting for 100% of total shares participating in the vote.*

- *Disapproval: 0 shares, accounting for 0% of total shares participating in voting.*

- *Other opinions: 0 shares, accounting for 0% of total voting shares.*

2. Approval of the report on the implementation of tasks in 2024 and the direction of tasks in 2025 of the Company's Board of Directors.

Voting results

- *Approval: 22.150.179 shares, accounting for 100% of total shares participating in the vote.*

- *Disapproval: 0 shares, accounting for 0% of total shares participating in voting.*

- *Other opinions: 0 shares, accounting for 0% of total voting shares.*

3. Report of the Board of Supervisors on the Company's activities in 2024 and the Company's Board of Supervisors' direction and tasks in 2025.

Voting results

- Approval: 22.150.179 shares, accounting for 100% of total shares participating in the vote.

- Disapproval: 0 shares, accounting for 0% of total shares participating in voting.

- Other opinions: 0 shares, accounting for 0% of total voting shares.

4. Submission on the audited financial settlement report for 2024 of VVMI Quan Trieu Cement Joint Stock Company

Voting results

- Approval: 22.150.179 shares, accounting for 100% of total shares participating in the vote.

- Disapproval: 0 shares, accounting for 0% of total shares participating in voting.

- Other opinions: 0 shares, accounting for 0% of total voting shares.

5. Submission to approve the 2024 profit distribution plan.

Voting results

- Approval: 22.150.179 shares, accounting for 100% of total shares participating in the vote.

- Disapproval: 0 shares, accounting for 0% of total shares participating in voting.

- Other opinions: 0 shares, accounting for 0% of total voting shares.

6. Submission for Vinacomin - Viet Bac Mining Industry Holding Corporation to guarantee loans for VVMI Quan Trieu Cement Joint Stock Company to serve production and business in 2025.

Voting results

- Approval: 22.150.179 shares, accounting for 100% of total shares participating in the vote.

- Disapproval: 0 shares, accounting for 0% of total shares participating in voting.

- Other opinions: 0 shares, accounting for 0% of total voting shares.

7. Submission on approval of production and business plan and construction investment plan for 2025.

Voting results

- Approval: 22.150.179 shares, accounting for 100% of total shares participating in the vote.

- Disapproval: 0 shares, accounting for 0% of total shares participating in voting.

- Other opinions: 0 shares, accounting for 0% of total voting shares.

8. Submission to the General Meeting approving contracts and transactions signed with related parties according to Article 167 of the Enterprise Law.

Voting results

- Approval: 922.165 shares, accounting for 100% of total shares participating in the vote.

- Disapproval: 0 shares, accounting for 0% of total shares participating in voting.

- Other opinions: 0 shares, accounting for 0% of total voting shares.

This content, Vinacomin - Viet Bac Mining Industry Holding Corporation (holding 21,228,014 shares, accounting for 84.9% of charter capital) is a shareholder with interests related to the parties in the contract and transaction (is the parent company of the units with the Contracts and transactions proposed for approval) so it does not have the right to vote on this content.

9. Submission on the settlement of remuneration for the Board of Directors and Board of Supervisors in 2024 and the plan for remuneration for the Board of Directors and Board of Supervisors in 2025.

Voting results

- Approval: 22.150.179 shares, accounting for 100% of total shares participating in the vote.

- Disapproval: 0 shares, accounting for 0% of total shares participating in voting.

- Other opinions: 0 shares, accounting for 0% of total voting shares.

10. Submission on Authorizing the Company's Board of Directors to select an Auditing Company to audit the 2025 Financial Statements.

Voting results

- Approval: 22.150.179 shares, accounting for 100% of total shares participating in the vote.

- Disapproval: 0 shares, accounting for 0% of total shares participating in voting.

- Other opinions: 0 shares, accounting for 0% of total voting shares.

