

No: 27/NQ-ĐHĐCĐ-HCC

Da Nang, April 17, 2026

RESOLUTION
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
INTIMEX - HOA CAM CONCRETE JOINT STOCK COMPANY

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

Pursuant to the current Charter on Organization and Operation of Intimex - Hoa Cam Concrete Joint Stock Company;

Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of Intimex - Hoa Cam Concrete Joint Stock Company held on April 17, 2026;

Pursuant to the content and agenda of the 2026 Annual General Meeting of Shareholders,
After listening to the reports and discussions of the shareholders, the Annual General Meeting of Shareholders of Intimex - Hoa Cam Concrete Joint Stock Company voted unanimously to approve:

RESOLVES:

1/ Approve the 2025 Board of Directors' report and the operational direction for 2026

- *Voting rate: Agree: 4.267.183 shares, equivalent to 100% of the total votes of the attending shareholders.*

2/ Approve the Board of Management's report on business performance in 2025 and the business plan for 2026

- *Voting rate: Agree: 4.267.183 shares, equivalent to 100% of the total votes of the attending shareholders.*

3/ Approve the audited financial statements for 2025.

- *Voting rate: Agree: 4.267.183 shares, equivalent to 100% of the total votes of the attending shareholders.*

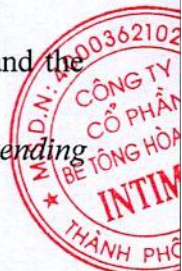
4/ Approve the Board of Supervisors' report of activities in 2025 and the appraisal report on the audited financial statements of 2025.

- *Voting rate: Agree: 4.267.183 shares, equivalent to 100% of the total votes of the attending shareholders.*

5/ Approve the remuneration report of the Board of Directors and the Board of Supervisors for 2025 and the estimated remuneration of the Board of Directors and the Board of Supervisors for 2026

- *Voting rate: Agree: 4.267.183 shares, equivalent to 100% of the total votes of the attending shareholders.*

6/ Approve Proposal No. 187/TTr-HDQT-HCC, dated April 17, 2026, on profit distribution in 2025 and expected payout rate in 2026



ITEM	Percentage (%)	Amount
Undistributed profit after tax	100	30,400,090,594 VND
In which:		
Current year's profit after tax		30,400,012,594 VND
Undistributed profit from the previous year		78,000 VND
1. Dividend Payment:		
30% of charter capital in cash		19,555,641,000 VND
10% of charter capital in stock		6,518,547,000 VND
2. Distribute to the Welfare Fund		300,000,000 VND
3. Distribute to Bonus Fund		1,200,000,000 VND
In which:		
- Employee rewards		500,000,000 VND
- Rewards for the Board of Directors and the Board of Supervisors		700,000,000 VND
4. The remaining undistributed profit after tax is carried forward to the next year		2,825,902,594 VND

Proposed dividend payout ratio for 2026: Minimum 15% of charter capital in cash or shares.

- *Voting rate: Agree: 4.267.183 shares, equivalent to 100% of the total votes of the attending shareholders.*

7/ Approve Proposal regarding the selection of an auditing company

- *Voting rate: Agree: 4.267.183 shares, equivalent to 100% of the total votes of the attending shareholders.*

8/ Approve Proposal on the plan to issue shares to pay dividends for 2025

- *Voting rate: Agree: 4.267.183 shares, equivalent to 100% of the total votes of the attending shareholders.*

9/ Approve the contents of the Minutes of the 2026 Annual General Meeting of Shareholders.

- *Voting rate: Agree: ... shares, equivalent to 100% of the total votes of the attending shareholders.*

The Resolution has been read before the 2026 Annual General Meeting of Shareholders and has been unanimously approved by 100% of the shareholders attending the General Meeting.

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



Do Ha Nam

**MINUTES
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
INTIMEX - HOA CAM CONCRETE JOINT STOCK COMPANY**

Today, at 8:30 AM, on April 17, 2026, at the Da Nang Branch Office of Intimex - Hoa Cam Concrete Joint Stock Company (Business Registration Number: 4000362102), 53 Truong Son, Cam Le Ward, Da Nang City, we, the shareholders of Intimex - Hoa Cam Concrete Joint Stock Company, convene the 2026 Annual General Meeting of Shareholders with the following content:

I. PARTICIPANTS

Report on shareholders' eligibility verification: Mr. Pham Vu Truong Giang reported the results of the number of shareholders attending the General Meeting as follows:

There are 25 shareholders, representing 4,267.183 shares, accounting for 65,87% of the Company's charter capital, ensuring sufficient conditions to conduct the General Meeting of Shareholders in accordance with the provisions of the Enterprise Law and the Company's current Charter.

**II. ELECTION OF THE CHAIRPERSON, SECRETARY COMMITTEE, AND
THE VOTE COUNTING COMMITTEE OF THE GENERAL MEETING**

The shareholders present unanimously voted 100% for the members of the Chairpersons, the Vote Counting Committee, and the Secretary Committee.

- The Chairpersons consist of:
 1. Mr. Do Ha Nam: Chairperson
 2. Mr. Ngo Xuan Nam: Member
 3. Mr. Ngo Van Long: Member
- Vote Counting Committee members:
 1. Mr. Nguyen Xuan Thanh: Head
 2. Mr. Vo Thien Quoc: Member
 3. Ms. Pham Thi Ve: Member
- The Secretary Committee consists of:
 1. Mr. Nguyen Xuan Hien: Head
 2. Mr. Le Thai Nguyen: Member

**III. APPROVAL OF THE WORKING REGULATIONS OF THE GENERAL
MEETING**

Mr. Nguyen Xuan Hien - Organizing Committee reviewed the working regulations of the general meeting.

The voting approval rate: 100% of shareholders attending the general meeting.

IV. CONTENT OF THE GENERAL MEETING

A. APPROVAL OF THE GENERAL MEETING AGENDA

Mr. Do Ha Nam, Chairperson, asks for the shareholders' approval.

The voting approval rate: 100% of shareholders attending the general meeting.

B. REPORTS AT THE GENERAL MEETING

The General Meeting heard the following reports:

Mr. Do Ha Nam, Chairman of the Board of Directors, presented the "Report on the Board of Directors' activities in 2025 and operational direction for 2026".

