



SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness
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Hai Phong, April, 2026

CERTIFICATE OF CONFIRMATION
ATTEND THE 2026 ANNUAL SHAREHOLDER MEETING
HAI PHONG CEMENT TRADING AND TRANSPORTATION JOINT STOCK COMPANY

Dear: ORGANIZING COMMITTEE OF THE COMPANY'S ANNUAL GENERAL MEETING OF SHAREHOLDERS
HAI PHONG CEMENT TRADING AND TRANSPORTATION JOINT STOCK COMPANY

Shareholder Name:.....Shareholder Code:.....

Citizen Identification Number/Business Registration Number:.....Issued on.....At.....

Address:.....

Phone:.....Fax:.....Email:.....

Total number of shares owned:.....

(In words:.....)

Confirmation of attendance at the 2026 Annual General Meeting of Shareholders of Hai Phong Cement Trading And Transportation Joint Stock Company, to be held at 8:30 AM on Tuesday, April 28, 2026, at the Company 's headquarters (No. 290 Hanoi Street, Hong Bang Ward, Hai Phong City)

SHAREHOLDERS
(Signature, seal, and full name)

.....

Note: Shareholders are requested to confirm their attendance at the General Meeting by faxing and sending the original copy no later than 11:00 AM on April 27, 2026, to the following address:

HAI PHONG CEMENT TRADING AND TRANSPORTATION JOINT STOCK COMPANY

Address: 290 Hanoi Street, Hong Bang Ward, Hai Phong City.

Phone: 02253.540445

Fax: 02253.540417



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Hai Phong, April, 2026

POWER OF ATTORNEY

ATTEND THE 2026 ANNUAL SHAREHOLDER MEETING

HAI PHONG CEMENT TRADING AND TRANSPORTATION JOINT STOCK COMPANY

Dear: **ORGANIZING COMMITTEE OF THE COMPANY'S ANNUAL GENERAL MEETING OF SHAREHOLDERS**

HAI PHONG CEMENT TRADING AND TRANSPORTATION JOINT STOCK COMPANY

Shareholder's name:.....

ID Card/Business Registration Number:.....Issued on.....At.....

Address:.....

Total number of shares owned:.....(in words:.....)

I hereby authorize:

Grandparents):.....

ID Card Number:.....Issued on.....At.....

Address:.....

Number of authorized shares:.....

Authorized to represent me/the Company at the Annual General Meeting of Shareholders of Hai Phong Cement Transport and Trading Service Joint Stock Company, held at 8:30 AM on Tuesday, April 28, 2026, and to exercise all rights and obligations at the General Meeting of Shareholders related to the authorized shares. This power of attorney is valid until the end of the Annual General Meeting of Shareholders of the Company.

We assume full responsibility for this authorization and are committed to strictly complying with all applicable laws and regulations.

AUTHORIZED PERSON
(Sign and print your full name)

AUTHORIZED PERSON
(Signature, seal, and full name)

.....
.....
Note: Please fax and send the original Power of Attorney no later than 11:00 AM on April 27, 2026 to the following address:

HAI PHONG CEMENT TRADING AND TRANSPORTATION JOINT STOCK COMPANY

Address: 290 Hanoi Street, Hong Bang Ward, Hai Phong City.

Phone: 02253.540445

Fax: 02253.540417



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POWER OF ATTORNEY

(By group)

**ATTEND THE 2026 ANNUAL SHAREHOLDER MEETING
HAI PHONG CEMENT TRADING AND TRANSPORTATION JOINT STOCK COMPANY**

**Dear: ORGANIZING COMMITTEE OF THE COMPANY'S ANNUAL GENERAL MEETING OF
SHAREHOLDERS**

HAI PHONG CEMENT TRADING AND TRANSPORTATION JOINT STOCK COMPANY

Today,/...../2026, at, we, the shareholders
of Hai Phong Cement Trading And Transportation Joint Stock Company, are hereby recognized.
Those whose names are listed in the attached list, and who unanimously authorize:

Grandparents):

Citizen Identification Number: Date of Issue: Place of Issue:

Permanent address:.....

I am authorized to represent you at the Annual General Meeting of Shareholders of Hai Phong Cement Trading And Transportation Joint Stock Company, to be held at 8:30 AM on Tuesday, April 28, 2026, and to exercise all rights and obligations at the General Meeting of Shareholders related to the authorized shares. This power of attorney is valid until the end of the Annual General Meeting of Shareholders of the Company.

AUTHORIZED PERSON
(Sign and print your full name)

AUTHORIZED PERSON
(Signed in the attached list)

.....

.....

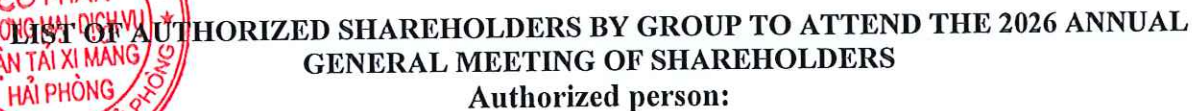
Note: Please fax and send the original Power of Attorney no later than 11:00 AM on April 27, 2026 to the following address:

HAI PHONG CEMENT TRADING AND TRANSPORTATION JOINT STOCK COMPANY

Address: No. 290 Hanoi Street, Hong Bang Ward, Hai Phong City.

Phone: 02253.540445

Fax: 02253.540417



Authorized person:

No.	Full name	Citizen Identification Number/ Business Registration Number	Permanent address	Number of shares owned	Sign
	Total				



**HAI PHONG CEMENT TRADING AND
TRANSPORTATION JOINT STOCK COMPANY**
290 Hanoi Street, Hong Bang Ward, Hai Phong City
Phone: (0225) 3540 445 - Fax: (0225) 3540417
Email: vtxmhp@gmail.com - Web: vtxmhp.com

**PROGRAMME
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

Start time: **09:00, Tuesday, April 28, 2026**

Location: Meeting Hall of Hai Phong Cement Trading And Transportation Joint Stock Company.

(No. 290 Hanoi Street, Hong Bang Ward, Hai Phong City)

Time	Content
08:30-09:00	Greeting delegates and shareholders; checking procedures; distributing documents and voting cards.
09:00-09:20	Report on the results of verifying the eligibility of shareholders to attend the General Meeting.
	Flag ceremony; Statement of purpose, introduction of delegates and guests.
	Through the composition of the Presidium; the Secretariat; and the Vote Counting Committee.
09:20-09:40	Through the Congress Program
	Through the Rules of Procedure of the Congress
09:40-10:40	Report on Business Performance in 2025 and Business Plan for 2026
	Board of Directors' activity report for 2025 and operational plan for 2026
	Report on the activities of the Supervisory Board in 2025 and the activity plan for 2026.
	Report on the performance of the Board of Directors in 2025 by an independent member of the Board of Directors.
	The audited financial report for 2025 has been submitted.
	Proposal for Profit Distribution Plan for 2025



	Report on the payment of remuneration to the Board of Directors, Supervisory Board, and Company Secretary for 2025 and the remuneration plan for 2026.
	Proposal for the Selection of an Audit Firm for the 2026 Financial Statements
	Report listing the Company's contracts and transactions with related parties in 2025.
	Report on contracts and transactions between the Company and related parties falls under the authority of the General Meeting of Shareholders.
	Report on the Amendment and Supplementation of Business Lines
	Proposal for delisting due to the company no longer meeting the requirements to be a public company.
10:40-11:00	Congress Discussion; Voting to approve the Reports and Submissions
11:00-11:15	The conference will take a 15-minute break.
11:15-11:20	Report on the results of the vote count.
11:20-11:25	Through the Draft Minutes and Resolutions of the Congress
11:25-11:30	Closing of the Congress

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON**

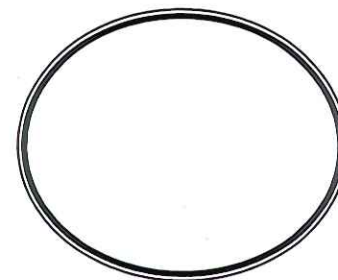
Pham Dang Loi



ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026

HAI PHONG CEMENT TRADING AND TRANSPORTATION JOINT STOCK COMPANY

VOTING CARD



SHAREHOLDERS/SHAREHOLDER REPRESENTATIVES:.....

..... share

*(Note: This voting card is only valid for the Annual General Meeting of Shareholders on April 28, 2026.
The number of voting cards corresponds to the number of seats available for shareholders attending the meeting.)*



DRAFT

SHAREHOLDER QUALIFICATION REPORT
ATTEND THE 2026 ANNUAL SHAREHOLDER MEETING
HAI PHONG CEMENT TRADING AND TRANSPORTATION JOINT STOCK
COMPANY

At hours minutes on day month 2026, in Hai Phong

Our Shareholder Eligibility Verification Committee consists of:

1. Grandparents.....
2. Grandparents.....
3. Grandparents.....

The eligibility of shareholders attending the 2026 Annual General Meeting of Shareholders of Hai Phong Cement Trading And Transportation Joint Stock Company.

The specific results are as follows:

1. The total number of shareholders of the Company is shareholders, holding voting shares.
2. The number of shareholders attending and shareholders authorizing their attendance at the meeting is Shareholders, representing shares, accounting for % of the total voting shares (..... shares), of which:
 - The number of shareholders attending in person is Shareholders, representing shares, accounting for% of the total voting shares.
 - The number of authorized shareholders is Shareholders, representing shares, accounting for% of the total voting shares.

Based on the Enterprise Law and the Charter Hai Phong Cement Trading And Transportation Joint Stock Company, the 2026 Annual General Meeting of Shareholders of Hai Phong Cement Trading And Transportation Joint Stock Company, with the above-mentioned attendees, is valid and meets the conditions to proceed with the meeting.

The shareholder eligibility verification report was prepared at hours minutes on day month year 2026 and was publicly presented to the General Meeting.

ON BEHALF OF THE SHAREHOLDER
QUALIFICATIONS VERIFICATION COMMITTEE
PREFECT

Hai Phong, April 6, 2026



WORKING REGULATIONS
AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
HAI PHONG CEMENT TRADING AND TRANSPORTATION JOINT STOCK COMPANY

CHAPTER I: GENERAL PROVISIONS

Article 1: General Provisions

This regulation stipulates the rights and obligations of shareholders and shareholder representatives; the responsibilities of entities participating in the Shareholders' Meeting; and the procedures for discussion at the 2026 Annual Shareholders' Meeting. of : Hai Phong Cement Trading And Transportation Joint Stock Company (hereinafter referred to as "the General Meeting") to ensure the General Meeting achieves results.

Article 2: Purpose

This regulation aims to ensure that the General Meeting is conducted in accordance with the legally prescribed procedures and regulations; to ensure that the General Meeting is conducted in an orderly, safe manner, and on time according to the agenda; and to ensure that shareholders exercise their legitimate rights and interests in a democratic, equal, and unified manner, reflecting the wishes of the majority of attendees for the benefit of shareholders and meeting the needs of the Company's sustainable development.

Article 3: Agenda

1. The agenda for the General Meeting is sent to shareholders in advance along with the Meeting Invitation.

2. Shareholders or groups of shareholders owning 5 % or more of the total number of common shares have the right to propose issues to be included in the General Meeting agenda. Proposals must be in writing and submitted to the Company no later than 3 working days before the opening of the General Meeting (specifically, before 5:00 PM on that day). (April 25, 2026). The proposal must clearly state: shareholder's name, number of each type of share held by the shareholder, shareholder code, and the issue proposed for inclusion in the meeting agenda.

The person convening the General Meeting of Shareholders accepts and includes these proposals in the planned agenda and content of the meeting, except in cases where the proposal is submitted late, is incomplete, incorrect in content, or the issue falls outside the decision-making authority of the General Meeting of Shareholders.

3. The agenda and content of the General Meeting must be approved by the General Meeting of Shareholders during the opening session by raising their voting cards.

