

REPORT
Corporate Governance
The Year 2025

To

- The State Securities Commission
- Hanoi Stock Exchange

- Name of company: Intimex - Hoa Cam Concrete Joint Stock Company
- Address of head office: Lot B6 - 5, Thuan Yen Industrial Park, Ban Thach Ward, Da Nang City.
- **Main transaction address:** The Company's branch in Da Nang City - 53 Truong Son, Cam Le Ward, Da Nang City.
- Fax: 0236 3672516, Email: hcc@betonghoacam.com.vn
- Charter capital: VND 65,185,860,000
- Stock symbol: HCC
- Governance model: General Meeting of Shareholders, Board of Directors, Board of Supervisors, and General Director.
- The implementation of internal audit: Implemented

I. Activities of the General Meeting of Shareholders

Information on meetings, Resolutions/ Decisions of the General Meeting of Shareholders (including the Resolutions of the General Meeting of Shareholders approved in the form of written comments):

No.	Resolution/Decision No.	Date	Content
1	No. 26/NQ-ĐHĐCĐ-HCC	April 19, 2025	The Resolution of the Annual General Meetings of Shareholders for 2025
2	Minutes of the General Meetings of Shareholders	April 19, 2025	The Minutes of the Annual General Meetings of Shareholders for 2025

II. Board of Directors:

1. Information regarding Member of the Board of Directors (BOD):

No.	Board of Directors' members	Position (Independent members of the Board of Directors, Non-executive members of the Board of Directors)	The date becoming/ceasing to be the member of the Board of Directors	
			Date of appointment	Date of dismissal
1	Do Ha Nam	Chairman	April 19, 2025	
2	Ngo Xuan Nam	Independent members of the BOD	April 19, 2025	

3	Ngo Van Long	Member of the BOD	April 19, 2025	
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2. Meetings of the Board of Directors:

No.	Board of Directors' members	Number of meetings attended by Board of Directors	Attendance rate	Reason for absence
1	Do Ha Nam	4	100%	
2	Ngo Xuan Nam	4	100%	
3	Ngo Van Long	4	100%	

3. Supervising the Board of Management by the Board of Directors:

- The business and production activities in 2025 faced many difficulties, primarily due to the scarcity and high prices of input materials and fuel. Specifically, construction sand and stone in the area were extremely scarce, and sand prices saw a sharp increase, significantly affecting the production and supply of concrete to customers. Furthermore, some construction projects temporarily faced delays in progress. However, thanks to the efforts of the Board of Management in managing and directing operations, both revenue and profit have shown significant growth compared to the same period last year and have met the targets set by the General Meetings of Shareholders and the Board of Directors.

- Directed the preparation of content, programs, and successfully organized the Annual General Meeting of Shareholders for 2025.

- Closely monitored and supervised the management and operational activities of the Board of Management. Regularly updated information on production and business activities, the Board of Directors directed and issued timely and appropriate investment decisions to address arising issues, meeting production and business needs.

- The Board of General Directors effectively managed and operated the Company, implemented measures to achieve targets, plans, and resolutions of the General Meeting of Shareholders, ensuring the development of capital and shareholders' rights.

- The Board of Management performed their functions, duties, and powers as prescribed, while maintaining good coordination to fulfill the targets set by the General Meeting of Shareholders. They proactively and actively addressed arising issues in management, implemented solutions to ensure the best performance of production and business tasks. The Board of Management consistently provided strategic direction for investments to achieve the highest returns for the Company.

4. Activities of the Board of Directors' subcommittees (if any): None

5. Resolutions/Decisions of the Board of Directors in 2025:

No.	Resolution/ Decision No.	Date	Content	Approval rate
1	No. 18/BC-HĐQT-HCC	January 25, 2025	Report on Corporate Governance for 2024	100%
2	No. 430/QĐ-HĐQT-HCC	January 02, 2025	Approval of the Company's salary unit price for 2025	100%
3	No. 37/QĐ-HĐQT-HCC	February 19, 2025	Organizing the Annual General Meeting of Shareholders for 2025	100%