Mr. Ngo Van Long, General Director, presented the "Report of the Board of Management on production and business activities in 2025 and business plan for 2026".

Ms. Nguyen Thi Ngoc Anh, Chief Accountant, presented the "Audited Financial Statements for 2025".

Ms. Phan Hong Hue, Head of the Board of Supervisors, presented the "Report of the Board of Supervisors for 2025".

Mr. Ngo Xuan Nam, member of the Board of Directors, presented the "Report on remuneration for the Board of Directors and Board of Supervisors in 2025 and estimated for 2026" and presented the "Proposal for profit distribution in 2025".

Ms. Phan Hong Hue, Head of the Board of Supervisors, presented the "Proposal for selecting an auditing company for the Company's 2026 Financial Statements".

Mr. Ngo Xuan Nam, member of the Board of Directors, presented the "Proposal on the plan to issue shares to pay dividends for 2025".

V. DISCUSSION AND VOTING ON THE CONTENTS

A. Discussion: Attending shareholders have comments.

Shareholders' Comments: Shareholders basically expressed unanimous consensus on all meeting contents and agendas; no further opinions were recorded.

- Regarding capital contribution at Chu Lai JSC:

The Chairperson of the Board of Directors (BOD) directed the Board of Management (BOM) to develop and submit a proposal to the BOD for consideration, following these strategic directions:

- + Seeking partners for joint investment;
- + Acquiring shares from other shareholders to expand business operations;
- + Transferring current shareholdings to other partners to recover the Company's contributed capital (divestment).

- Regarding the land at Da Nang Concrete Plant (expired lease):

The BOM is assigned to identify new land for lease or acquisition and formulate a proposal for the BOD's review and approval.

- Voting and Authorization:

The General Meeting of Shareholders (GMS) voted to authorize the BOD to determine the most appropriate investment schemes and valuations for the aforementioned matters.

- 2026 Investment Plan: The BOM is responsible for drafting a detailed investment plan for 2026—covering machinery, equipment, pumping systems, and concrete transit mixers - to be submitted to the BOD for final approval.

B. Mr. Do Ha Nam chaired the voting to approve the reports and proposals at the General Meeting with the following results:

1. Approval of the 2025 Board of Directors' Report and the 2026 operational direction

- *Voting rate:* Agree: 4.267.183 shares corresponding to 100% of the total votes of shareholders attending the meeting.

2. Approval of the Board of Management's report on 2025 business activities and the 2026 business plan

- *Voting rate:* Agree: 4.267.183 shares corresponding to 100% of the total votes of shareholders attending the meeting.

3. Approval of the audited financial statements for 2025.

- *Voting rate:* Agree: 4.267.183 shares corresponding to 100% of the total votes of shareholders attending the meeting.

4. Approval of the 2025 Board of Supervisors' activity report.

- *Voting rate:* Agree: 4.267.183 shares corresponding to 100% of the total votes of shareholders attending the meeting.

5. Approval of the Report on Remuneration of the Board of Directors and Board of Supervisors in 2025 and the estimated budget for 2026

- *Voting rate:* Agree: 4.267.183 shares corresponding to 100% of the total votes of shareholders attending the meeting.

6. Approving the Proposal for profit distribution in 2025:

ITEM	Percentage (%)	Amount
Undistributed profit after tax	100	30,400,090,594 VND
In which:		
Current year's profit after tax		30,400,012,594 VND
Undistributed profit from the previous year		78,000 VND
1. Dividend Payment:		
30% of charter capital in cash		19,555,641,000 VND
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In which:		
- Employee rewards		500,000,000 VND
- Rewards for the Board of Directors and the Board of Supervisors		700,000,000 VND
4. The remaining undistributed profit after tax is carried forward to the next year		2,825,902,594 VND

Expected dividend payment in 2026: at least 15% of charter capital in cash or shares.

- *Voting rate*: Agree: 4.267.183 shares, equivalent to 100% of the total votes of shareholders attending the meeting.

7. Approving the Proposal for selecting the company's 2026 auditing company.

- *Voting rate*: Agree: 4.267.183 shares, equivalent to 100% of the total votes of shareholders attending the meeting.

8. Approving the Proposal on the plan to issue shares to pay dividends for 2025

- *Voting rate*: Agree: 4.267.183 shares, equivalent to 100% of the total votes of shareholders attending the meeting.

9. Approving the Resolution of the General Meeting with a voting rate of 100% of the total votes of shareholders attending the meeting.

The General Meeting agreed to assign the authority and tasks to the Board of Directors and the Board of Management of Intimex - Hoa Cam Concrete Joint Stock Company to implement the contents approved at the 2026 Annual General Meeting of Shareholders.

The Chairperson of the General Meeting expressed his gratitude to the shareholders for their full participation and active contribution to the contents of the General Meeting with a high sense of responsibility, demonstrating unity and trust in the Board of Directors and

Board of Management, contributing to the success of the General Meeting.

This minutes was read again at the Annual General Meeting of Shareholders 2026 of Intimex - Hoa Cam Concrete Joint Stock Company at 11:00 AM on April 17, 2026, and was unanimously approved by 100% of the shareholders attending the meeting.

 **ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**
CHAIRPERSONS 



Do Ha Nam

SECRETARY



Nguyen Xuan Hien



**REPORT OF THE BOARD OF DIRECTORS
AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

I. MEMBER OF THE BOARD OF DIRECTORS

Intimex - Hoa Cam Concrete Joint Stock Company's Board of Directors has 03 members. The members of the Board of Directors holding office on the date of this report include:

1. Mr. Do Ha Nam - Chairman
2. Mr. Ngo Xuan Nam - Member
3. Mr. Ngo Van Long - Member

Based on the Charter and the actual situation of the Company, the Board of Directors has performed their powers and duties in the reporting year, participating in the orientation and supervision of the Board of Management's operations. Some typical contents are as follows:

II. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025

In 2025, the Board of Directors held meetings to discuss and agree on matters within the competence of the Board of Directors to focus on directing, supervising operations, and providing timely support to the Board of Management through the issuance of Resolutions and Decisions related to the orientation of production and business activities and timely and reasonable investment, as well as the organization of the Company's leadership personnel in accordance with the current regulations and laws of the Company.