Article 4: Obligations of Shareholders at the General Meeting

Shareholders attending the General Meeting must comply with the following regulations:

1. Dress neatly and politely.

2. Please present your full identification, meeting invitation, authorization letter (if applicable), and any documents related to verifying your delegate status at the reception desk.
3. Maintain order and decorum during meetings.
4. No smoking, no private conversations, and no use of mobile phones in the auditorium.
5. Communicate politely and friendly.
6. You must sit in the designated seat or area as specified by the Organizing Committee and strictly adhere to the seating arrangements made by the Organizing Committee.
7. Strictly adhere to the chairperson's instructions and only speak with the chairperson's permission.
8. If a delegate fails to comply with regulations regarding shareholder eligibility verification, disregards the instructions of the Organizing Committee and the Chairperson, or intentionally disrupts order and obstructs the normal proceedings of the General Meeting, the Chairperson may refuse or expel that delegate from the meeting venue.

CHAPTER II: ORGANIZING THE CONFERENCE

Article 5: Matters approved by the General Meeting of Shareholders

The 2026 Annual General Meeting of Shareholders of : Hai Phong Cement Trading And Transportation Joint Stock Company has the right to discuss and approve the following matters:

1. Report on business performance in 2025 and business plan for 2026;
2. Board of Directors' activity report for 2025 and plan for 2026;
3. Report of the Supervisory Board on the results of monitoring activities in 2025 and the plan for 2026;
4. Report on the performance review for 2025 by an independent member of the Board of Directors;
5. Report listing related parties and related interests for 2025 and the first four months of 2026;
6. The submission concerns the approval of the audited financial statements for 2025;
7. Proposal for approval of the profit distribution plan for 2025 and the projected dividend payment for 2026;
8. Proposal for approval of the selection of the auditing firm for the 2026 financial statements;
9. Proposal for approval of remuneration levels for the Board of Directors, Supervisory Board, and Company Secretary for 2025 and plan for 2026;
10. Proposal for approval of contracts and transactions between the Company and related parties falling under the authority of the General Meeting of Shareholders.
11. Other matters within the authority of the General Meeting of Shareholders.

Article 6: Presiding Committee

The General Meeting is presided over by the Presiding Board, which includes the Chairman (who is the Chairman of the Board of Directors) and other members. The Chairman presides over the General Meeting. The Presiding Board operates on the principle of democratic centralism and in accordance with the provisions of the law and the Company's Articles of Association.

The Presiding Committee is responsible for:

1. Conduct the Congress in accordance with the agenda and the rules and regulations approved by the Congress.

2. Instructions for the Congress to discuss and vote on issues included in the Congress's agenda and related matters throughout the Congress.

3. The meeting may be postponed to a later date (no more than 3 working days from the scheduled opening date) once the required number of registered attendees has been reached, or the meeting location may be changed if any attendees engage in disruptive or disorderly conduct that could jeopardize the fair and lawful conduct of the meeting.

4. Responding to the issues raised by the Congress.

5. Address any issues that may arise during the Congress.

Article 7: Secretary of the Congress

1. Assisting the Presiding Committee and the Congress is the Congress Secretary. The Congress Secretary is appointed by the presiding officer.

2. The secretary's duties include:

- Record all the contents of the Congress fully and accurately.

- Assist the Board of Directors in announcing documents, conclusions, or notices to shareholders when requested.

- Be accountable to the Chairman of the General Meeting and the General Meeting of Shareholders for their duties; fully and truthfully record all proceedings at the General Meeting and issues approved by shareholders, including issues remaining unresolved at the General Meeting; receive shareholder feedback forms; draft the minutes of the General Meeting of Shareholders and resolutions on issues approved at the General Meeting.

Article 8: Shareholder Eligibility Verification Committee

The Shareholder Eligibility Verification Committee consists of 3 members appointed by : Hai Phong Cement Trading And Transportation Joint Stock Company and is responsible for:

1. Assist the Chairman of the Congress in checking the conditions for conducting the Congress;

2. Verify the eligibility of shareholders attending the meeting;

3. Distribute voting cards and ballots to shareholders on the attendance list before the meeting begins;

4. Reporting to the General Meeting of Shareholders on the conditions for holding the General Meeting of Shareholders.

Article 9: Vote Counting Committee

The Vote Counting Committee is nominated by the Presiding Committee and approved by the General Assembly through a show of voting cards. The Vote Counting Committee is responsible for:

1. Disseminate the rules and principles of voting;

2. Review and report to the Congress on cases of violations of voting rules or complaints regarding voting;

3. Organize the counting of votes;

4. Inspect and monitor the voting process of shareholders and shareholder representatives;

5. Determine the results of the shareholders' votes on the issues approved at the General Meeting, and announce the voting results;

6. The results of the vote count are to be handed over to the Presiding Committee or the Secretary of the Congress.

Article 10: Rights of Shareholders

1. Shareholders of the Company have the right to attend the General Meeting in person or authorize one representative to attend and express opinions, and vote on matters on the agenda of the General Meeting, by means of a Proxy (according to the form prescribed by the General Meeting Organizing Committee). Each shareholder or representative of shareholders attending the General Meeting must bring their personal identification documents including: Citizen ID card (or passport), Meeting Invitation Notice, and Proxy to the General Meeting to submit to the Shareholder Eligibility Verification Committee and will receive a Voting Card and Voting Slip to participate in the voting.

Shareholders and shareholder representatives arriving late to the General Meeting may register and subsequently have the right to vote at the General Meeting immediately after registration. The Chairman of the General Meeting is not obligated to interrupt the meeting to allow shareholders to register, and the validity of any votes already cast will not be affected.

2. Shareholders are publicly informed by the General Meeting Organizing Committee about the agenda of the General Meeting, are provided with documents related to the meeting's content, and have the following responsibilities:

- Comply with the Congress Regulations.
- You must complete the registration procedures to attend the Congress with the Organizing Committee.
- Discuss the contents of the report.
- Voting on issues at the Congress.
- Comply with the instructions of the Chairman of the Congress.

CHAPTER III: DISCUSSION AND VOTING AND MINUTES OF THE MEETING

Article 11: Discussion at the Congress

When discussing matters on the agenda of the General Meeting, shareholders must adhere to the following regulations:

1. Principle: Shareholders attending the General Meeting who wish to speak must obtain the Chairman's permission to do so.

2. Speaking format: Shareholders should speak concisely and focus on the key issues to be discussed, in accordance with the approved agenda of the General Meeting, to ensure that the meeting proceeds as planned, and that the content does not violate the law, relate to personal matters, or exceed the authority of the company.

3. The Chairperson will arrange for shareholders to speak in the order of registration and answer their questions. Comments or questions will be collected simultaneously and answered sequentially, and only during the discussion phase of the General Meeting may they contribute. In cases where multiple shareholders have overlapping opinions, the Chairperson will select and answer all shareholders collectively. After there are no more comments from shareholders, the Chairperson will answer each shareholder's comment individually or designate a responsible member of the Company's Executive Board to answer these comments.

Article 12: Voting at the General Assembly

1. Voting principles:

- All matters on the General Meeting's agenda are approved by a vote of all shareholders using Voting Cards/Voting Slips based on the number of shares they own and represent.

- Each shareholder is issued one Voting Card and one Voting Slip, which includes the shareholder's name/authorized representative, the number of voting shares (owned and authorized) of the shareholder, and bears the company's seal.

2. Voting rules:

- **Voting by Voting Cards is permitted** for issues such as: approving the Agenda; the Rules of Procedure of the Congress; the Personnel of the Vote Counting Committee ; approving the Minutes and Resolutions of the Congress; and other matters not subject to voting by Voting Slips (if any).

Shareholders attending the General Meeting vote by raising their Voting Cards (when asked by the Chairperson: approve, disapprove, or no opinion); shareholders who do not raise their Voting Cards are considered to have no opinion on the issue to be voted on. Voting is conducted by counting the votes cast when delegates approve, then counting the votes cast when shareholders disapprove, and finally counting the votes cast when delegates have no opinion. The voting result is calculated as a percentage ratio between the total number of valid Voting Cards and the total number of shares held by all shareholders/authorized representatives attending the meeting.

- **Voting by ballot is used** for matters such as: Approving Reports and Proposals at the General Meeting. Shareholders vote as follows:

Shareholders or their authorized representatives vote on each item to *approve* , *disapprove* , or *abstain from voting* by marking an "X" in the corresponding box on the voting ballot in the following order: "approve," "disapprove ," "abstain." After voting on all items, the voting shareholder signs the voting ballot and places it in the ballot box. The vote counting committee collects the voting ballots from the shareholders to record the results.

+ In case of a change of mind, shareholders should initial next to the box indicating their final choice to prevent forgery.

3. Through a decision of the General Meeting of Shareholders:

The conditions for adopting decisions of the General Meeting of Shareholders are in accordance with the provisions of Article 21 of the Company's Charter.

Article 13: Minutes and Resolutions of the Congress

The proceedings of the Congress must be recorded in the Congress Minutes by the Congress Secretary. The Minutes and Resolutions must be read and adopted before the closing of the Congress by raising voting cards.

The above is the complete Rules of Procedure for the Annual General Meeting of Shareholders in 2026 : Hai Phong Cement Trading And Transportation Joint Stock Company.

Respectfully submitted to the Congress for consideration and approval!

Recipient:

- General Shareholders' Meeting;

- Filed: Documents, Board of

Directors.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON**

Pham Dang Loi

Number: /HCT-BGĐ

Hai Phong, April 6, 2026

DRAFT



**REPORT ON BUSINESS PERFORMANCE RESULTS FOR 2025
AND THE PRODUCTION AND BUSINESS PLAN FOR 2026**

(to be presented at the Annual General Meeting of Shareholders in 2026)

Part One

IMPLEMENTING THE 2025 BUSINESS PRODUCTION PLAN

I. OPERATIONAL SITUATION

In 2025, Hai Phong Cement Trading And Transportation Joint Stock Company faced the following challenges and advantages in its production, business, and product sales activities:

1. Difficulties:

In 2025, the global situation continues to be complex and unpredictable. Risks are increasing due to prolonged conflicts and instability in some regions, impacting global economic growth. Although Vietnam has made many positive changes, it still faces numerous difficulties and challenges such as: pressure on macroeconomic management, slow capital disbursement, export difficulties due to the impact of tariff policies, slow consumption, and continued severe damage from natural disasters and floods.

The prices of materials and labor continue to rise; the increasingly stringent requirements for vehicle inspection are driving up repair and maintenance costs, affecting the company's business performance.

The Hong Bang 68 vessel is a valuable asset with significant depreciation value, and the seizure order has not yet been lifted, preventing its scheduled leasing/liquidation from being implemented. The vessel is currently out of operation with no revenue, yet monthly depreciation expenses and port and maintenance costs still have to be allocated, significantly impacting the company's overall efficiency.

The trend of shifting from bagged cement to bulk cement continues to increase. The slow growth of the real estate market, the delay in project implementation, the large domestic oversupply of cement, and the decline in the export market have significantly impacted the sales and business performance of cement manufacturers in general, and Vicem Hai Phong in particular. As a transportation unit under the Corporation, primarily serving internal needs, Vicem Hai Phong Cement is also not immune to the general impact and difficulties of the industry.

2. Advantages:

The Board of Directors and the Company's Executive Board are united and proactive in managing production, demonstrating high determination in achieving the assigned production and business targets.

In addition, the company has always received attention and support from the leaders of Vietnam Cement Corporation, Vicem Hai Phong Cement Company Limited, and other business partners.

