



No: /NQ-ĐHĐCĐ

Hai Phong, date.....month.....year 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 month year 2025.

RESOLUTION:

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

1.1. Business performance results in 2024

Target	Unit	Plan 2024	Implementation in 2024	% Actual/Plan Ratio	% Compared to 2023
Revenue	Billion VND	49,648	33,732	67.94	58.64
Profit before tax	Billion VND	0.480	0.478	99.58	
Submit budget	Billion VND	2,393	1,974	82.49	81.13
EBITDA	Billion VND	2,275	2,273	99.91	414.02
ROE (Net profit/Equity)	%	-0.430	0.750		
ROA (Net profit/Net income)	%	-0.281	0.510		

1.2. Implementing the 2024 production plan target:

STT	Main indicators	Unit	Plan for 2024	Implementa tion in 2024	Actual/Pl an rate %	% Compar
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						ed to 2023
I	Total output	Ton	707.080	838,415	118.57	100.97
1	Cement Business	Ton	18,420	6,724	36.50	40.96
2	Road transport	Ton	373,660	463,454	124.03	120.14
3	Pick up	Ton	240,000	308,747	128.64	129.23
4	Water transport	Ton	75,000	58,889	78.52	103.03
5	Sea transport	Ton		600		0.45
6	Car	Trip	3,550	3.403	95.86	92.83

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

2.1. Financial goals:

Content	Plan	Note
Revenue (billion VND)	32,944	
Profit before tax (billion VND)	0.500	
Budget contribution (billion VND)	2,230	
EBITDA (billion VND)	2,629	
Dividend rate (in cash)	0%	
ROE (Profit after tax/Equity ratio) %	1,276	
ROA (Profit after tax/total assets) %	0.873	

2. 2. Production and consumption output targets:

STT	Types of covers	Unit	Plan 2025
1	Cement Business	Ton	7,000
2	Road transport	Ton	380,000
3	Pick up	Ton	278,000
4	Water transport	Ton	79,500
5	Car	Trip	3,420
	TOTAL	Ton	744,500

2.3 . 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

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

Article 5. Approval of the 2024 Board of Directors' performance assessment report by the independent member of the Board of Directors with shares in favor, equivalent to% 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 the Report No. /TTr-HĐQT with shares in favor, equivalent to% of the total number of voting shares of the Shareholders attending and authorized at the General Meeting, of which the following excerpt is extracted 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. /TTr-HĐQT with shares in favor, equivalent to% of the total number of voting shares of the Shareholders attending and authorized at the General Meeting, of which the following excerpt is extracted from the Proposal:

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

Article 9. 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. /TTr-HĐQT with shares in favor, equivalent to% of the total number of voting shares of the Shareholders attending and authorized at the General Meeting.

Article 10. Approval of the 5-year Business Production Plan (from 2025 to 2029) according to the content of the Proposal No. /TTr-HĐQT with shares in favor, equivalent to% 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. /TTr-HĐQT with shares in favor, equivalent to% of the total number of voting shares of the Shareholders attending and authorized at the General Meeting.

Article 12. 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. /TTr-HĐQT with shares in favor/total number shares with voting rights of the Shareholders attending and authorized at the General Meeting, equivalent to%.

Article 13. Approval of the resignation letter of the Independent Member of the Board of Directors for the 2023-2028 term with shares in favor/total number shares with voting rights of the Shareholders attending and authorized at the General Meeting, equivalent to%.

Article 14. The Congress elected additional independent members to the Board of Directors for the 2023 - 2028 term;

Result: He 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 voting shares of the Shareholders attending and authorized at the General Meeting, equivalent to%.

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 date month year 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.

**TM. GENERAL MEETING OF
SHAREHOLDERS
CHAIRMAN OF THE CONGRESS**

Pham Dang Loi