III. RESULTS OF SUPERVISING THE ACTIVITIES OF THE BOARD OF MANAGEMENT IN 2025

In 2025, the Board of Directors directed the Board of Management in implementing the key strategic tasks oriented in the decisions made by the General Meeting of Shareholders as well as the Board of Directors, specifically:

- Directing the Board of Management to implement the 2025 plan approved by the General Meeting of Shareholders;
- Supporting the Board of Management in management, organization of personnel, and labor and salaries to improve production and business efficiency and the lives of employees;
- Inspecting and supervising the Company's business activities in accordance with the Company's charter.

Business results in 2025

Total revenue: 420.72 billion VND

Profit before tax: 38.43 billion VND

Profit after tax: 30.40 billion VND

The production and business activities in 2025 faced challenges such as fuel and raw material shortages, high prices, and high competition. Production costs and machinery and equipment are high due to the frequent breakdown of old machinery. Besides, there are also large fixed costs such as depreciation, salaries and provisions for overdue debts, and financial provisions for capital contributions at Chu Lai Joint Stock Company.

However, the company has also made many efforts to take advantage of regional business advantages, promote the effectiveness of the chain of concrete plants installed across the provinces and cities of Da Nang, Quang Ngai; negotiated reasonable selling prices with customers, contributing to increased business efficiency. In addition, the company has applied many measures to collect debts, contributing to achieving and exceeding the revenue and profit plan set by the General Meeting of Shareholders.

*** Human resource management**

The Company's Board of Directors and Board of Management are stable. The average number of employees in 2025 was 184 people, employees' income increased; regimes and policies for employees are always guaranteed to be implemented according to regulations.

***Financial Activities:**

The Company's financial statements, concluding on December 31, 2025, were prepared in accordance with the Vietnamese Accounting Standards and System, and audited by ACC Accounting & Auditing Co.,Ltd, reveal the following:

Total assets (December 31, 2025): 169.89 billion VND

Including: - Current assets: 128.44 billion VND

- Non - current assets: 41.45 billion VND

Total resources: 169.89 billion VND

Including: - Liabilities: 67.83 billion VND

- Owner's equity: 102.06 billion VND

***Investment Activities:** In 2025, all fixed asset investments were within the Board of Directors' approval. Investments totaling 10.2 billion VND during the year included: the purchase of a concrete pump truck, 05 concrete transport trucks; construction of a roof for the aggregate yard at the Da Nang Concrete Factory; 01 office elevator for the Company; and construction of the wastewater treatment tank at the Tam Ky Concrete Factory.

Company Stock and Shareholder Information: According to data finalized by Vietnam Securities Depository and Clearing Corporation on March 12, 2026, the shareholder structure is as follows:

- Total outstanding shares: 6,518,586 shares
- Treasury shares: 39 shares
- Percentage of institutional investor ownership: 66.18%
- Percentage of individual investor ownership: 33.82%
- Percentage of domestic investor ownership: 87.61%
- Percentage of foreign investor ownership: 12.39%

IV. DIRECTIONS FOR THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2026

The Board of Directors presents the following planned business targets:

- Total revenue: 415 billion VND.
- Profit before tax: 30 billion VND.

*The socio-economic outlook is anticipated to present numerous challenges. Due to scarce and escalating fuel and input material prices, a stagnant real estate market, and the lack of growth in market demand for concrete, the Company's production and business activities will face significant difficulties.

To achieve the aforementioned targets, the Board of Directors will continue to direct the Board of Management in carrying out the following tasks:

✓ Strengthen management, supervision, and direction of the Board of Management and the Company's supporting apparatus, ensuring full implementation of the Resolutions adopted at the 2026 Annual General Meeting of Shareholders.

✓ Aggressively pursue a market development and expansion strategy. Define the Company's production and business objectives, expanding business activities efficiently, and progressively enhancing profitability to generate economic benefits for investors, create jobs, and ensure stable income for employees, while adhering to the state's tax policies. Specifically:

- Sell or liquidate underperforming machinery, vehicles, and equipment, gradually replacing them with new machinery and equipment.

- Continue implementing the piece-rate salary system at factories. Consolidate the organizational and personnel structure to prioritize efficiency and streamlined operations, recruit qualified and young new employees, particularly focusing on recent graduates.

- Prioritize investment in a strong leadership team and professional staff, supplementing the concrete plants to create outstanding development for the enterprise to become a leading unit in ready-mixed concrete in the region.

* The Board of Directors will closely adhere to the regulations in the Company's Charter and Regulations on the operation of the Board of Directors to carry out the following tasks:

✓ Organize regular meetings at least once per quarter to discuss and approve reports and plans, directing the implementation of the Resolutions of the General Meeting of Shareholders promptly and effectively.

✓ Organize meetings with the Board of Management when necessary to supervise operations and ensure compliance with the Board of Directors' decisions.

✓ Direct the implementation of production and business activities in the most efficient manner, while monitoring and supporting the Board of Management as well as other managers to achieve and strive to exceed the planned targets for 2026.

✓ Complete debt management, ensuring debts do not exceed the permitted limit, to improve the efficiency of capital use.

✓ Develop mechanisms and policies for employee salaries, ensuring that employees feel secure in their long-term work and have a highly specialized team.

*** Capital resources and capital utilization:**

- Preserve owner's equity and effectively utilize capital resources. Develop and expand capital sources to meet the production and business needs of the Company promptly.

- Economize on spending and tightly manage production and business costs.

*** Investment activities:** Consider investing in purchasing additional self-propelled concrete pump trucks; and concrete transport vehicles to replace old, depreciated, or damaged vehicles and equipment; ... according to the Board of Management's investment plan to ensure business efficiency and effective environmental protection. With a total estimated budget of 10 billion VND.

*** Organizational work, labor, salaries, and policy regimes:**

- Organizational structure: Consolidate the organizational model to suit the current business situation. Strengthen recruitment and training to supplement the leadership and professional apparatus for the factories under the Company.

- Salary and policy work: Continue to consider implementing a piece-rate wage system to link employees with work results and improve employee livelihoods. At the same time, implement policies for employees in accordance with legal regulations.

*** Brand development and company culture:**

- Build a corporate culture through the image of people, customer service attitudes, and uniformity between factories and the Company.