II. PRODUCTION AND BUSINESS RESULTS FOR 2025 :

1. Results of business operations in 2025 :

TT	Target	Unit	Plan for 2025	To be implemented in 2024	To be implemented in 2025	Percentage (%) of TH 2025 compared to	
						Plan for 2025	Same period
1	Total output	Ton	744,500	838,415	1,092,808	146.78	130.34
1.1	<i>Production output</i>	<i>Ton</i>	737,500	831,691	1,090,529	147.87	131.12
1.2	<i>Cement consumption volume</i>	<i>Ton</i>	7,000	6,724	2,279	32.56	33.89
2	Total revenue and	Billion	32,944	33,731	31,519	95.67	93.44
2.1	<i>Net sales and customer service</i>	<i>Billion VND</i>	31,714	31,116	30,398	95.85	97.69
2.2	<i>DT financial operations</i>	<i>Billion VND</i>	0.780	0.846	1,021	130.90	120.69
2.3	<i>Other income</i>	<i>Billion</i>	0.450	1,769	0.100	22.22	5.65
3	Net profit before tax	Billion	0.720	0.478	0.888	123.33	185.77
4	Net profit after tax	Billion	0.542	0.263	0.311	57.38	118.25
5	Return on equity (ROI)	%	1,890	1,030	1,080	57.14	104.85
6	Pay into the budget.	Billion	2,230	1,974	3,142	140.90	159.17
7	Total payroll	Billion	8,500	8,320	9,100	107.06	109.37
8	Average labor	People	76	76	73	96.05	96.05
9	Dividend payout ratio	%	0	0	0	0	0

Overall assessment:

1.1. Regarding the production situation:

In 2025 , the company implemented production under conditions of limited human and equipment resources: transport vehicles had been in use for many years and required frequent repairs and maintenance; many skilled workers left the company; and small-scale service contracts with limited quantities required upgrading the quality of service vehicles, leading to difficulties in competition and exploitation.

Throughout the year, the production department has consistently collaborated closely with relevant units to ensure that customer deadlines and plans are met effectively. In 2025, production achieved significant results. Specifically, total output reached 1,092,808 tons, exceeding the annual plan by 46.8% and increasing by 30.3% compared to 2024 .

1.2 . Regarding consumption situation:

In 2025 , cement consumption demand increased significantly compared to the same period. However, due to the shift in product structure in the market from bagged cement to bulk cement, and the diversification of cement types available in the same area, competition in terms of products, prices, and sales accounts increased. The company made efforts to find and negotiate with partners and customers, but still lacked the competitiveness to compete with other cement types. The company also tightened its accounts receivable management to gradually reduce accounts receivable, and the retirement and transfer of sales staff , coupled with the inability to recruit replacements, led to a sharp decline in sales volume.

1.3 . Regarding financial indicators:

Total revenue and other income achieved in 2025 was VND 31.519 billion, reaching 95.67 % of the plan and 93.44 % compared to 2024 .

The projected pre-tax profit for 2025 is VND 0.888 billion, a 23.33 % increase compared to the plan, and an increase of VND 0.410 billion compared to 2024.

2. Results of investment and procurement activities

The plan to invest in purchasing new vehicles to gradually replace old vehicles that have reached the end of their depreciation period and are no longer of satisfactory quality has been approved by VICEM and its Board of Directors. The company has proceeded with the purchase of two passenger buses (one 47-seat and one 29-seat) through a competitive bidding process online as per regulations. The purchase has been completed, and the vehicles have been put into operation since February 2026.

The total value of the two vehicles purchased is 5.16 billion VND/5,500 billion VND planned.

3. Work related to labor organization and welfare of employees :

average number of employees in 2025 was 73 people.

The total payroll for 2025 (including salaries for executives and staff) was 9.1 billion VND.

Average income of workers in 2025 That is 9.96 million VND/person/month.

Due to the company's salary levels remaining low compared to the income levels of other units within the corporation and other units in the same industry on the market, the recruitment of labor and the replacement of employees who leave or transfer to other positions, in order to meet the requirements of the business plan and development orientation, still face many difficulties.

4. Occupational safety and environmental protection

- Pay close attention to and prioritize occupational safety and hygiene, and fire prevention and control at all units. Organize annual inspections of fire prevention and control equipment as required. Coordinate effectively with units in the area to ensure

security and order in the managed area, preventing workplace safety incidents caused by negligence.

- Develop and organize training on occupational safety and health for 66 employees belonging to 6 target groups in 2025; organize annual health check-ups for 70 people and periodic health check-ups for drivers every 6 months as required.

- Ensure effective traffic safety measures are implemented , and that no traffic accidents causing harm to people or vehicles occur during the year .

Part two

PRODUCTION AND BUSINESS PLAN OBJECTIVES FOR 2026

I. OPERATING CONDITIONS

The outlook for the bagged cement market and transportation services in 2026 presents a mix of opportunities and challenges , specifically:

1. Difficulties:

- From the beginning of the year, the global economic and political situation continued to escalate with conflicts and tensions between the US, Israel, and Middle Eastern countries with Iran, causing disruptions and severe impacts on energy supply. Fuel prices fluctuated and increased continuously, negatively affecting the socio-economic situation of many countries, including Vietnam. Input costs continuously increased while the unit prices of transportation contracts did not keep pace with the increase in raw materials and fuel costs;

- Increasingly stringent regulations on transportation and environmental management have led to numerous difficulties in traffic management and vehicle registration.

- The transportation market is diverse, supply exceeds demand, and competition for transported goods is increasingly fierce, leading to a decrease in transportation costs; Private transportation companies have more competitive advantages compared to state-owned enterprises, increasing the pressure to find sources of goods;

- The Hong Bang 68 vessel remains out of operation, generating no revenue, and high depreciation costs are significantly impacting the company's operational efficiency;

- The company's headquarters premises are located within the city's planned land acquisition and conversion area in the coming period, leading to a reduction in the potential for efficient utilization of the space.

- Recruiting skilled workers to serve the passenger and truck transportation business, meeting the needs of the production and business plan, faces many difficulties due to low supply and high salary demands compared to the company's current wage levels, leading to labor shortages at many times.

2. Advantages:

Besides the difficulties, there are also some advantages:

In 2026, the Government will continue to implement policies to ease legal regulations for projects, remove obstacles in land procedures, and create favorable conditions for businesses to carry out projects. The acceleration of key public investment projects will be

a major driving force and leverage for the strong development of the real estate and construction markets, and the demand for cement will continue to increase. This will help increase the output of the Company's transportation and cargo handling activities.

The company has always received effective leadership and guidance from Vietnam National Cement Corporation and the Party Committee Vicem Hai Phong Cement Company Limited. The Board of Directors has provided guidance, coordination, and shared responsibility in finding solutions, overcoming difficulties, and promoting efficient production.

II. BUSINESS PLAN FOR 2026 :

1. Business and production plan for 2026:

No.	Financial indicators	Unit	Plan Ordinance	Note
1	Total output	Ton	868,500	
1.1	<i>Production output</i>	<i>Ton</i>	<i>866,500</i>	
1.2	<i>Cement consumption</i>	<i>Ton</i>	<i>2,000</i>	
2	Total revenue	Billion VND	28,923	
2.1	<i>Net revenue from sales and services</i>	<i>Billion VND</i>	<i>27,337</i>	
2.2	<i>Financial revenue</i>	<i>Billion VND</i>	<i>1,336</i>	
2.3	<i>Other income</i>	<i>Billion VND</i>	<i>0.250</i>	
3	Profit before tax	Billion VND	0.950	
4	Net profit after tax	Billion VND	0.454	
5	Return on equity (ROI)	%	1.58	
6	Pay into the budget.	Billion VND	3,030	
7	Total payroll	Billion VND	9,200	
8	Average labor	People	71	
9	Expected dividend payment	%	0	

2. Investment and equipment procurement plan :

- Investment and construction work: none
- Investment and procurement of vehicles:

In 2026, the unit plans to invest in purchasing one new truck and one 7-9 seater car, specifically:

- Purchase of one 7-9 ton truck: 800,000,000 VND.
- Purchase of one 7-9 seater car: 1,100,000,000 VND.

Total estimated investment and procurement value: 1,900,000,000 VND.

Source of investment and procurement capital: The company's own capital.

3. Labor organization work salary

Employment plan for 2026 : 71 The number of people decreased by 2 compared to the 2025 figure .

The total payroll for 2026 (including salaries for executives and staff) is projected to be 9.2 billion VND.

Workers' income in 2026 : Striving to achieve an average monthly salary of over 10 million VND per worker.

4. Financial matters

- Ensure sufficient capital for production and business operations; make good use of capital, increase financial revenue, and contribute to improved business efficiency.
- Further strengthen debt collection management, especially sales accounts receivable. Strive to reduce outstanding debt by 30% to 50%.

5. Occupational Safety and Environmental Protection:

- Regularly supervise, inspect, and remind employees to effectively implement occupational safety; fire prevention and control; traffic safety; and ensure safety in production and security and order in the managed area.
- Organize the dissemination, promotion, and effective implementation of laws on environmental safety, labor protection, and industrial hygiene as prescribed.

6. Party and mass organization work:

- Continue to promote and encourage workers to unite, overcome difficulties together, and strive to best fulfill assigned tasks and objectives.
- Do a good job of educating Party members, cadres, and workers on political ideology to ensure they are confident in their work; effectively implement the regulations on grassroots democracy.
- Innovate activities with practical content to encourage cadres, employees, and workers to develop a spirit of self-reliance and perform their assigned tasks well.

*** Implementation plan:**

Given the challenging overall context of the cement industry and the limited resources of the company, we must seek effective solutions to improve our production and business operations. Below are some of the solutions the company has proposed to achieve this goal in the coming period:

Strengthening existing customer relationships while actively seeking new customers, expanding sales markets, and improving transportation services.

Improving service quality goes hand in hand with improving production technology: Investing in transportation vehicles that suit current work needs, market demands, and customer preferences helps reduce operating costs and improve product and service quality, increasing competitiveness and enhancing productivity and efficiency.

Focus on closely monitoring accounts receivable and take decisive measures to recover them , preventing the accumulation of new debts that increase financial costs and directly impact business performance .

Maintain a regular equipment maintenance and repair plan, ensuring that the equipment is always in good working condition , guaranteeing quality and timely completion.

We ensure the quality and timely sourcing of materials, maintain competitive pricing, and adhere closely to production plans to avoid large inventories that tie up capital.

Focus on sourcing and recruiting workers for each industry and department to ensure sufficient labor resources to meet production requirements. Arrange for rational labor and equipment rotation to minimize downtime and improve labor productivity.

Regularly assess underperforming areas of operation and propose effective solutions to stabilize production and improve efficiency.

Review, classify, and evaluate vehicles that have reached the end of their depreciation period and are operating unsafely or inefficiently; propose liquidation plans to reduce repair, maintenance, and upkeep costs, and recover capital for business operations.

Continue researching and seeking optimal solutions to resolve existing issues and obstacles related to the legal documentation of the Hong Bang 68 vessel.

Expand the range of industrial cleaning services and effectively utilize port and terminal services.

Training, mentoring, and developing young, successor cadres creates a pool of quality personnel to replace those retiring or transferring to other positions, contributing to the stability of the organization's production and business operations.

environmental safety and hygiene management , fire prevention and control , and improve working conditions for employees.

Continuing to leverage the support and assistance of the General Corporation's leadership and the leadership Vicem Hai Phong Cement Company Limited, we will proactively and flexibly manage all tasks to successfully implement the 2026 production and business plan .

The above is the business performance report for 2025 and the business plan and objectives for 2026 of the Executive Board, which we would like to present to the General Meeting.

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

Recipient:

- HCT shareholders ;
- HNX, Securities Commission ;
- VICEM (for information/reporting) ;
- Board of Directors, Supervisory Board;
- Website: vtxmhp.com;
- Save document.