11 Election of 01 additional member of the Company's Board of Supervisors for the 2022-2027 term

The General Meeting conducted the procedures to dismiss members of the Board of Supervisors and nominate candidates to replace members of the Board of Supervisors in accordance with the order and election procedures prescribed in the Election Regulations of the General Meeting that were approved. The election results are as follows:

Mr. Pham Quang Nam: Achieved 22.150.179 voting rights achieved 100%

VI. Approval of Resolution, Minutes of the General Meeting and closing of the General Meeting:

1. Mr. Nguyen Van Toan – Secretary of the General Meeting read the draft Resolution of the 2025 Annual General Meeting of Shareholders.

* The Chairman of the Meeting solicited shareholders' opinions by voting to approve the above content.

Voting results to approve the full text of the Resolution of the 2025 Annual General Meeting of Shareholders:

- *Approval: 22.150.179 shares, accounting for 100% of total shares participating in the vote.*

- *Disapproval: 0 shares, accounting for 0% of total shares participating in voting.*

- *Other opinions: 0 shares, accounting for 0% of total voting shares.*

2. Mr. Nguyen Van Toan - Secretary of the General Meeting read the draft Minutes of the 2025 Annual General Meeting of Shareholders.

* The Chairman of the Meeting solicited shareholders' opinions by voting to approve the above content.

Voting results to approve the full text of the Minutes of the 2025 Annual General Meeting of Shareholders:

- *Approval: 22.150.179 shares, accounting for 100% of total shares participating in the vote.*

- *Disapproval: 0 shares, accounting for 0% of total shares participating in voting.*

- *Other opinions: 0 shares, accounting for 0% of total voting shares.*

This minutes has been fully and honestly recorded by the Secretary of the General Meeting, read at the General Meeting and voted for by the General Meeting.

3. Mr. Nguyen Van Dung - Chairman gave a speech of thanks and closed the General Meeting.

Annual General Meeting of Shareholders of VVMi Quan Trieu Cement Joint Stock Company in 2025, ending at 11:50 a.m. on the same day./.

SECRETARY OF THE CONGRESS



Nguyen Van Toan

ON BEHALF OF GMS

CHAIRMAN



Nguyen Van Dung

Thai Nguyen, April 22, 2025

No. 13/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 VVMQUAN TrieuCement Joint Stock Company dated April 22, 2025;*

*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 production and business and investment results for 2024, 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 (%)
	Total investment	Million dong	88,843	4,257	6,062	142%
I	Ongoing projects carried over from 2023 to 2024	Million dong	7,577	2,695	2,675	
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%
II	Project preparation	Million dong	75,575	1,060	489	
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%
III	Contingency projects	Million dong	6,691	502	2,898	
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 on the performance of the Board of Directors of VVMI - Quan Trieu Cement Joint Stock Company in 2024 and the operational orientation for 2025.

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	Profit after tax	dong	10,214,154,860	
	In which:			
	- Profit carried forward from the previous year	"	6,244,685,790	

No.	Items	Unit	Proposed plan of the Company	Notes
	- Profit for the current year	"	3,969,469,070	
2	Funds deductions	dong	1,838,308,360	
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	Dividend payment plan for 2024			
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	Remaining profit after dividend distribution and fund deductions	dong	0	

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
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
	Total investment	Million dong		8,933
I	Official Plan	Million dong		3,420
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
II	Project preparation	Million dong		657
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
III	Contingency projects	Million dong		4,856
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)
Member of the BOD				
1. Mr. Nguyen Van Dung (12 months)	1	4,760,000	4,760,000	57,120,000

Position	Number of people	Planned (dong/month)	Actual (dong/month)	Actual for 2024 (dong)
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
Members 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

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
Total			345,120,000

(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. Acknowledgement of the election result for the additional member of the Supervisory Board of the Company for the 2022–2027 term: Mr. Pham Quang Nam – Member of the Supervisory Board.

Article 2. Implementation.

The Board of Directors of VVMI - Quan Trieu Cement Joint Stock Company shall implement the matters approved by the General Meeting of Shareholders. Based on the 2025 production and business plan approved by the General Meeting, the Board of Directors is authorized to proactively develop a detailed operational plan in alignment with actual conditions at each point in time, and to direct the Company's Executive Board in implementation to ensure the achievement of the objectives set by the General Meeting.

This resolution was fully presented to the General Meeting and was unanimously approved by all shareholders attending the meeting on April 22, 2025 (100% approval vote).

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