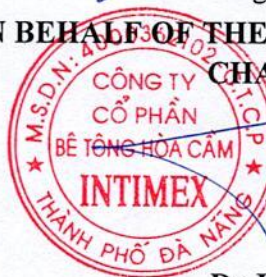
- Promote investment activities for brand promotion and market expansion to boost business and enhance the Company's value.

- Take care of the material and spiritual life of employees and direct better implementation of emulation and commendation work and social charity work.

- Create conditions for Party organizations, Trade Unions, and Youth Unions to operate strongly and develop.

Da Nang, April 17, 2026

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN**



Do Ha Nam



Da Nang, April 17, 2026

REPORT

Regarding the assessment of the 2025 business performance and the 2026 plan

I. ASSESSMENT OF THE 2025 BUSINESS PERFORMANCE:

1. BUSINESS PRODUCTION SITUATION (as of December 31, 2025)

In 2025, the global and domestic economic landscapes offer numerous advantages, while the merger of provinces and cities creates significant business opportunities for the Company. An influx of investors focusing on real estate projects in Da Nang City has resulted in an increased demand for concrete. The Company is actively screening, selecting, and negotiating with suppliers to ensure a stable supply of materials at competitive prices. Furthermore, we are enhancing management practices and researching adjustments to concrete mix proportions to ensure quality while optimizing costs. By negotiating prices with suppliers and leveraging the strong demand for concrete in the Da Nang market, the Company aims to generate revenue and business efficiency that exceed our planned targets.

Item	GOODS (m3)			REVENUE (billion VND)			PROFIT (billion VND)		
	Quantity	% compared to the previous year	% compared to the plan	Value	% compared to the previous year	% compared to the plan	Value	% compared to the previous year	% compared to the plan
Concrete	295,382	122.3%	115.8%	420.7	140.2%	131.5%	38,429	241.7%	226.1%
Total	295,382	122.3%	115.8%	420.7	140.2%	131.5%	38,429	241.7%	226.1%

The business production situation in 2025 encountered many favorable conditions, output reached 115.8%, and revenue reached 131.5% compared to the plan for the year. Compared to the same period last year, output increased by 122.3%, revenue increased by 140.2%, and pre-tax profit compared to 2024 reached 241.7%, exceeding the plan by 226.1%.

Reasons:

a. Advantages:

- The Intimex - Hoa Cam Concrete brand is trusted by customers for the Company's product quality and supply volume.
- Several concrete plants located in surrounding markets can support each other, maximizing the efficiency of equipment and reducing costs, thus increasing competition. This network of plants contributes to the company's overall performance.

b. Difficulties:

- In 2025, the expiration of mining licenses for local material quarries led to a scarcity that caused the prices of input materials to rise consistently, which in turn negatively affected the concrete consumption market and the entity's business performance.

- Moreover, the company's machinery and equipment capacity is old and prone to breakdowns, resulting in costly repairs, hindering the company's ability to compete in meeting customer delivery schedules compared to other units.

- The organization of production has encountered significant challenges, with recruitment difficulties resulting in a shortage of general labor, technical staff, and drivers. These issues stem primarily from the nature of the work, which requires extensive night shifts, and constraints within the performance-based salary distribution mechanism, which has failed to sufficiently incentivize or attract the new workforce, thereby necessitating the redeployment of personnel from other factories to reinforce operations.

1. FINANCIAL SITUATION

- The company's capital limit for 2025 was set at 120 billion VND, which the company maintains within established limits.

- Debt collection performance from customers this year improved compared to the previous year. This is due to the company's adoption of production software, which allowed for stricter monitoring and closer tracking of accounts receivable. Provisions for doubtful debts in 2025 totaled 617.9 million VND, a significant reduction of 3.9 billion VND from the previous year (which was 4.512 billion VND in 2024); the company will reverse provisions for bad debts as customers fulfill their payment commitments in 2026.

- Interest expense in 2025 amounted to 75.7 million VND, representing a 13.2% decrease compared to 2024 (573.6 million VND). The efficiency of borrowed capital utilization was strong in 2025, with 1 VND of interest expense generating 462.4 VND of profit before tax, whereas in 2024, it generated 27.7 VND of profit before tax.

- Investments in fixed assets were all approved by the BOD. Total investment in 2025 amounted to 10.2 billion VND, including: procurement of a concrete boom pump truck (2.895 billion VND); five 14m³ concrete transport trucks (6.717 billion VND); a shelter for the Danang factory aggregate yard (145.2 million VND); one office elevator (351.9 million VND); and construction of a wastewater treatment tank at the Tam Ky factory (109.3 million VND).

- Depreciation expenses in 2025 were 7.511 billion VND, 1.2 billion VND lower than in 2024 (8.673 billion VND).

- Regarding the salary-to-revenue ratio and labor efficiency: The utilization of salary expenses in 2025 was relatively more efficient than in 2024. One VND of salary expense generated 10.2 VND of revenue and 0.9 VND of profit before tax, compared to 2024, where it generated 11.1 VND of revenue and 0.6 VND of profit before tax.

- Prices for input materials such as sand and stone fluctuate frequently, and supply is scarce, which affects the company's progress in supplying concrete to customers and consequently impacts the company's financial situation.

2. JOINT VENTURES AND ASSOCIATES:

- The Company's capital investment in Chu Lai Joint Stock Company faced significant challenges during 2025: the company's mining license expired and the City has yet to renew it, forcing a suspension of production since April 2022. This has pushed the company into financial distress; tax liabilities (5.23 billion VND), as well as debts to banks and customers (4.05 billion VND), have become overdue. With no available cash for repayment, the company has faced freezing of assets by tax authorities and banks, the revocation of its business license, the cancellation and non-renewal of its land lease agreement, and a travel ban imposed on its legal representative. Additionally, the company has outstanding salary

and social insurance arrears (977 million VND), and faces severe difficulties in securing its assets. The resulting operating losses have impacted the capital contribution of Intimex - Hoa Cam Concrete Joint Stock Company, necessitating provisions. As of December 31, 2025, the cumulative provision made amounted to 3,771,448,475 VND (with a remaining unprovided balance of 1,164,811,525 VND). Furthermore, these issues have disrupted the Company's ability to ensure a stable supply of 1x2 stone for its Danang plant.