**ON BEHALF OF THE MANAGEMENT BOARD
DIRECTORS**

Le Van Thang

Number: /HCT-HĐQT

Hai Phong, April 6, 2026

DRAFT



**REPORT
ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025
AND THE 2026 ACTION PLAN**

(to be presented to the Shareholders' General Meeting in 2026)

Based on the Charter of Organization and Operation Hai Phong Cement Trading And Transportation Joint Stock Company, the Board of Directors hereby reports to the General Meeting on the Board's activities in 2025 and the operational plan for 2026 as follows:

I. STATUS OF THE BOARD OF DIRECTORS' ACTIVITIES IN 2025

1. Board of Directors Structure:

The Board of Directors of the Company for the term 2023-2028 consists of 5 members:

1. Mr. Pham Dang Loi - Chairman of the Board of Directors, representative of the State capital of Vietnam Cement Corporation;
2. Mr. Le Van Thang - Member of the Board of Directors, Director of the Company, representative of the State capital of Vietnam National Cement Corporation;
3. Mr. Pham Duc Hoang - Member of the Company's Board of Directors; representative of the State capital portion of Vietnam National Cement Corporation;
4. Mr. Nguyen Tuan Anh - Member of the Board of Directors;
5. Mr. Nguyen Quang Anh - Independent Member of the Board of Directors;

2. Activities of the Board of Directors:

Number of meetings: 8 meetings

The participation rate of the members reached 100%.

Resolutions that have been issued:

- Approval of the business production plan for 2025
- Deciding on matters related to the organization of the 2025 Annual General Meeting of Shareholders, amending and supplementing the Company's Charter of Organization and Operation; Internal Regulations on Corporate

Governance; Regulations on the Operation of the Board of Directors; Regulations on Internal Audit; Appointing the Head of Internal Audit and approving the annual salary fund; approving policies on investment and procurement of vehicles; appointing personnel under the Company's management as prescribed...

3. Monitoring activities of the executive board:

- Regarding the management and implementation of the business plan: In 2025, despite many difficulties in implementing the business plan objectives, the management board has strived to focus on directing and managing stable production and business operations, ensuring employment for workers, and guaranteeing the pre-tax profit target as set by the 2025 annual general meeting of shareholders.

Comply with regulations of the management agency, fully disclose information as required, fulfill obligations to pay taxes to the State budget, and preserve the owner's equity.

- Regarding the financial situation: ensuring sufficient capital for production and business operations; debt collection is slow and has not met expectations. In the future, more proactive and decisive efforts are needed in urging and collecting debts to increase cash flow and improve business efficiency.

II. RESULTS OF PRODUCTION AND BUSINESS ACTIVITIES IN 2025

In the face of challenging production conditions, the Board of Directors analyzed and assessed the situation, closely monitoring market developments. Based on this, they devised many appropriate measures and directions in leadership, management, and operation to effectively implement production and business activities.

1. Results of key indicators:

TT	Target	Unit	Plan 2025	To be implemented in 2025	% of implementation compared to the Plan	% performance compared to the same period last year
1	Total output	Ton	744,500	1,092,808	146.78	130.34
2	Total revenue and other income	Billion VND	32,944	31,519	95.67	93.44
3	Profit before tax	Billion VND	0.720	0.888	123.33	185.77
4	Net profit after tax	Billion VND	0.542	0.311	57.38	118.25

5	Net Profit Margin/Equity Ratio	%	1,890	1,080	57.14	104.85
6	Pay into the budget.	Billion VND	2,230	3,142	140.90	159.17
7	Total payroll	Billion VND	8,500	9,100	107.06	109.37
8	Dividends	%	0	0		

The investment plan for purchasing two passenger buses (one 47-seat and one 29-seat) was implemented through a competitive bidding process via the internet as per regulations. The vehicles have been in operation since February 2026. The total investment value for the two vehicles is VND 5.011 billion out of the planned VND 5.300 billion.

2. Overall assessment:

2.1. Achievements:

Despite the impact of market conditions and business factors, which resulted in a 6.424 billion VND decrease in revenue from the cement business segment compared to the plan, the Management Board focused on solutions to increase transportation productivity, improve the material and spiritual well-being of employees, and achieve the assigned profit targets.

Ensure good environmental safety practices, and that no safety incidents occur in production and business operations during the year.

2.2. Existing limitations:

- Infrastructure and equipment capacity are increasingly deteriorating, and market competitiveness is weak; some operations are inefficient and have not reached the break-even point, especially the Hong Bang 68 vessel, for which no feasible solution has been found to handle its disposal/liquidation to reduce costs and improve business efficiency.

- Recruitment for positions and roles that support the business expansion and development strategy is still slow.

- The professional competence of managers in some departments is still weak, and they lack initiative and decisiveness in management and administration.

2.3. Causes:

- The factory facilities and equipment are old, most of them have been fully depreciated, and repairs are needed, increasing production costs.

- The Hong Bang 68 vessel, with its low tonnage and inefficient operation, has been decommissioned.

- Workers' income levels are still low compared to the general wage levels of other units in the industry and the market, leading to difficulties in attracting labor.

III. TRANSACTIONS BETWEEN THE COMPANY AND RELATED PARTIES

Transactions between the Company and companies in which a member of the Board of Directors, a member of the Supervisory Board, or the CEO was or is currently a founding member or a member of the Board of Directors or CEO: None

IV. REMUNERATION, SALARY, AND BONUS OF THE BOARD OF DIRECTORS

1. Total remuneration paid in 2025:

The company has paid the remuneration to the members of the Board of Directors, the Supervisory Board, and the Chief Executive Officer/Company Secretary for 2025 according to the approved plan.

The total remuneration to be paid in 2025 is: 420,000,000 VND / planned 420,000,000 VND.

2. Compensation policy for 2026:

The projected remuneration for members of the Board of Directors, Supervisory Board, and the Chief Administrator/Secretary of the Company in 2026 is expected to be the same as in 2025, totaling 420,000,000 VND.

V. PLAN OF ACTIVITIES FOR 2026

1. Strategic orientation:

- Focus on directing efforts to gradually resolve difficulties and obstacles, promptly making appropriate and flexible decisions and measures to help the Company's Executive Board achieve its production and business targets according to the plan.

- Expanding into profitable business areas such as taxi services, internal transportation, and industrial cleaning services.

2. Business plan for 2026:

- Total production: 868,500 tons
- Total revenue and other income: VND 28,923 billion
- Profit before tax: 0.950 billion VND
- Net profit after tax: 0.454 billion VND
- Contribution to the state budget: 3,020 billion VND
- Total payroll fund: 9,200 billion VND

- Projected workforce for the year: 71 people
- Expected dividend: 0

3. Organization and supervision of implementation

- the Board of Directors operates in accordance with the company's charter, Board resolutions , and current legal regulations.

- Continuing through quarterly and annual production and business plans , evaluating the situation of task implementation , and making decisions accordingly . To direct and adjust promptly to suit the actual situation of the Company.

- Focus only The company aims to promote production and business with the following objectives: ensuring quality and efficiency in production and business; preserving capital; fulfilling all obligations to the State; protecting the rights of shareholders; and stabilizing employment and income for workers.

- Continue to improve the organizational structure and recruit personnel for several positions to meet the needs of business development, increase production volume, and enhance business efficiency. Consolidate and streamline the management model to suit the company's scale of operations, creating the best possible business environment and working conditions for employees, thereby contributing to improved work quality.

- Paying attention to the material and spiritual well-being of workers creates motivation to attract high-quality labor resources that can effectively fulfill assigned tasks.

- Only Implementing cost -saving measures and reducing expenses in all areas of operation , lowering product prices to enhance product competitiveness and improve production and business efficiency .

- Continue to review, adjust, and supplement the Company's internal management regulations and rules to suit the Company's actual situation and current State regulations.

The above is the 2025 activity report and 2026 work plan of the Company's Board of Directors . The Board of Directors will continue to adhere to its functions and powers, build upon the achievements already made, and focus its intellectual strength and spirit of unity to further improve management and successfully implement the resolutions of the General Meeting of Shareholders.

We respectfully submit this to the General Meeting of Shareholders for consideration and approval.

Thank you very much./.

Recipient :

- HCT shareholders ;
- HNX, UBCK;
- Vicem for b/c;
- Board of Directors, Supervisory Board;
- Website: vtxmhp.com.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON**

Pham Dang Loi

Number: /HCT-BKS

Hai Phong, April 6, 2026



DRAFT

REPORT

RESULTS OF THE SUPERVISORY BOARD'S ACTIVITIES IN 2025 AND THE 2026 ACTION PLAN

(to be presented at the Annual General Meeting of Shareholders in 2026)

Based on the Enterprise Law No. 59/2020/QH14;

Based on the Charter of Organization and Operation of Hai Phong Cement Trading And Transportation Joint Stock Company;

Based on the Regulations on the Operation of the Supervisory Board Hai Phong Cement Trading And Transportation Joint Stock Company;

Based on the 2025 financial statements audited by An Viet Auditing Company Limited (An Viet);

Based on the results of the inspection and supervision activities of the Supervisory Board in 2025 .

The Supervisory Board reports to the General Shareholders' Meeting the results of the inspection and supervision of the operations of Hai Phong Cement Trading And Transportation Joint Stock Company 2025 as follows:

I. ACTIVITIES OF THE SUPERVISORY BOARD IN 2025

- In 2025 , the Supervisory Board held regular meetings and attended the Company's Board of Directors meetings.

+ The Supervisory Board conducted inspections and supervised the compliance with legal regulations and the Company's regulations in the management and operation of the business activities of the Board of Directors and the Company's Management Board in 2025 , specifically:

- Review the legality and procedural aspects of the issuance of Resolutions and Decisions by the Board of Directors and the Management Board in 2025 .

- To inspect and monitor the implementation and results of the Resolution of the Annual General Meeting of Shareholders in 2025 by the Board of Directors and the Management Board.

- Reviewing six-month and annual financial statements to assess the accuracy and fairness of financial data. Simultaneously, coordinating with independent auditors to examine the impact of material accounting and audit errors on financial statements; monitoring the implementation of recommendations made by independent audit firms.

- Monitor the company's compliance with information disclosure regulations as required by law.

- In 2025 , the Supervisory Board collaborated effectively with the Board of Directors and the Executive Board in carrying out its duties, as demonstrated by:

The Supervisory Board was fully invited to attend and participate in the regular and extraordinary meetings of the Company's Board of Directors.

+ The Supervisory Board is provided with full access to the Minutes of Meetings, Resolutions, and Decisions of the Board of Directors related to the management and operation of the Company;

The Supervisory Board is provided with complete information and documents related to the Company's operations and financial situation on a semi-annual and annual basis.

II. RESULTS OF MONITORING THE ACTIVITIES OF THE BOARD OF DIRECTORS

The Board members have closely monitored and directed all aspects of the Company's operations, working in a spirit of unity, focus, and democracy.

The Board of Directors has held regular quarterly , annual , and extraordinary meetings in accordance with the Company 's Articles of Organization and Operation . The Board of Directors has issued resolutions and decisions related to the Company's operations within its responsibilities and authority . These resolutions and decisions were issued in the correct order, within the proper authority, and in accordance with the legal basis stipulated by law and the Company's regulations .