4	No. 19/QĐ-HDQT-HCC	March 03, 2025	Appointing the Deputy General Director of the Company	100%
5	No. 74-BCTN-HCC	March 19, 2025	Annual Report for 2024	100%
6	No. 115/NQ-HĐQT-HCC	April 19, 2025	Resolution of the Board of Directors regarding the election of the Chairman of the Board of Directors for the term 2025-2030.	100%
7	BB-HĐQT-HCC	May 14, 2025	Approval of capital borrowing from Joint Stock Commercial Bank for Investment and Development of Vietnam (BIDV) - Da Nang Branch	100%
8	No. 142/NQ-HĐQT-HCC	May 14, 2025	Approval of capital borrowing from the Joint Stock Commercial Bank for Foreign Trade of Vietnam - Da Nang Branch	100%
9	BB-HĐQT-HCC	July 16, 2025	Unanimously approving the investment in purchasing 05 concrete mixer trucks	100%
10	No. 222/BC-HĐQT-HCC	July 22, 2025	Report on Corporate Governance for the first 6 months of 2025	100%
11	BB-HĐQT-HCC	September 08, 2025	Unanimously approving the investment in purchasing 01 concrete pump truck	100%
12	No. 123/QĐ-HDQT-HCC	September 24, 2025	Appointment of the Company's person in charge of corporate governance	100%
13	No. 303/NQ-HĐQT-HCC	October 13, 2025	Approval of the change in content on the Company's seal	100%
14	No. 167/QĐ-HĐQT-HCC	December 26, 2025	Adjustment of the Company's salary scale for employees according to Decree 293/2025/ND-CP.	100%

III. Board of Supervisors (Report for 2025):

1. Information about members of the Board of Supervisors:

No.	Members of Board of Supervisors	Position	Date of commencement/cessation as Member of the Board of Supervisors	Qualification
1	Phan Hong Hue	Head of the Board	April 19, 2025	Bachelor of Foreign Trade
2	Pham Vu Truong Giang	Member	April 19, 2025	Bachelor of Banking and Finance
3	Le Thai Nguyen	Member	April 19, 2025	Bachelor of Accounting

2. Meetings of the Board of Supervisors

No.	Member of the Board of Supervisors	Number of meetings attended	Attendance rate	Voting rate	Reasons for absence
1	Phan Hong Hue	4	100%	100%	
2	Pham Vu Truong Giang	4	100%	100%	
3	Le Thai Nguyen	4	100%	100%	

3. Supervising the Board of Directors, Board of Management, and shareholders by the Board of Supervisors:

- The activities of the Board of Directors complied with the Company's Charter on organization and operation and the current legal regulations.

- The Board of Directors held regular meetings to evaluate production and business activities, providing opinions and directions for business and production plans to align with each phase based on the objectives approved by the General Meeting of Shareholders.

- The Board of Directors approved and supervised investment and financial activities to ensure the timely provision of capital for business and production activities as well as investments approved by the General Meeting of Shareholders.

Supervised the activities of the Board of Management and the Company's management system in implementing the financial and operational plans approved by the General Meeting of Shareholders. The Board of Management fully implemented the decisions and resolutions of the Board of Directors and effectively performed other rights and duties in accordance with the Company's Charter and applicable legal regulations.

- Assessed key processes of the Company, directly worked with the Board of Management and heads of departments within the organization to identify potential risks or shortcomings, thereby proposing and recommending suitable solutions to the Board of Management to operate the Company.

4. The coordination among the Board of Supervisors, the Board of Management, the Board of Directors, and other managers:

- Participated in regular meetings with the Board of Directors and the Board of Management to implement the resolutions of the General Meeting of Shareholders and to select the auditing firm for the Company's Financial Statements.

- The Board of Supervisors reviewed the quarterly, semi-annual financial statements of the Company, and the financial statements provided a true and fair view, in all material respects, of the Company's financial situation in accordance with the accounting regime.

- In the first half of 2025, the Board of Supervisors was facilitated by the Board of Directors and the Board of Management in receiving complete information regarding the Company's production, business activities, and financial status. There were no requests from shareholders or employees submitted to the Board of Supervisors. All activities of the Company complied with legal regulations, the Company's Charter, and the resolutions of the General Meeting of Shareholders.

IV. Board of Management

No.	Members of Board of Management	Date of birth	Qualification	Date of appointment as Member of the Board of Management
1	Ngo Van Long	November 13, 1972	Silicate engineer	December 25, 2024

2	Nguyen Van Dung	December 03, 1957	Manufacturing mechanical engineer	March 03, 2025
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V. Chief Accountant

Name	Date of birth	Qualification	Date of appointment
Nguyen Thi Ngoc Anh	September 15, 1977	Bachelor of Accounting	December 25, 2024

VI. Training courses on corporate governance:

Training courses on corporate governance were involved by members of the Board of Directors, the Board of Supervisors, General Director, other managers and secretaries in accordance with regulations on corporate governance:

VII. The list of affiliated persons of the public company and transactions of affiliated persons of the Company

1. The list of affiliated persons of the Company

No.	Name of organization/individual	Securities trading account (If any)	Position at the company (If any)	NSH No*, date of issue, place of issue	Address	Time of starting to be affiliated person	Time of ending to be affiliated person	Reasons	Relationship with the Company
1	Intimex Group Joint Stock Company	08C232705	Major shareholder			December 25, 2009			Major shareholders
2	Do Ha Nam		Chairman of the BOD			December 25, 2009			Internal person
	Pham Thi Loan								Affiliated Person of Internal Person
	Do Ha Phuong								Affiliated Person of Internal Person
	Do Ha Minh Long								Affiliated Person of Internal Person
	Do Ha Bac								Affiliated Person of Internal Person
	Do Thi Minh Thao								Affiliated Person of Internal Person
3	Ngo Xuan Nam		Member of the BOD			December 25, 2009			Internal persons
	Truong Thoai Uyen								Affiliated Person of Internal Person

4	Ngo Van Long		Member of the BOD, General Director			December 13, 2007			Internal persons
	Le Thi My Linh								Affiliated Person of Internal Person
	Ngo Thi Kim Quy								Affiliated Person of Internal Person
	Ngo Dang Khoa								Affiliated persons of internal persons
	Ngo Thao Nhi								Affiliated persons of internal persons
	Vuong Vu Hoang Tuan								Affiliated persons of internal persons
5	Nguyen Van Dung	024C000071	Deputy General Director			February 01, 2020			Internal persons
	Pham Thi Nhung								Affiliated persons of internal persons
	Nguyen Manh Tung								Affiliated persons of internal persons
	Nguyen Thi Phuong Thao								Affiliated persons of internal persons
	Nguyen Quoc Si								Affiliated persons of internal persons
6	Nguyen Thi Ngoc Anh	24C003005	Chief Accountant			December 13, 2007			Internal persons
	Dinh Van Sinh								Affiliated persons of internal persons
	Dinh Hai Quan								Affiliated persons of internal persons
	Dinh Hai Minh								Affiliated persons of internal persons

	Nguyen Ngoc Sau							Affiliated persons of internal persons
	Khuong Thi Loan							Affiliated persons of internal persons
7	Phan Hong Hue		Head of the Board of Supervisors			December 25, 2009		Internal persons
8	Pham Vu Truong Giang		Member of the Board of Supervisors			December 25, 2009		Internal persons
	Nguyen Thi Nguyet Que							Affiliated persons of internal persons
9	Le Thai Nguyen	0304004801	Member of the Board of Supervisors			May 30, 2020		Internal persons
	Le Van Nam							Affiliated persons of internal persons
10	Nguyen Xuan Hien		Person in charge of corporate governance			09/24/2025		Internal persons
	Le Thi Lau							Affiliated persons of internal persons
	Nguyen Le Quan							Affiliated persons of internal persons
	Nguyen Huynh Anh Tai							Affiliated persons of internal persons
	Nguyen Thi Thuy Duong							Affiliated persons of internal persons
	Tran Van Thuc							Affiliated persons of internal persons
	Nguyen Le Anh Kiet							Affiliated persons of internal persons

Note: NSH No.: ID card No./Passport No. (As for individuals) or Business Registration Certificate No., License on Operations or equivalent legal documents (As for organisations)

2. Transactions between the Company and its affiliated persons or between the Company and its major shareholders, internal persons and affiliated persons: None

No.	Name of organization/individual	Relationship with the Company	NSH No*, date of issue, place of issue	Address	Time of transaction with the company	Resolution No. or Decision No. approved by General Meeting of Shareholders/ Board of Directors (If any, specifying date of issue)	Content, quantity, total value of transaction	Note

Note: NSH No.: ID card No./Passport No. (As for individuals) or Business Registration Certificate No., License on operations or equivalent legal documents (As for organisations).

3. Transaction between internal persons of the Company, affiliated persons of internal persons and the Company's subsidiaries in which the Company takes controlling power: None

No.	Transaction executor	Relationship with internal	Position at the Listed Company	ID card No./Passport No., date of issue, place of issue	Address	Name of subsidiary, companies which the Listed Company control	Time of transaction	Content, quantity, total value of transaction	Note

4. Transactions between the Company and other objects: None

4.1. Transactions between the Company and the company that its members of Board of Management, the Board of Supervisors, Director (General Director), and other managers have been or are currently founding members, or members of Board of Directors, or CEOs in three (03) latest years (calculated at the time of reporting): None

4.2. Transactions between the Company and the company that its affiliated persons with members of Board of Directors, Board of Supervisors, Director (General Director) and other managers as a member of Board of Directors, Director (General Director or CEO): None

4.3. Other transactions of the Company (if any) may bring material or non- material benefits for members of Board of Directors, members of the Board of Supervisors, Director (General Director) and other managers: None.