3. ORGANIZATION - ADMINISTRATION:

- In 2025, the company recruited 27 additional employees (mainly drivers, technicians, and concrete pipeline workers) and terminated 19 labor contracts. The total number of employees as of December 31, 2025, was 188, a 102.7% increase compared to the beginning of the year (183 employees). The reason is that income has not yet been secured for some employees.

- The total salary expense for 2025 is 47.59 billion VND (including 4.1 billion VND for the 13th and 14th-month bonuses for employees), which is 192.6% of the 2025 target (24.7 billion VND). This increase is due to the company's salary being calculated based on the unit-price contract approved by the Board of Directors and in accordance with the Company's Salary Policy. In 2025, revenue and profit before tax both increased and exceeded the target by more than twofold.

- Administration (clerical work, fire prevention and fighting, occupational safety, security, assets, etc.):

+ Clerical work is well-executed, with complete and compliant dispatch, receipt, and archiving of documents, ensuring efficient service for the company's operations.

+ Fire prevention and occupational safety are implemented effectively, preventing fires at the unit and ensuring safety for production and business activities. Biannually, the Fire Prevention and Rescue Police conduct inspections and assessments at the company, consistently rating it as good and meeting requirements.

+ In 2025, fire prevention, search, and rescue training and drills were conducted. Occupational safety was ensured, and no regrettable occupational accidents occurred.

+ Asset protection and management were rigorously implemented, and no loss of company assets occurred.

4. OTHER ACTIVITIES (Party, Trade Union, Youth Union, IT, etc.):

- In 2025, the Party Cell was inspected and rated highly by the Party Committee of Ban Thach Ward, receiving a classification of Excellent Completion of Tasks; the Trade Union and Youth Union were also rated as having achieved Excellent Completion of Tasks

- The company's leadership, staff, and workers maintain unity and consensus. The company's leadership consistently provides support and facilitates favorable conditions for the operation of mass organizations.

- The Youth Union received close attention from the Party Cell and significant support from the company's leadership and factories, including time allocation and financial assistance for activities.

II. DIRECTION AND MEASURES FOR PLAN FULFILLMENT:

In 2026, the global economic is projected to remain complex due to international geopolitical conflicts, rising energy prices, and persistent inflation. These factors will continue to exert a negative influence on the national economy and the operational and

business activities of domestic enterprises. Consequently, the Company will endeavor to overcome these challenges by leveraging market opportunities in Da Nang and proactively proposes the following 2026 plan and implementation measures for the approval of the Board of Directors:

No.	Item	Unit	2026 Plan
1	Concrete	m3	310,000
2	Revenue:	billion VND	415
3	Salary Fund	billion VND	32.38
4	Personnel	people	208
5	Profit before tax	billion VND	30
6	Capital Limit	Billion VND	120

1. Measures for plan fulfillment:

- Focus on exploiting the concrete demand of numerous real estate projects in the Da Nang market, intensifying business activities to secure contracts with major construction contractors awarded large projects, generating revenue for the company.
- Negotiate pricing with concrete suppliers, and establish a trading company to identify and contract with competent suppliers to secure input supplies.
- Continue to improve existing and implement new software for material import-export management, equipment and vehicle management, and human resource management to meet digital management requirements.
- Implement cost-cutting solutions and practice thriftiness to reduce production costs, enhance price competitiveness, and bring efficiency to the company.
- Continue to apply unit price-based salary contracts for factories to establish accountability, strengthen marketing efforts, promote all business measures to increase revenue, and redistribute unit price-based salary contracts reasonably, increasing output levels to motivate drivers and general laborers.
- Organize an assessment to review and propose the liquidation of equipment and vehicles that are too old, frequently damaged, fuel-inefficient, and incur high costs.
- Organize and manage production and supply operations effectively, ensuring quality and quantity to build customer trust and supply more concrete.
- Strengthen capital management to improve capital use efficiency. In addition, collaborate with specialized departments to control and implement decisive measures in urging and collecting debts.

3. PROPOSALS AND RECOMMENDATIONS:

With the difficulties and practical solutions for the 2026 plan, the Board of Management proposes the following to the Board of Directors and General Meeting of Shareholders:

- Currently, the company's office headquarters and Da Nang factory are located on two leased plots of land from the city. Plot 1: 6243m² (mainly office space, garage, workshop, aggregate yard) expired in December 2018 and was not renewed. Plot 2: 5460m² (mixing station area, waste treatment tank) expires in March 2026. The company has repeatedly submitted proposals and official letters requesting lease extensions and new land leases, but the city has not resolved the issue. This poses many problems with legal procedures with authorities for the company's business activities. The company proposes to the General Meeting to authorize the Board of Directors to direct the Board of Management to find partners with land for joint ventures, partnerships, or lease new land for the company's alternative concrete production plant.

- The application for a license renewal at Chu Lai Joint Stock Company has been delayed for over four years without resolution from the city, causing the company to face the difficulties mentioned above. Even if the license is reissued, there is no money to pay tax debts to resume operations. Prolonged delays will gradually deplete the company's capital and lead to bankruptcy. Therefore, it is proposed that the Board of Directors consult shareholders to find individuals or organizations interested in buying shares and recovering the capital contribution at Chu Lai company. Alternatively, the company could use its capital to support Chu Lai company's operations (estimated at approximately 8-10 billion) when the license is granted and recover the funds through the sale of quarry stones or finished stone products.

- Although the company's equipment has been reinforced and newly invested recently, it mainly involves replacing old equipment and vehicles. In 2026, depending on market demand, the company will compile an inventory of long-operating equipment and propose to the Board of Directors:

+ Liquidate equipment older than 10 years and experiencing frequent severe damage.

+ Purchase pump truck; 5 concrete transport trucks; The estimated investment value is approximately 10 billion VND; we are seeking to lease land for the installation of a concrete batching plant, with an estimated investment of 10 billion VND, to replace the current site for which the lease has expired. A detailed plan will be submitted to the Board of Directors



TỔNG GIÁM ĐỐC
Ngô Văn Long

**REPORT ON THE ACTIVITIES OF THE BOARD OF
SUPERVISORS IN 2025**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 approved by the National Assembly on June 17, 2020;

- Pursuant to the Charter on Organization and Operation of Intimex - Hoa Cam Concrete Joint Stock Company.