In 2025, the Board of Directors discussed and decided on several important issues related to the Company's operations as follows:

Number	Resolution/Decision Number	Day	Summary of the Resolution's content	Proportion
I	Resolution			
1	Resolution No. 03-NQ/HĐQT	March 13, 2025	Finalizing the list of shareholders for the 2025 Annual General Meeting.	5/5
2	No. 07-NQ/HĐQT	03/04/2025	the Board of Directors meeting, Q1/2025. Projected business results for Q1; business plan for Q2 2025.	5/5
3	No. 09-NQ/HĐQT	03/04/2025	Resolution on approving the agenda for organizing the 2025 Annual General Meeting of Shareholders.	5/5
4	No. 37-NQ/HĐQT	April 28, 2025	Resolution of the 2025 Annual General Meeting of Shareholders.	5/5

5	No. 43-NQ/HĐQT	May 28, 2025	Resolution on approving the signing of a contract for the provision of services for guarding and protecting cars, bicycles, and motorbikes, as well as transporting and picking up workers, between the Company and Vicem Hai Phong Cement One-Member Limited Liability Company.	5/5
6	No. 45-NQ/HĐQT	June 23, 2025	Resolution on approving the signing of a contract for the provision of review and audit services for the 2025 financial statements between the Company and Hai Phong Cement Trading And Transportation Joint Stock Hai Phong Cement Trading And Transportation Joint Stock Company.	5/5
7	No. 48-NQ/HĐQT	July 25, 2025	the Board of Directors' meeting, Q2/2025. Approval of Q2 business results; Q3 business plan for	5/5
8	No. 55-NQ/HĐQT	October 14, 2025	the Board of Directors' meeting, Q3/2025. Approval of Q3 business results; Q4 business plan for	5/5
9	No. 58-NQ/HĐQT	07/11/2025	the Board of Directors meeting, November 2025. Review and develop the business plan for 2026.	5/5
II	Decision			

1	No. 15-QD/HDQT	April 5, 2025	Decision on the establishment of the Organizing Committee for the 2025 Annual General	5/5
2	No. 17-QD/HDQT	April 9, 2025	Decision on the establishment of a Shareholder Eligibility	5/5
3	No. 38-QD/HDQT	April 28, 2025	Decision on amending and supplementing the Company's Charter of	5/5
4	Decision No. 39-QD/HDQT	April 28, 2025	Decision on amending and supplementing the internal regulations on corporate	5/5
5	Decision No. 40-QD/HDQT	April 28, 2025	Decision on amending and supplementing the Regulations on the operation	5/5
6	Decision No. 50-QD/HDQT	July 30, 2025	Decision to issue the Internal Audit Regulations	5/5
7	No. 51-QD/HDQT	July 31, 2025	Decision on the appointment of the Head of Internal Audit for the term 2023 - 2028.	5/5

The Board of Directors has directed the management to adhere closely to the objectives set forth by the 2025 Shareholders' General Meeting .

+ Evaluate the business performance of each quarter of the year and set tasks for the next quarter.

+ Instruct and direct functional units within the Company to review and reduce costs. Practice thrift and combat wastefulness.

Comment: After reviewing the Resolutions and Minutes of the Board of Directors' meetings, the Supervisory Board finds that the Board 's decisions are all geared towards the common good of the Company and its employees, ensuring the Company's development direction is in accordance with the Resolutions of the General Meeting of Shareholders .

III. RESULTS OF MONITORING THE ACTIVITIES OF THE BOARD OF DIRECTORS

- *Regarding the implementation of production and business plan targets:* 2025 will continue to be a difficult year as predicted. However, Thanks to the collective efforts of the workforce in overcoming difficulties and the leadership and guidance of Vietnam National Cement Corporation, Vicem Hai Phong Cement Company Limited Party Committee , and the Company's Board of Directors , the Company has maintained stable production and business operations, closely adhering to and successfully completing the

assigned tasks; exceeding the assigned profit targets; ensuring and improving the employment and income of employees compared to the same period ; and promptly and fully addressing all policies and regulations. Employee morale remains stable, employees are confident in their work, and there is a high level of unity and consensus.

- *Regarding financial and accounting matters:* The management board has strictly directed the timely preparation of quarterly and annual financial reports in accordance with accounting standards and Vietnamese laws and regulations .

- *Regarding personnel organization :* The management board has directed the arrangement, recruitment, and training of personnel, as well as the evaluation of staff at the Office, in accordance with the company's business realities.

Comment: The Board of Directors has made every effort to successfully fulfill its duties , ensuring the efficiency and safety of the Company's business operations. Within their authority and responsibilities, the Board of Directors has effectively implemented the resolutions of the General Meeting of Shareholders and the resolutions of the Company's Board of Directors .

2025 FINANCIAL STATEMENTS

1. Preparation and auditing of financial statements :

2025 financial statements were prepared in accordance with current Vietnamese accounting standards and regulations.

2025 financial statements were audited by the Auditing Company Limited . An Viet Auditing is a unit approved by the State Securities Commission to audit listed companies.

2025 financial statements is unqualified. The 2025 financial statements fairly and reasonably reflect the financial position as of December 31, 2025 , the results of business operations and cash flows for the year 2025 , in accordance with Vietnamese accounting standards and relevant applicable regulations.

2. Business performance results for 2025 :

- In 2025, despite the continued difficulties in production and business operations due to market impacts and internal challenges from previous years, through the efforts and high determination of the entire staff and employees of the Company, the Company has gradually overcome difficulties and achieved the following specific results:

main production and business targets in 2025, as reported in the financial statements, are as follows:

Target	Unit of measurement	Implemented 2024	Plan according to the Shareholders' General Meeting Resolution 2025	Implemented 2025	Implementation / Planning in accordance with the Shareholders' General Meeting Resolution 2025 (%)	Implementation 2025 / Implementation 2024 (%)
1. Total revenue and other income	Billion VND	33,732	32,944	31,519	95.67	93.44
2. Profit before tax	Billion VND	0.478	0.720	0.888	123.33	185.77

3. Net profit after tax	Billion VND	0.216	0.542	0.311	57.38	143.98
4. Submit to the budget.	Billion VND	1,974	2,230	3,142	140.90	159.17
5. Dividends	%	0	0	0	0	0

Based on the summary table above: The company has not yet achieved the production and business plan targets as set forth in the Shareholders' General Meeting Resolution of 2025, including: Revenue and other income reaching 95.67%, after-tax profit reaching 57.38%, and dividends at 0%.

3. The Company's financial situation as of December 31, 2025

3.1. Financial analysis indicators

Target	Unit	2025	2024
<i>1. Asset structure</i>			
- Long-term assets/Total assets	%	17.32	23.84
- Current assets/Total assets	%	82.68	76.16
<i>2. Capital structure</i>			
- Liabilities/Total Capital	%	9.17	7.73
- Equity/Total Capital	%	90.83	92.27
<i>3. Ability to pay</i>			
Short-term debt repayment capacity (100/310)	Time	9.02	9.85
- Current liquidity (270/300)	Time	10.91	12.93
payment capability (100-140/310)	Time	9.01	9.83
<i>4. Rate of return</i>			
- Profit before tax / Net revenue	%	-4.03	-5.06
- Profit before tax / Equity	%	-3.15	-3.98

Overall assessment: The company's capital structure and funding sources have not changed significantly compared to 2024; current solvency and Quick Payment Capability in 2025 an increase compared to 2024. In terms of return on revenue and return on equity, the results in 2025 showed an increase compared to 2024.

3.2. Comments and assessment of the financial situation as of December 31, 2025

- The ratio of current assets to current liabilities is 9.02 times, indicating that the company has sufficient ability to pay its short-term debts.

- The debt-to-equity ratio is 0.1 times. This ratio indicates that the company has sufficient equity capital to operate.

- Accounts receivable from customers as of December 31, 2025 amounted to VND 9,410 billion, equivalent to 29.86 % of the Company's 2025 revenue. The ratio of accounts receivable to customer receivables is relatively high, indicating that the Company's capital is being tied up by customers.

- The balance of short-term and long-term loans as of December 31, 2025 was 0 VND.

V. IMPLEMENTATION OF THE RESOLUTION OF THE GENERAL SHAREHOLDER MEETING 2025

1. Distribute profits for 2024 and pay dividends to shareholders in accordance with the Resolution of the Annual General Meeting of Shareholders in 2025 .

- According to the Resolution of the Annual General Meeting of Shareholders in 2025 , the Company still has accumulated losses and therefore will not pay dividends in 2024 .

2. Allocation of remuneration for the Board of Directors and Supervisory Board in 2025

The company has paid the remuneration and salaries of the Board of Directors. The Supervisory Board in 2025 was established in accordance with the level approved by the Annual General Meeting of Shareholders in 2025 .

3. Regarding the implementation of the 2025 production and business plan targets : revenue reached 95.67% of the plan , after-tax profit reached 57.38% of the plan , and dividends reached 0% of the plan .

VI . ORIENTATION PLAN FOR 2026

The Supervisory Board will continue to carry out its inspection and supervision work in accordance with the provisions of the law and the Company (Enterprise Law; Articles of Organization and Operation; Company Governance Regulations; Regulations on the Operation of the Supervisory Board).

To effectively perform the functions and duties of the Supervisory Board as stipulated in the Company's charter :

- Attend the quarterly regular meetings of the Board of Directors in 2026 , and the Company's business performance review meetings; discuss and propose some contents in the process of implementing the regulations and resolutions of the Board of Directors .

- Monitoring the reasonableness and legality of business management and operations.

- Monitor and supervise the implementation of resolutions of the General Meeting of Shareholders and resolutions of the Board of Directors.

- Regularly verify the accuracy of quarterly and annual financial reports.

- Providing expert advice to the Board of Directors and the Management Board to improve the efficiency of capital and asset utilization of the Company.

- Understand the mechanisms and policies issued in order to propose amendments and additions to address any inconsistencies and minimize risks in the operation and management of the Company's production and business activities.

- Conduct audits in specific areas and address other ad-hoc shareholder requests.

- Perform other tasks as assigned by the Supervisory Board.

VII . RECOMMENDATIONS

Based on the inspection and monitoring of the Company's activities, the Supervisory Board makes the following recommendations:

- It is necessary to continue researching and updating new State regulations to review, adjust, and supplement them to suit the actual situation of the Company in order to enhance management efficiency, improve production and business efficiency, and ensure increased profits and income for employees .

- Further strengthen the management of customer debt collection, reduce tied-up capital, and prevent the accumulation of uncollectible accounts receivable.

- Management work: Continue to review, amend, and reissue a number of regulations to suit the reality and ensure legal validity in management.

- Financial management: Develop a plan for raising and utilizing capital effectively to ensure sufficient funds for production and business operations.

- Conduct an analysis of economic activity, identify subjective and objective causes, and develop solutions to address them in 2026 .

The above is the Supervisory Board's activity report for 2025 and its direction and tasks for 2026 , submitted to the General Meeting of Shareholders for consideration and approval.

Thank you very much!

Recipient:

- HCT shareholders ;
 - HNX, UBCK;
 - VICEM to report;
 - Board of Directors, Supervisory Board;
- But Website: vtxmhp.com.

**T OR ON BEHALF OF THE BOARD
OF SUPERVISORS
PREFECT**

Trinh Thi Huong

Number: /HCT-HĐQT

Hai Phong, April 6, 2026

DRAFT

EVALUATION REPORT

BY INDEPENDENT MEMBERS OF THE BOARD OF DIRECTORS IN 2025

**To: The General Meeting of Shareholders Hai Phong Cement Trading
And Transportation Joint Stock Company**

*Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020 and its
implementing guidelines;*

Based on the Securities Law dated November 26, 2019;

*Based on Decree No. 155/2020/ND-CP dated December 31, 2020 of the
Government detailing the implementation of a number of articles of the Securities
Law;*

*Based on the Charter of : Hai Phong Cement Trading And Transportation
Joint Stock Company;*

Based on the Company's Board of Directors' operating regulations;

An independent member of the Board of Directors : Hai Phong Cement
Trading And Transportation Joint Stock Company on the Board of Directors'
activities in 2025 with the following content:

I. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025:

1. Characteristics of the situation:

In 2025, Vietnam's economy maintained positive growth momentum amidst continued global economic volatility due to geopolitical tensions and the increasing trend of trade tariffs. The new US tariff policy, effective from April 2025, has accelerated the restructuring of global supply chains towards a "China+1" model, simultaneously creating opportunities for attracting FDI to Vietnam and increasing logistics and transportation costs.

Domestically, GDP grew by 8.0%, among the highest in the region; inflation was controlled at 3.31%. A trade surplus of US\$20.1 billion was maintained. Credit growth reached 19%, while disbursed FDI reached US\$27.6 billion (+9.0%), indicating a stable macroeconomic foundation and continued room for growth.

Against this backdrop, the cement industry recorded a clear recovery with production reaching approximately 104 million tons (+11%) and consumption reaching 112 million tons (+16%). Domestic consumption exceeded 75 million tons

(+12.8%), becoming the main driving force thanks to increased public investment and construction recovery, while exports reached over 37 million tons, continuing to play a role in balancing supply and demand.