VIII. Share transactions of internal persons and their affiliated persons

No.	Name	Securities trading account (If any)	Position at the company (If any)	ID card No./Passport No., date of issue, place of issue	Address	Number of shares owned at the end of the period	Percentage of share ownership at the end of the period	Note
1	Intimex Group Joint Stock Company	08C232705	Major shareholders			3,355,979	51.48	
2	Do Ha Nam		Chairman of the BOD			0	0	
	Pham Thi Loan		Related Person			0	0	
	Do Ha Phuong		Related Person			0	0	

	Do Ha Minh Long		Related Person			0	0	
	Do Ha Bac		Related Person			0	0	
	Do Thi Minh Thao		Related Person			0	0	
3	Ngo Xuan Nam		Member of the BOD			0	0	
	Truong Thoai Uyen		Related Person			0	0	
4	Ngo Van Long		Member of the BOD, General Director			49,088	0.753	
	Le Thi My Linh		Related Person			0	0	
	Ngo Thi Kim Quy		Related Person			0	0	
	Ngo Dang Khoa		Related Person			0	0	
	Ngo Thao Nhi		Related Person			0	0	
	Vuong Vu Hoang Tuan		Related Person			0	0	
5	Nguyen Van Dung	024C000071	Deputy General Director			700	0,01	
	Pham Thi Nhung		Related Person			0	0	
	Nguyen Manh Tung		Related Person			0	0	
	Nguyen Thi Phuong Thao		Related Person			0	0	
	Nguyen Quoc Si		Related Person			0	0	
6	Nguyen Thi Ngoc Anh	24C003005	Chief Accountant			90,209	1.38	
	Dinh Van Sinh		Related Person			0	0	
	Dinh Hai Quan		Related Person			0	0	
	Dinh Hai Minh		Related Person			0	0	Underage to have ID no.
	Nguyen Ngoc Sau		Related Person			0	0	

	Khuong Thi Loan		Related Person			0	0	
7	Phan Hong Hue		Head of the Board of Supervisors			0	0	
8	Pham Vu Truong Giang		Member of the Board of Supervisors			0	0	
	Nguyen Thi Nguyet Que		Related Person			0	0	
9	Le Thai Nguyen	0304004801	Member of the Board of Supervisors			0	0	
	Le Van Nam		Related Person			0	0	
10	Nguyen Xuan Hien		Person in charge of Corporate Governance			0	0	
	Le Thi Lau		Related Person			0	0	
	Nguyen Le Quan		Related Person			0	0	
	Nguyen Huynh Anh Tai		Related Person			0	0	
	Nguyen Thi Thuy Duong		Related Person			0	0	
	Tran Van Thuc		Related Person			0	0	
	Nguyen Le Anh Kiet		Related Person			0	0	

2. Transactions of internal persons and affiliated persons with shares of the company: None

No.	Transaction executor	Relationship with internal	Number of shares held at the beginning of the period		Number of shares held at the end of the period		Reasons for increase/decrease (purchase, sale, conversion, bonus...)
			Number of shares	Percentage	Number of shares	Percentage	

IX. Other significant issues

Recipients:

- As above;
- Filed at: Administration Office

CHAIRMAN OF THE BOARD OF DIRECTORS

	Khuong Thi Loan		Related Person			0	0	
7	Phan Hong Hue		Head of the Board of Supervisors			0	0	
8	Pham Vu Truong Giang		Member of the Board of Supervisors			0	0	
	Nguyen Thi Nguyet Que		Related Person			0	0	
9	Le Thai Nguyen	0304004801	Member of the Board of Supervisors			0	0	
	Le Van Nam		Related Person			0	0	
10	Nguyen Xuan Hien		Person in charge of Corporate Governance			0	0	
	Le Thi Lau		Related Person			0	0	
	Nguyen Le Quan		Related Person			0	0	
	Nguyen Huynh Anh Tai		Related Person			0	0	
	Nguyen Thi Thuy Duong		Related Person			0	0	
	Tran Van Thuc		Related Person			0	0	
	Nguyen Le Anh Kiet		Related Person			0	0	

2. Transactions of internal persons and affiliated persons with shares of the company: None

No.	Transaction executor	Relationship with internal	Number of shares held at the beginning of the period		Number of shares held at the end of the period		Reasons for increase/decrease (purchase, sale, conversion, bonus...)
			Number of shares	Percentage	Number of shares	Percentage	

IX. Other significant issues

Recipients:

- As above;
- Filed at: Administration Office

CHAIRMAN OF THE BOARD OF DIRECTORS



Do Ha Nam