- Based on the production and business operations and the audited financial statements of 2025, the Board of Supervisors hereby reports to the General Meeting of Shareholders the results of its monitoring and supervision of the activities of Intimex - Hoa Cam Concrete Joint Stock Company as follows:

I. Activities of the Board of Supervisors:

In 2025, the Board of Supervisors participated fully with the Board of Directors and the Board of Management in periodic meetings regarding the implementation of the Resolution of the General Meeting of Shareholders.

Implemented the appraisal of the 2025 financial statements of the Company audited by AAC Auditing and Accounting Company Limited, in order to evaluate the accuracy and reasonableness of the financial statements.

Implemented supervision of the activities of the Board of Directors and the Board of Management, with a particular focus on financial management objectives and risk control.

II. Oversight and supervision of the Board of Directors, Board of Management, and the executive management apparatus of the Company:

The Board of Directors upheld its management role, and implemented in a timely and full manner the guidelines and resolutions passed by the General Meeting of Shareholders. Supervised investment and financial activities to ensure capital is available in a timely manner for production and business operations.

The Board of Directors organized periodic meetings, implemented directions for production and business plans, and personnel organization to respond promptly to the requirements of the Company's production and business operations throughout the year.

The Board of Supervisors recorded no irregularities in the activities of the members of the Board of Directors, the Board of Management, and the management departments within the Company.

- The Board of Management fully implemented the decisions and resolutions of the Board of Directors and effectively exercised other powers and duties in accordance with the Company Charter and current laws.

- The year 2025 recorded the Company's exceptional growth in production output, revenue, and profit compared to 2024, successfully completing and exceeding planned targets.

Throughout the year, the Board of Management maintained the implementation of standards to ensure the management system and production processes complied with requirements and professional regulations.

- Personnel organization faced significant pressure regarding the workforce during the year, especially regarding drivers whose work is predominantly at night. To satisfy the workload, the Board of Management reviewed additions beyond the salary package for drivers, and it is necessary to include additional support costs appropriate to the nature of the work to stabilize this group of personnel.

- Investment activities: In 2025, the Company invested a total of 10,351,423,756 VND, of which approximately 740 million VND was invested in small items, while the remainder was used to purchase vehicles for production and business operations.

III. Financial situation and business results in 2025:

Key figures regarding the financial situation as of December 31, 2025:

No.	Content	Beginning Balance	Percentage	Ending Balance	Percentage
		(VND)	%	(VND)	%
1	Total Assets	145,168,686,999	100%	169,890,570,644	100%
	Current Assets	105,685,385,772	73%	128,438,357,928	75.60%
	Non-current Assets	39,483,301,227	27%	41,452,212,716	24.40%
2	Total Resources	145,168,686,999	100%	169,890,570,644	100%
	Liabilities	59,752,097,293	41%	67,831,529,049	39.92%
	Equity	85,416,589,706	59%	102,059,041,595	60.08%

• Assessment of the 2025 financial statements:

- The financial statements are prepared in accordance with Vietnamese accounting standards and regulations, and the Board of Supervisors agrees with the opinions and comments in the audit report of AAC Auditing and Accounting Company Limited.

- Regarding short-term doubtful debts in 2025: The Company recorded an allowance for doubtful accounts amounting to 617,993,049 VND, within which the accumulated debt provision reached 3,595,785,546 VND, and previously set provisions of 2,977,792,497 VND were reversed. During the year, the Company also continued to provide for investment in Chu Lai Joint Stock Company in the amount of 342,501,652 VND.

• Assessment of business operation results in 2025:

Compared to the actual results of 2024:

Indicator	2025 Actual	2024 Actual	Percentage % 2025 vs 2024
1. Total revenue	420,723,556,838	300,015,394,544	140.23%
2. Profit before tax	38,429,178,308	15,896,981,840	241.73%
3. Profit after tax	30,400,012,594	12,557,591,905	242.08%
4. Earnings per share	4,664	1,816	

Compared to the 2025 plan presented to the General Meeting of Shareholders:

Indicator	2025 Actual	2025 Plan	Percentage of Plan Completion
1. Total revenue	420,723,556,838	320,000,000,000	131.47 %
2. Profit before tax	38,429,178,308	17,000,000,000	226.05 %

The year 2025 was favorable due to the real estate market and construction investment in commercial centers and infrastructure projects, resulting in an output increase of 22.32% compared to the same period of the previous year and a 15.83% increase compared to the proposed plan.

* Actual revenue in 2025 exceeded 420 billion VND, an increase of 40.23% compared to 2024 revenue, and a 31.47% increase compared to the plan approved by the General Meeting of

Shareholders.

* Profit before tax in 2025 reached more than 38.429 billion VND, an increase compared to 2024 of 141.73%, and an increase of 126.05% compared to the plan approved by the General Meeting of Shareholders.

* During the year, cash flow was managed efficiently, resulting in an 87% reduction in the Company's loan interest expenses compared to the same period. Furthermore, debt collection improved and provisioning expenses decreased.

IV- Conclusion and Recommendations

1. Conclusion:

In 2025, the Board of Supervisors was facilitated by the Board of Directors and the Board of Management by being provided with complete information regarding the Company's production, business, and financial operations. All of the Company's activities throughout the year complied with the provisions of law, the Company Charter, and the Resolutions of the General Meeting of Shareholders.

2. Recommendations

In 2026, many large-scale projects are scheduled for concurrent construction, which is a positive signal for maintaining the current momentum of revenue growth. However, in addition to these advantages, the Company should be aware that as of March 2026, costs have increased sharply due to bank interest rates, and in particular, the significant rise in fuel prices, which causes input material costs to climb, while selling prices do not increase proportionately, leading to a contraction in profit margins.

- Regarding personnel: The Company should pay attention to and focus on recruitment and training of the successor team to meet the demands of the current workload.

- The land lease for the Da Nang plant expires in March 2026. The Company has completed the necessary procedures, but to date, there has been no specific response, which presents a risk to the Company's long-term production, business, and investment plans. Therefore, the Company should establish a timely plan so as not to affect the operations of the Da Nang facility.