The recovery of the construction and materials industries has led to a corresponding increase in freight transport demand. Total freight transport volume reached 3,027.7 million tons (+14.1%), with turnover reaching 612.3 billion ton-kilometers (+13.1%), in which road and inland waterway transport played a leading role in transporting construction materials such as cement and clinker.

Overall, 2025 is a year of fundamental economic recovery, with public investment and domestic construction demand playing a leading role, creating favorable conditions for cement transport businesses to increase production and operational efficiency.

2. Activities of the Board of Directors in 2025:

Against the backdrop of a clear recovery in the domestic economy, particularly in the construction and cement industries, in 2025, while still facing potential risks from fluctuating input costs and the competitive environment, the Company's Board of Directors has proactively monitored market developments, effectively fulfilling its role in guiding and supervising operations, ensuring that production and business activities are implemented efficiently and in line with practical realities.

- The Board of Directors has worked with a high sense of responsibility, transparency, and full compliance with legal regulations as well as the Company's Charter and Internal Regulations. Meetings are held regularly and promptly, ensuring the quick handling of issues arising during operations, especially in the context of the strong increase in cement transportation demand following the market recovery.
- The meetings focused on evaluating the business and production situation at each stage, analyzing market trends in cement and transportation, and subsequently developing flexible operational solutions to optimize transportation volume, control costs, especially fuel and operating costs.
- The Board of Directors reviewed and prioritized key issues such as maintaining and expanding service contracts with strategic partners, including the Vicem Hai Phong system; improving vehicle utilization efficiency; and optimizing resources to take advantage of the increasing demand for construction material transportation domestically.
- Resolutions and Decisions of the Board of Directors are adopted by majority vote, ensuring transparency, consensus, and effectiveness. Meeting minutes are fully documented, accurately reflecting the content of discussions and opinions of the members, serving as the basis for implementation throughout the Company.

II. EVALUATION OF THE BOARD OF DIRECTORS' ACTIVITIES IN 2025

1. Regarding the organizational structure of the Board of Directors and the remuneration of Board members.

In 2025, the Company's Board of Directors operated according to the structure approved by the General Meeting of Shareholders, fully performing its governance, direction, and supervision roles as stipulated by law, the Company Charter, and internal governance regulations. While there were personnel changes on the Board of Directors during the annual General Meeting of Shareholders, the restructuring was carried out promptly, ensuring continuity in governance and not affecting the direction, supervision, and implementation of the Company's production and business activities. According to the 2025 governance report, all members of the Board of Directors fully participated in all convened meetings, demonstrating a high level of responsibility, initiative, and commitment to their assigned duties.

The remuneration of Board of Directors members in 2025 will be implemented according to the Resolution of the Annual General Meeting of Shareholders, with an average of VND 4 million per person per month. The payment of remuneration will be transparent, in accordance with the responsibilities, workload, and authority of the Board of Directors in guiding and supervising the Company's operations.

2. Regarding the operational mechanism of the Board of Directors

In 2025, the Board of Directors held eight meetings to review, discuss, and decide on matters within its authority. These meetings were conducted in accordance with the procedures stipulated in the Company Charter and applicable laws. Meeting documents were prepared in sufficient detail and sent in advance to the members of the Board of Directors and the Supervisory Board for review, ensuring that discussions and voting were conducted based on informed, careful consideration, and sound evaluation.

The content of the meetings closely reflects the actual situation of the Company and market developments in each period. Throughout the working process, the Board of Directors maintained the principle of democratic centralism, promoting the collective role in reviewing, debating, agreeing upon, and deciding on important issues. The topics discussed were considered from multiple perspectives, ensuring compliance while aiming for efficiency in production and business operations and the stability of the enterprise.

The Board of Directors' operational mechanism in 2025 demonstrated proactiveness and close monitoring of production and business activities, especially in the context of the domestic economic recovery, the cement industry's renewed growth, and the significantly improved demand for freight and construction material transportation. Despite market conditions being more favorable than in previous periods, but still subject to fluctuations in input costs, competition, and operational efficiency pressures, the Board of Directors effectively fulfilled its coordinating, guiding, and supervisory roles to ensure the company's stable, safe, and practical operation.

3. Regarding key resolutions and decisions adopted by the Board of Directors:

Based on the powers and obligations stipulated by law, the Company Charter, the Resolution of the 2025 Annual General Meeting of Shareholders, and the actual

situation of the enterprise, in 2025 the Board of Directors considered, approved, and directed the implementation of many important contents, focusing on the following key issues:

- Review and evaluate the results of quarterly and annual business production plans to provide guidance for management and make timely adjustments.
- Review the contents for organizing the 2025 Annual General Meeting of Shareholders, including the program, documents, and proposals within the authority to be presented to the General Meeting of Shareholders.
- Review and approve service contracts and cooperation agreements serving production and business activities, including those related to the Vicem Hai Phong system and its partners.
- Through the selection of an independent auditing firm to conduct the audit of the annual financial statements as required by regulations.
- Review, issue, and refine a number of internal regulations and rules to enhance transparency and standardize governance and control within the enterprise.
- Carry out personnel work within the authority of the Board of Directors, including consolidating, reorganizing, and reviewing matters related to the management structure.

4. Regarding the management, direction, and supervision of the Executive Board:

In 2025, the Board of Directors fulfilled its role of directing and supervising the Executive Board based on its assigned functions and powers. Supervision was carried out through regular meetings, reviewing business performance reports, assessing the progress of plan implementation and resolutions, and evaluating compliance with legal regulations, the Company Charter, and internal governance rules.

The Board of Directors regularly monitored the implementation of issued resolutions and decisions and promptly provided guidance on issues arising in operational practice. The relationship between the Board of Directors and the Executive Board throughout the year was maintained with clearly defined functions and responsibilities, while ensuring close coordination in the implementation process.

Based on the available documents, it can be assessed that the Management Board has fundamentally complied strictly with the resolutions of the General Meeting of Shareholders and the resolutions and decisions of the Board of Directors, contributing to maintaining the continuous and stable operation of the Company's production and business activities.

Objectives and requirements for the Board of Directors in 2026.

- Proactively improve the quality of market forecasting, closely monitor developments in the cement industry, transportation demand, fuel prices, and input cost factors to promptly advise on appropriate management plans.

- Develop and implement a production and business plan that is realistic, ensuring adherence to the schedule, targets, and directions approved by the Board of Directors.
- Strengthen cost control, especially on fuel costs, repair and maintenance costs, operating costs, and other indirect expenses, in order to improve operational efficiency.
- Improve the efficiency of vehicle utilization, make rational use of existing human resources and assets, minimize idle time, reduce waste, and optimize transportation productivity.
- Actively seek out and expand new clients and sources of work, gradually reduce dependence on a few large partners, and progressively diversify service outputs.
- Strengthen financial management, ensure safe and efficient use of capital; strictly control cash flow, and strike a reasonable balance between capital needs for production and business operations and the company's solvency.
- Strictly manage accounts receivable, regularly review, classify, and assess the likelihood of debt recovery; proactively take measures to promptly urge and collect debts, limiting the occurrence of overdue debts, bad debts, and the risk of capital loss.
- Strengthen risk management, promptly identify and report key risks that could affect business operations, especially input cost risks, accounts receivable risks, and customer concentration risks.
- Improve the quality of reporting, ensuring that information provided to the Board of Directors is complete, timely, truthful, and in-depth, effectively supporting oversight and decision-making.
- Strengthening management discipline, individual responsibility, and coordination among departments to ensure the effective implementation of resolutions and decisions of the Board of Directors and the General Meeting of Shareholders.

5. Overall assessment of the Board of Directors' performance in 2025:

In 2025, the Board of Directors' activities were carried out against the backdrop of a positive domestic economic recovery, increased public investment, renewed growth in the cement industry, and rising demand for freight transportation, creating more favorable conditions for the Company's operations. In this context, the Board of Directors has fundamentally fulfilled its role in guiding, deciding, and supervising; activities have been carried out within its functions and authority, ensuring collective action, transparency, and compliance. The Board of Directors has closely monitored key issues of the enterprise, promptly reviewed and approved important matters, and directed the Executive Board to implement them.

Overall, the Board of Directors has contributed to maintaining the stability of the Company's operations and supporting its adaptation to market conditions in 2025.

However, in the future, the Board of Directors needs to continue improving the quality of strategic planning, enhancing the quantification of the effectiveness of governance decisions, and further refining the internal governance system towards greater rigor, transparency, and efficiency.

6. Directions for the Independent Board Member's Activities in 2026

In 2026, the Independent Board Member will continue to play an independent, objective, and prudent oversight role over the activities of the Board of Directors and the Executive Board, ensuring that governance decisions are in accordance with the law, the Company's Charter, and the interests of shareholders.

- Oversee the implementation of resolutions of the General Meeting of Shareholders and the Board of Directors, ensuring they are in line with established guidelines, within the proper authority, and are practically effective.
- Review the reasonableness, legality, honesty, and prudence in management and operation, especially with regard to decisions that have a significant impact on production and business efficiency.
- Assess the quality of financial reports, management reports, and business performance reports, ensuring the transparency and reliability of the information disclosed.
- Evaluate the effectiveness of the internal control system, risk management, and early warning mechanisms; recommend improvements to internal regulations to make them more rigorous, substantive, and appropriate to the Company's operations.
- The Board of Directors' advisory team will focus on key issues in 2026 such as controlling operating costs, improving vehicle utilization efficiency, stabilizing work sources, maintaining traditional customers, and taking advantage of opportunities from the recovery of the cement industry and the demand for construction material transportation.

III. Conclusion:

Cement businesses in 2025 will benefit from favorable conditions thanks to the combined effects of policies promoting public investment, a stable macroeconomic environment, and a clear recovery in domestic construction demand. Both domestic consumption and cement exports are expected to grow positively, creating a crucial foundation for the cement industry to continue its recovery in 2026 in a more stable and sustainable manner. The industry's outlook for 2026 is supported by the progress of public investment disbursement, the demand for materials in infrastructure projects, and the leading role of domestic consumption, although the entire industry will still face competitive pressure, rising input costs, and the need to optimize production efficiency.

For HCT, this is a favorable context to increase transport volume, improve vehicle utilization efficiency, and consolidate its position in the transportation supply chain serving the cement industry. If the company continues to closely

monitor market demand, maintain stable relationships with traditional customers, and improve management quality and operational capacity, it has a solid foundation to better capitalize on the recovery momentum of the cement industry in 2026, thereby creating more room for growth in its production and business activities in the future.

The above is the 2025 performance review report by an independent member of the Company's Board of Directors .

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

Recipient:

- General Shareholders' Meeting;
- Board of Directors, Supervisory Board;
- Save document, university records.

**INDEPENDENT MEMBER OF THE
BOARD OF DIRECTORS**

Nguyen Quang Anh

Number: / TTr-HĐQT

Hai Phong, April 6, 2026



REPORT

Regarding the approval of the audited financial statements for 2025.

To: The General Meeting of Shareholders Hai Phong Cement Trading And Transportation Joint Stock Company.

Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;

- Based on the Charter of Organization and Operation Hai Phong Cement Trading And Transportation Joint Stock Company.
- Based on the audit results of the 2025 financial statements of Hai Phong Cement Trading And Transportation Joint Stock Company.

The Board of Directors of the Company respectfully submits to the Annual General Meeting of Shareholders in 2026 for approval the contents of the 2025 Financial Statements, audited by An Viet Auditing Company Limited and disclosed in accordance with regulations.

TT	Target	Unit of measurement	Value
1	Total assets	Copper	42,900,249,752
2	Liabilities	Copper	3,931,986,845
3	Equity	Copper	38,968,262,907
4	Owner's equity investment	Copper	20,163,850,000
5	Total revenue and other income	Copper	31,518,693,277
6	Total cost	Copper	30,630,748,474
7	Profit before tax	Copper	887,944,803
8	Net profit after tax	Copper	310,876,726
9	Earnings per share	Copper	154

Attached to the 2025 Financial Report, which has been published in accordance with current regulations and also posted on the website of Hai Phong Cement Trading And Transportation Joint Stock Company (<https://www.vtxmhp.com>), are:

1. Report from the Board of Directors;
2. Independent Audit Report;
3. Balance sheet;
4. Report on business performance;
5. Cash flow statement;
6. Explanatory notes to the financial statements.