V- Operation plan of the Board of Supervisors for 2026:

- Exercise supervision through the Risk Management Committee under the periodic and ad-hoc inspection regime, external audits, and the activities of the Board of Supervisors.

- Inspect the annual production and business performance of the Company as approved by the General Meeting of Shareholders, and review the quarterly and annual financial statements.

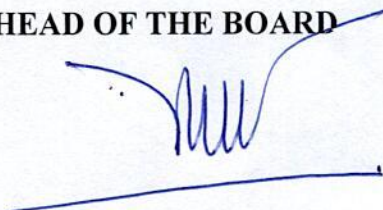
- Ensure a representative of the Board of Supervisors attends all meetings of the Board of Directors to grasp the governance situation and the Company's production and business activities.

The above is the content regarding the inspection and supervision process of the Board of Supervisors in 2025, which is reported to the General Meeting of Shareholders. We look forward to receiving the contributions of the shareholders to assist us in performing the duties of the Board of Supervisors in 2026.

Da Nang, March 26, 2026

ON BEHALF OF THE BOARD OF SUPERVISORS

HEAD OF THE BOARD



Phan Hong Hue

Da Nang, April 17, 2026

REPORT
**REMUNERATION FOR THE BOARD OF DIRECTORS AND THE BOARD
OF SUPERVISORS FOR 2025 AND BUDGET FOR 2026**

I. Remuneration for the Board of Directors and the Board of Supervisors for 2025

At the Annual General Meeting of Shareholders on April 19, 2025, the remuneration for the members of the Board of Directors and the Board of Supervisors was approved as follows:

❖ **Board of Directors:**

- Number of Board of Directors members: 03 people (01 Chairman, 02 members)
- Chairman of the Board of Directors: 10,000,000 VND/person/month
- Board of Directors members: 6,000,000 VND/person/month

❖ **Board of Supervisors:**

- Number of Board of Supervisors members: 03 people (01 Head, 02 members)
- Head of the Board of Supervisors: 5,000,000 VND/person/month
- Board of Supervisors members: 3,500,000 VND/person/month

❖ **Remuneration paid in 2025:**

- Total remuneration of the Board of Directors in 2025: 286,000,000 VND
 - Total remuneration of the Board of Supervisors in 2025: 156,000,000 VND
- * Including 12 months' remuneration and 01 month's remuneration for the Lunar New Year 2026.

II. Estimated remuneration for 2026

Proposed remuneration for the Board of Directors and the Board of Supervisors for 2026 is as follows:

❖ **Board of Directors (03 members):**

- Chairman of the Board of Directors: 10,000,000 VND/person/month
- Board of Directors members: 6,000,000 VND/person/month

❖ **Board of Supervisors (03 people):**

- Head of the Board of Supervisors: 5,000,000 VND/person/month
- Board of Supervisors members: 3,500,000 VND/person/month

❖ **Estimated remuneration for 2026** (including 12 months' remuneration and 01 month's remuneration for the Lunar New Year 2027).

- Total remuneration of the Board of Directors in 2026: 286,000,000 VND
- Total remuneration of the Board of Supervisors in 2026: 156,000,000 VND

Respectfully submitted to the General Meeting of Shareholders for approval.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



Do Ha Nam

No.: 187/TTr-HDQT-HCC

Da Nang, April 17, 2026

**PROPOSAL FOR PROFIT AFTER TAX DISTRIBUTION
FOR THE YEAR 2025**

The Board of Directors of Intimex - Hoa Cam Concrete Joint Stock Company respectfully submits to the General Meeting of Shareholders the proposal for profit distribution for the fiscal year 2025 and the proposed profit distribution plan for the year 2026 as follows:

I. Profit distribution plan for the year 2025

ITEM	Percentage (%)	Amount
Undistributed profit after tax	100	30,400,090,594 VND
In which:		
Current year's profit after tax		30,400,012,594 VND
Undistributed profit from the previous year		78,000 VND
1. Dividend Payment:		
30% of charter capital in cash		19,555,641,000 VND
10% of charter capital in stock		6,518,547,000 VND
2. Distribute to the Welfare Fund		300,000,000 VND
3. Distribute to Bonus Fund		1.200,000,000 VND
In which:		
- Employee rewards		500,000,000 VND
- Rewards for the Board of Directors and the Board of Supervisors		700,000,000 VND
4. The remaining undistributed profit after tax is carried forward to the next year		2,825,902,594 VND

II. Proposed profit distribution plan for the year 2026

Proposed dividend payout ratio for 2026: Minimum 15% of charter capital in cash or shares.

Respectfully submitted to the General Meeting of Shareholders for review and approval.

h/ **ON BEHALF OF THE BOARD OF DIRECTORS**
CHAIRMAN



[Signature]
Do Ha Nam

No.: 188/TTr-HCC-HĐQT

Da Nang, April 17, 2026

PROPOSAL

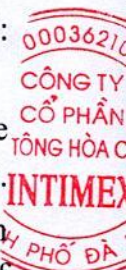
“Re: Approval of the plan to issue shares to pay dividends for 2025”

To: The General Meeting of Shareholders of Intimex - Hoa Cam Concrete Joint Stock Company

Pursuant to:

- Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Law No. 76/2025/QH15 dated June 17, 2025 of the National Assembly on amendments and supplements to a number of articles of the Law on Enterprises No. 59/2020/QH14, which has been amended and supplemented by Law No. 03/2022/QH15;
- Law on Securities No. 54/2019/QH14 dated November 26, 2019;
- Law No. 56/2024/QH15 dated November 29, 2024 of the National Assembly on amendments and supplements to a number of articles of the Law on Securities No. 54/2019/QH14;
- Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;
- Decree No. 245/2025/NĐ-CP dated September 11, 2025 of the Government on amendments and supplements to a number of articles of Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;
- Circular No. 118/2020/TT-BTC dated December 31, 2020 of the Ministry of Finance guiding a number of contents on the offering and issuance of securities, public tender offers, share repurchases, registration and delisting of public companies;
- Circular No. 115/2025/TT-BTC dated December 15, 2025 of the Ministry of Finance on amendments and supplements to a number of articles of Circular No. 118/2020/TT-BTC dated December 31, 2020 of the Minister of Finance guiding a number of contents on the offering and issuance of securities, public tender offers, share repurchases, registration and delisting of public companies;
- Charter on Organization and Operation of Intimex - Hoa Cam Concrete Joint Stock Company;
- Current provisions of the law.

The Board of Directors ("BOD") of Intimex - Hoa Cam Concrete Joint Stock Company hereby respectfully submits to the General Meeting of Shareholders ("GMS") for approval the plan to issue shares to pay dividends for 2025 with the following content:

1. **Stock name:** Stock of Intimex - Hoa Cam Concrete Joint Stock Company
2. **Stock type:** Common stock
3. **Stock code:** HCC
4. **Par value:** 10,000 VND per share
5. **Current Charter capital:** 65,185,860,000 VND
6. **Total issued shares:** 6,518,586 shares
In which:
 - Number of outstanding shares : 6,518,547 shares
 - Number of treasury shares : 39 shares
7. **Expected number of shares to be issued:** 651,854 shares
8. **Total issuance value at par value:** 6,518,540,000 VND
9. **Issuance method:** Issuance of shares for dividend payment
10. **Issuance Beneficiaries:** Existing shareholders listed on the record date. The record date shall be decided by the BOD under authorization of the GMS.
11. **Issuance Ratio** (*number of shares expected to be issued/number of outstanding shares*): 10% 
12. **Entitlement Ratio:** 10:01. Shareholders owning 01 share receive 01 right to receive additional shares. Every 10 rights to receive additional shares will receive 01 new share.
13. **Handling of Fractional Shares (if any):** The number of additional shares issued to each shareholder will be rounded down to the nearest whole number. Any fractional shares (if any) will be canceled.
*Example: Shareholder A owns 128 shares on the final registration date. With a 10:01 entitlement ratio, Shareholder A receives $(128/10 * 1) = 12.80$ new shares. According to the rounding principle above, Shareholder A receives 12 additional new shares. The fractional of 0.80 shares will be cancelled.*
14. **Funding Source:** Undistributed profit after tax as of December 31, 2025, according to the audited financial statements for the year 2025 of Intimex - Hoa Cam Concrete Joint Stock Company.
15. **Expected implementation timeline:** After the General Meeting of Shareholders approves and after The State Securities Commission announces the receipt of **all the** complete issuance report, expected from Quarter III, IV/2026. The GMS authorizes the BOD to select the appropriate issuance timing to ensure the interests of shareholders and in accordance with the provisions of the law.
16. **Additional securities registration and listing:** After completing the issuance, the GMS approves and authorizes the Board to carry out procedures for additional securities registration at the Vietnam Securities Depository and Clearing Corporation and additional listing with the Hanoi Stock Exchange.
17. **Approval of change in Charter capital:** Approval of the amendment to the Company Charter (Charter capital section) and adjustment of the Business Registration Certificate

at the competent state authority after the State Securities Commission announces the receipt of the issuance result report.

18. Authorization for the Board of Directors:

The General Meeting of Shareholders authorizes the Board of Directors to carry out the following tasks related to the share issuance:

- Proactively prepare and explain the share issuance report to the State Securities Commission and other relevant authorities. Additionally, adjust the issuance plan and related documents in accordance with the actual situation of the Company or the requirements of the State Securities Commission and other regulatory bodies;

- Select the final shareholder registration date to execute the issuance plan as stated above;

- Develop a plan to ensure foreign investor ownership ratios comply with legal regulations;

- Amend and supplement provisions related to charter capital, shares, and stock in the Company's Charter of Organization and Operation after the State Securities Commission announces the receipt of the issuance result report;

- Complete procedures for modifying the Company's business registration content regarding charter capital changes based on the actual issuance results, with the competent state authority, after receiving a written confirmation from the State Securities Commission;

- Carry out additional securities registration with the Vietnam Securities Depository and Clearing Corporation and additional listing with the Hanoi Stock Exchange for the newly issued shares based on the actual issuance results, after the State Securities Commission provides written confirmation of receiving the issuance result report;

- In specific cases, the Board of Directors is authorized to delegate certain tasks mentioned above to the General Director for execution;

- Decide on other arising matters related to the share issuance as dividends.

Respectfully submit to the General Meeting of Shareholders for approval.

Sincerely.

**ON BEHALF OF THE BOARD OF
DIRECTORS
CHAIRMAN**



DO HA NAM

Da Nang, April 17, 2026



PROPOSAL

Regarding: Selection of auditing company for the year 2026

Respectfully submitted to: The General Meeting of Shareholders.

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

Pursuant to the current Charter on Organization and Operations of Intimex - Hoa Cam Concrete Joint Stock Company;

The Board of Supervisors of Intimex - Hoa Cam Concrete Joint Stock Company respectfully submits the General Meeting of Shareholders to approve the list of auditing companies to audit the 2026 Financial Statements as follows:

1. Criteria for selecting an independent auditing company:

- A company operating legally in Vietnam and approved by the State Securities Commission to conduct audits for public interest entities in 2026;
- Having experience auditing companies in Vietnam;
- Having a reputation for audit quality;
- A team of highly qualified and experienced auditors;
- Meeting the needs of Intimex - Hoa Cam Concrete Joint Stock Company in terms of audit scope and progress;
- Having a reasonable audit fee commensurate with the quality and scope of the audit.

2. List of proposed auditing companies:

1 - AAC Auditing and Accounting Co., Ltd.

Address: No. 218, 30 Thang 4 Street, Hoa Cuong Ward, Da Nang City

2 - AFC Vietnam Auditing Company Limited

Address: 4 Nguyen Dinh Chieu Street, Tan Dinh Ward, Ho Chi Minh City.

3 - ECOVIS AFA Auditing - Valuation and Consulting Company Limited

Address: 142 Xo Viet Nghe Tinh Street, Hoa Cuong District, Da Nang City

3. Proposal on the selection of an auditing company:

- Respectfully submit the General Meeting of Shareholders to approve the selection criteria and the list of proposed auditing companies mentioned above;
- Propose that the General Meeting of Shareholders authorized the Board of Directors to select one of the proposed auditing companies mentioned above to audit the 2026 Financial Statements of Intimex - Hoa Cam Concrete Joint Stock Company.

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

**ON BEHALF OF THE BOARD OF SUPERVISORS
HEAD OF THE BOARD**

Phan Hong Hue