We respectfully submit this to the General Meeting of Shareholders for consideration and approval.

Recipient:

- As above;
- VICEM (for reporting);
- The Company's Board of Directors;
- Save the document.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON

Pham Dang Loi

Number: / TTr-HĐQT

Hai Phong, April 6, 2026



DRAFT

REPORT

Regarding the approval of the profit distribution plan for 2025

The General Meeting of Shareholders Hai Phong Cement Trading And Transportation Joint Stock Company.

- Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;

- Based on the Charter of Organization and Operation of Hai Phong Cement Trading And Transportation Joint Stock Company;

audited financial statements for 2025 of Hai Phong Cement Trading And Transportation Joint Stock Company.

Board of Directors Hai Phong Cement Trading And Transportation Joint Stock Company We respectfully submit to the General Meeting of Shareholders for approval the profit distribution plan for 2025, as follows:

TT	Target	Unit of measurement	Value
1	Total after-tax profit that can be distributed in 2025	Copper	-1,226,475,303
	- Undistributed after-tax profits as of December 31, 2024	Copper	-1,537,352,029
	- Net profit after tax in 2025	Copper	310,876,726
2	Profit distribution plan for 2025	Copper	0
	- Total profit distribution	Copper	0
	- Setting aside funds	Copper	0
3	Total undistributed profits as of December 31, 2025	Copper	-1,226,475,303

We respectfully submit this to the General Meeting of Shareholders for consideration and approval.

Recipient:

- As above;
- VICEM (for reporting);
- The Company's Board of Directors;
- Save the document.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON**

Pham Dang Loi

Number: / TTr-HĐQT

Hai Phong, April 6, 2026

DRAFT



REPORT

Regarding the approval of remuneration rates for the Board of Directors and the Supervisory Board, Company Administrator and Secretary for 2025 and Compensation Plan for 2026

To: The General Meeting of Shareholders Hai Phong Cement Trading And Transportation Joint Stock Company.

- Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Based on the Charter of Organization and Operation of Hai Phong Cement Trading And Transportation Joint Stock Company;
- Based on Resolution No. 37/NQ-ĐHĐCĐ dated April 28, 2025, of the Annual General Meeting of Shareholders 2025.

Board of Directors Hai Phong Cement Trading And Transportation Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the remuneration levels for 2025 of the Board of Directors, Supervisory Board, and the Chief Executive Officer/Secretary of the Company, and the remuneration payment plan for 2026 as follows:

1. Payment of remuneration in 2025:

The company has paid the remuneration to the members of the Board of Directors, the Supervisory Board, and the Chief Executive Officer/Company Secretary for 2025 according to the approved plan. The total remuneration paid in 2025 is: VND 420,000,000 .

2. Compensation plan for 2026: The compensation will be the same as in 2025, specifically as follows:

No.	Job title	Quantity	Expenditure (VND/person/month)	Number of months	Total amount (VND)
I	Board of Directors	5 people			
1	Chairman of the Board	1 person	6,000,000	12	72,000,000
2	Board Member	4 people	4,000,000	12	192,000,000
II	Supervisory Board	3 people			
1	Head of the Supervisory Board	1 person	4,000,000	12	48,000,000
2	Member of the Supervisory Board	2 people	3,000,000	12	72,000,000
III	Administrative Officer and Company Secretary	1 person	3,000,000	12	36,000,000
	Total				420,000,000

We respectfully submit this to the General Meeting of Shareholders for consideration and approval.

Recipient:

- As above;
- VICEM (for reporting);
- Board of Directors, Company;
- Save the document.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON

Pham Dang Loi

Number: /TTr-HCT-BKS

Hai Phong, April 6, 2026

DRAFT

REPORT

Regarding the approval of the selection of the auditing firm for the 2026 financial statements.

To: The General Meeting of Shareholders Hai Phong Cement Trading And Transportation Joint Stock Company

Based on the Enterprise Law No. 59/2020/QH14 dated June 17, 2020;

Based on the Charter of Organization and Operation of Hai Phong Cement Trading And Transportation Joint Stock Company;

Based on the organizational and management requirements of Hai Phong Cement Trading And Transportation Joint Stock Company.

Supervisory Board of Hai Phong Cement Trading And Transportation Joint Stock Company Directors respectfully submits to the General Meeting of Shareholders the following proposal for selecting an independent auditing firm to audit the Company's financial statements for the year 2026:

1. Criteria for selecting independent auditing firms:

- We are a reputable independent auditing firm approved to audit listed companies in accordance with securities laws;
- As an auditing firm, we have a team of honest auditors who uphold professional ethics, possess high qualifications, and have extensive experience to ensure the quality of financial statement audits;
- The audit fees are reasonable and appropriate to the content, scope, and schedule of the audit requested by the Company.

2. Proposal from the Supervisory Board:

In preparation for the audit of the 2026 financial statements, the Company's Supervisory Board respectfully submits to the General Meeting of Shareholders for approval the following list of auditing firms to conduct the audit of the Company's 2026 financial statements:

- 2.1. An Viet Auditing Company Limited;
- 2.2. International Certified Public Accountant (iCPA) Limited;
- 2.3. AASC Auditing Firm Co., Ltd.

We respectfully request that the General Meeting of Shareholders authorize the Company's Board of Directors to select one of the above auditing firms to audit the Company's financial statements for the year 2026.

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

Recipient:

- As above;
- VICEM (for reporting);
- The Company's Board of Directors;
- Filed: Documents, Supervisory Board.

**ON BEHALF OF THE SUPERVISORY BOARD
PREFECT**

Trinh Thi Huong



Hai Phong, April 6, 2026

Number: /BC-HCT

REPORT
List of contracts and transactions with related parties
of the Company in 2025

To: The General Meeting of Shareholders Hai Phong Cement
Trading And Transportation Joint Stock Company.

Based on the 2020 Enterprise Law and its implementing regulations;

Based on the Charter of Hai Phong Cement Trading And Transportation Joint Stock
Company;

The Company Director reports to the General Shareholders' Meeting the following
list of related parties who signed contracts and conducted transactions with the Company
in 2025:



No.	People related	Content	Number, date of signing contract	Contract value (billion VND)
1	Vicem Hai Phong Cement Company Limited	Product consumption	No. 08/ HDKT - XNTT/2025 dated December 1, 2024	3,072
		We provide services for loading, leveling, and transporting materials and goods by truck; we also offer rental services for excavators, cranes, and bulldozers.	No. 138/HD / XMHP dated May 31, 2024	11,434
			Decision No. 392/HDKT- XMHP dated October 30, 2025	2,975
			No. 139/HĐ/XMHP dated May 31, 2024	3,358
		Providing services for guarding and protecting cars, bicycles, and motorbikes, as well as transportation and shuttle services for company employees.	No. 164/HĐ/XMHP dated May 30, 2025	4,744

		Providing industrial cleaning services.	No. 52/XMHP/2025 dated February 28, 2025	2,828
2	Cement technical vocational secondary school	Occupational Safety and Health Training 2025	No. 25/HĐHL-TCNKTXM dated July 10, 2025	0.021
		Car rental contract	No. 15/HCT-KTKT dated January 17, 2025	0.004
3	Vietnam National Cement Corporation	Consulting contract for the transfer of management skills and market development.	The project will be implemented in 2025 according to Contract No. 1349/VICEM-HĐKT, dated July 26, 2018, and the amendment appendix dated February 14, 2025.	0

The Director of the Company respectfully reports to the General Meeting of Shareholders.

Recipient:

- As above ;
- Board of Directors, Supervisory Board (report);
- Secretary, Board of Directors.

DIRECTORS

Le Van Thang



Hai Phong, April 6, 2026

Number: / TTr-HĐQT

DRAFT



REPORT

Regarding the approval of transaction contracts between the Company and related parties.

To: The General Meeting of Shareholders Hai Phong Cement Trading And Transportation Joint Stock Company

- Based on the Enterprise Law No. 59/2020/QH14, dated June 17, 2020;
- Based on the Charter of Organization and Operation Hai Phong Cement Trading And Transportation Joint Stock Company.
- Based on the organizational and management requirements of Hai Phong Cement Trading And Transportation Joint Stock Company.

During its business operations, the Company frequently engages in transactions with companies in which the Vietnam Cement Corporation holds more than 10% of the controlling shares. Contracts and transactions with related parties valued at 35% or more of the Company's total assets as reported in the most recent financial statement fall under the authority of the General Meeting of Shareholders, as stipulated in Clauses 1 and 3 of Article 167 of the Enterprise Law.

In accordance with the law and the Company's Charter, and to meet business requirements and efficiency, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the authorization for the Board of Directors to approve, direct, and supervise the Director in signing and executing economic contracts with related parties. The Board of Directors is responsible for reporting to the General Meeting of Shareholders at the nearest meeting.

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

Recipient:

- As above;
- VICEM (for reporting);
- The Company's Board of Directors;
- Lưu Văn Thư, Company Secretary.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON**

Pham Dang Loi

Number: / TTr-HĐQT

Hai Phong, April 6, 2026

DRAFT

REPORT

Regarding the addition of business lines, changes to industry codes, and
Update the registered office address due to changes in administrative boundaries.
(to be presented at the Annual General Meeting of Shareholders in 2026)

- Based on the Enterprise Law No. 59/2020/QH14, dated June 17, 2020;
- Based on the Charter of Organization and Operation Hai Phong Cement Trading And Transportation Joint Stock Company;
- Based on the operational needs and development orientation of the Company and changes in administrative boundaries as stipulated by competent State authorities.

The Board of Directors of the Company respectfully submits the following items to the Annual General Meeting of Shareholders in 2026 for consideration and approval:

1. Add new business lines.

In order to expand its production and business activities, enhance its competitiveness, and take advantage of market opportunities, the Company plans to add the following business lines:

No.	The name of the business sector/profession has been added.	Industry code	Main industry
1	General house cleaning	8121	
2	Industrial cleaning and specialized construction projects	8129	

2. Change industry code

Due to changes in industry codes as per Decision 36/2025/QĐ-TTg dated September 29, 2025, of the Prime Minister, some previously registered industry codes have been amended as follows:

No.	The name of the business sector/profession has been amended.	Industry code	Main industry
1	Wholesale of metals and metal ores Details: Wholesale of iron and steel	4672	

2	Wholesale of solid, liquid, and gaseous fuels and related products. Details: Wholesale of coal and other solid fuels; Wholesale of crude oil; Wholesale of gasoline and related products; Wholesale of natural gas and related products; Wholesale of asphalt.	4671	
3	Wholesale of other building materials and installation equipment. Details: Wholesale of bamboo, rattan, timber and processed wood; Wholesale of cement; Wholesale of building bricks, tiles, stone, sand, and gravel; Wholesale of building glass; Wholesale of paint and varnish; Wholesale of floor tiles and sanitary ware; Wholesale of hardware.	4673	
4	Hotels and similar accommodation services	5510	
5	Other short-term accommodation services	5520	
6	Intermediary services for accommodation services	5530	
7	Other accommodation	5590	
8	Travel agency	7911	
9	Repair and maintenance of transport vehicles (excluding cars, motorcycles, and other motor vehicles)	3315	
10	Other tourism-related activities	7990	



3. Update the change of the head office address.

Due to changes in administrative boundaries as decided by the competent State authority, the Company's head office address is updated as follows:

Old address: 290 Hanoi Street, So Dau Ward, Hong Bang District, Hai Phong City, Vietnam

New address: 290 Hanoi Street, Hong Bang Ward, Hai Phong City, Vietnam

This change does not alter the actual location of the Company's headquarters but only adjusts the administrative information according to the new regulations.

4. Implementation

The General Meeting of Shareholders authorizes the Board of Directors/Manager of the Company to:

- Carry out the necessary legal procedures at the business registration agency and related agencies;
- Update the Company Charter to reflect the changes;

- Implement new business lines after approval.

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

Recipient:

- General Shareholders' Meeting
- VICEM (for reporting);
- The Company's Board of Directors;
- Lưu VT, Company Secretary.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON**

Pham Dang Loi



Hai Phong, April 6, 2026

Number: /TTr-HĐQT

DRAFT

REPORT

Regarding the decision that the Company no longer meets the requirements to be a public company.

To: The General Meeting of Shareholders

Hai Phong Cement Trading And Transportation Joint Stock Company.

- Based on the Enterprise Law No. 59/2020/QH14, dated June 17, 2020;
- Based on the Securities Law 2019 and its implementing regulations ;
- Based on the Charter of Organization and Operation Hai Phong Cement Trading And Transportation Joint Stock Company.;
- Based on the actual situation regarding the company's charter capital.

According to the provisions of the Securities Law 2019 and its implementing regulations, a joint-stock company is defined as a public company when it meets the following conditions: having contributed charter capital of 30 billion VND or more and having a shareholder structure as prescribed.

Currently, the company's charter capital is VND 20,163,850,000, which is lower than the VND 30 billion required by law.

Therefore, the Company no longer meets the requirements to be a public company as stipulated by current securities law.

Board of Directors of Hai Phong Cement Trading And Transportation Joint Stock Company. We respectfully submit the following items to the Annual General Meeting of Shareholders in 2026 for consideration and approval:

1. Confirmation that the Company no longer qualifies as a public company under the provisions of the Securities Law 2019 because its paid-up charter capital is less than VND 30 billion.
2. Through the procedure of reporting/requesting the cancellation of the company's public status with the State Securities Commission in accordance with the law.
3. Authorize the Board of Directors/Legal Representative of the Company:
 - Carry out work procedures and report to competent state management agencies;
 - Make adjustments and amendments to the Charter and internal regulations (if necessary);

- To decide on matters arising from the termination of the public company's status in accordance with legal regulations.

We respectfully request that the General Meeting of Shareholders consider, discuss, and vote on the above-mentioned contents in accordance with the Company's Articles of Association and current laws.

Respectfully submitted!

Recipient:

- As above;
- VICEM (for reporting);
- Board of Directors, Supervisory Board of the Company;
- Save document, Company Secretary.

**ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRPERSON**

Pham Dang Loi



VOTING BALLOT

AT THE 2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
HAI PHONG CEMENT TRADING AND TRANSPORTATION JOINT STOCK COMPANY

I. SHAREHOLDER INFORMATION

- Name of shareholder/representative:
- Shareholder ID:
- Number of voting shares:shares

II. VOTING CONTENT

No.	Content	Agree	Disagree	No comment
01	Through the Report on Business Performance in 2025 and the Business Performance Plan for 2026			
02	Through the Board of Directors' Activity Report for 2025 and the Activity Plan for 2026			
03	Through Report on the activities of the Supervisory Board in 2025 and the activity plan for 2026.			
04	Through the 2025 Board of Directors Performance Review Report by an independent member of the Board of Directors.			
05	Through the audited financial report for 2025 as per Submission No. /TTr-HĐQT datedmonth....year....			
06	Approved the Profit Distribution Plan for 2025 as per Proposal No. /TTr-HĐQT Date... Month... Year...			
07	Through Regarding the payment of remuneration to the Board of Directors, Supervisory Board, and Company Secretary for 2025 and the remuneration plan for 2026 as per Proposal No. /TTr-HĐQT Date... Month... Year...			
08	Through The selection of the auditing firm for the 2026 financial statements is based on Proposal No. /TTr-HĐQT. Date... Month... Year...			
09	Through the Report listing the Company's contracts and transactions with related parties in 2025			
10	Through Contracts and transactions between the Company and related parties fall under the authority of the General Meeting of Shareholders as per Proposal No. /TTr-HĐQT Date... Month... Year...			
11	Through the amendment and supplementation of business lines as per Proposal No. /TTr-HĐQT Date... Month... Year...			
12	Through delisting due to the Company no longer meeting the requirements to be a public company, as per Proposal No. /TTr-HĐQT Date... Month... Year...			

Hai Phong, April...., 2026

Shareholders sign and clearly state their full names.

Number: /NQ-DHĐCĐ

Hai Phong, April 6, 2026



DRAFT

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026
HAI PHONG CEMENT TRADING AND TRANSPORTATION JOINT STOCK COMPANY

Based on the Enterprise Law No. 59/2020/QH14, dated June 17, 2020, and other relevant legal documents;

Based on the Charter of Organization and Operation of Hai Phong Cement Trading And Transportation Joint Stock Company;

Based on the Minutes of the Annual General Meeting of Shareholders 2026 of Hai Phong Cement Trading And Transportation Joint Stock Company dated month year 2026.

RESOLUTION:

Article 1. The 2025 business performance results are hereby approved with votes in favor, equivalent to % of the total voting shares of the Shareholders attending and authorizing representatives at the General Meeting, with the following key indicators:

TT	Target	Unit	Plan for 2025	To be implemented in 2024	To be implemented in 2025	Percentage (%) of TH 2025	
						Plan for 2025	Same period
1	Total output	Ton	744,50	838,415	1,092,808	146.78	130.34
1.1	Production output	Ton	737,50	831,691	1,090,529	147.87	131,12
1.2	Cement consumption	Ton	7,000	6,724	2,279	32.56	33.89
2	Total revenue	Billion	32,944	33,731	31,519	95.67	93.44
2.1	Net revenue from sales and services	Billion VND	31,714	31,116	30,398	95.85	97.69
2.2	Financial operating revenue	Billion VND	0.780	0.846	1,021	130.90	120.69
2.3	Other income	Billion	0.450	1,769	0.100	22.22	5.65
3	Profit before tax	Billion	0.720	0.478	0.888	123.33	185.77

4	Net profit after tax	Billion	0.542	0.263	0.311	57.38	118.25
5	Return on equity (ROI)	%	1,890	1,030	1,080	57.14	104.85
6	Pay into the budget.	Billion	2,230	1,974	3,142	140.90	159.17
7	Total payroll	Billion	8,500	8,320	9,100	107.06	109.37
8	Average labor	People	76	76	73	96.05	96.05
9	Dividend payout ratio	%	0	0	0	0	0

Article 2. The 2026 Business Production Plan is hereby approved with votes in favor, equivalent to% of the total voting shares of the Shareholders attending and authorizing representatives at the General Meeting, with the following key indicators:

1. Business production plan objectives :

No.	Key indicators	Unit	Plan for 2025	Note
1	Total output	Ton	868,500	
1.1	<i>Production output</i>	Ton	866,500	
1.2	<i>Cement consumption</i>	Ton	2,000	
2	Total revenue	Billion VND	28,923	
2.1	<i>Net revenue from sales and services</i>	Billion VND	27,337	
2.2	<i>Financial revenue</i>	Billion VND	1,336	
2.3	<i>Other income</i>	Billion VND	0.250	
3	Profit before tax	Billion VND	0.950	
4	Net profit after tax	Billion VND	0.454	
5	Return on equity (ROI)	%	1.58	
6	Pay into the budget.	Billion VND	3,030	
7	Total payroll	Billion VND	9,200	
8	Average labor	People	71	
9	Expected dividend payment	%	0	

Note: The Company's planned profit for 2026 at indicators 3, 4, and 5 does not include exchange rate differences.

The 2026 business plan of VICEM in general and of Hai Phong Cement Trading And Transportation Joint Stock Company in particular has been reported and submitted to the Ministry of Construction for approval as per regulations. After the Ministry of

Construction approves it, if there are any changes, VICEM will make adjustments accordingly.

Article 3. The Board of Directors ' Activity Report for 2025 and the Activity Plan for 2026 are hereby approved with votes in favor, equivalent to% of the total voting shares of the Shareholders attending and authorizing representatives at the General Meeting .

Article 4. The Supervisory Board's activity report for 2025 and its activity plan for 2026 are approved with votes in favor, equivalent to% of the total voting shares of the Shareholders attending and authorizing representatives at the General Meeting.

Article 5. The Board of Directors' 2025 Performance Review Report is approved by an independent member of the Board of Directors with votes in favor, equivalent to% of the total voting shares of the Shareholders attending and authorizing representatives at the General Meeting.

Article 6. The Audited Financial Statements for 2025, as presented in Proposal No. .../TTr-HĐQT , are hereby approved with votes in favor, equivalent to% of the total voting shares of the Shareholders attending and authorizing representatives at the General Meeting, with the following excerpt from the proposal:

TT	Target	Unit of measurement	Value	Note
1	Total assets	Copper	42,900,249,752	
2	Liabilities	Copper	3,931,986,845	
3	Equity	Copper	38,968,262,907	
4	Owner's investment capital	Copper	20,163,850,000	
5	Total revenue and other income	Copper	31,518,693,277	
6	Total cost	Copper	30,630,748,474	
7	Profit before tax	Copper	887,944,803	
8	Net profit after tax	Copper	310,876,726	
9	Earnings per share	Copper	154	

Article 7. The Proposal for Profit Distribution in 2025, as outlined in Proposal No. /TTr-HĐQT, is hereby approved with votes in favor, equivalent to% of the total voting shares of the Shareholders attending and authorizing representatives at the General Meeting, with the following excerpt from the proposal:

Unit of measurement: VND

No.	Target	Value	Note
1	Total after-tax profit that can be distributed in 2025	-1,226,475,303	
	- Undistributed after-tax profits as of December 31, 2024	-1,537,352,029	

	- Net profit after tax in 2025	310,876,726	
2	Profit distribution plan for 2025	0	
	- Total profit distribution	0	
	- Setting aside funds	0	
3	Total undistributed profits as of December 31, 2025	-1,226,475,303	

Article 8. Approval of the Proposal on remuneration rates for the Board of Directors , Supervisory Board, and Company Secretary for 2025 and the remuneration plan for 2026 as outlined in Proposal No./TTr-HĐQT with..... Shares in favor, equivalent to % of the total voting shares of the Shareholders attending and authorizing at the General Meeting.

Article 9. The proposal for selecting an auditing firm for the 2026 financial statements, as outlined in Proposal No./TTr-BKS, is hereby approved with votes in favor, equivalent to % of the total voting shares of the Shareholders attending and authorizing representatives at the General Meeting.

Article 10. Approval of the report listing contracts and transactions with related parties of the company in 2025 with shares in favor, equivalent to ...% of the total voting shares of the Shareholders attending and authorizing at the General Meeting.

Article 11. The General Meeting of Shareholders approves the Proposal regarding contracts and transactions between the Company and related parties, as outlined in Proposal No./TTr-HĐQT, with shares in favor, equivalent to% of the total voting shares of the Shareholders attending and authorizing representatives at the General Meeting .

Article 12. The Proposal for the addition of business lines as outlined in Proposal No./TTr- HDQT is approved with shares in favor, equivalent to % of the total voting shares of the Shareholders attending and authorizing representatives at the General Meeting.

Article 13. The proposal for delisting, as outlined in Proposal No./TTr-HĐQT, is approved with shares in favor, equivalent to % of the total voting shares of the Shareholders attending and authorizing representatives at the General Meeting.

This resolution was passed by the General Meeting of Shareholders. The Hai Phong Cement Transport and Trading Service Joint Stock Company unanimously approves and this agreement takes effect from the date... month... year 2026.

The Board of Directors, the Supervisory Board, the Management Board, all shareholders of Hai Phong Cement Trading And Transportation Joint Stock Company and all relevant departments/divisions 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);
- Members of the Board of Directors and Supervisory Board of the Company (to perform);
- Company Board of Directors (to implement);
- Publish the information on the company website (instead of a formal announcement);
- Save: Document.

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

Pham Dang Loi