

No: 01/2025/NQ-ĐHĐCĐ

Thanh Ba, dated june 20, 2025

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
PHU THO CEMENT JOINT STOCK COMPANY
(The meeting was held according to the second summons notice)

**GENERAL MEETING OF SHAREHOLDERS
PHU THO CEMENT JOINT STOCK COMPANY**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 2020-06-17;
- Pursuant to the Law on Securities No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on 2019-11-26;
- Pursuant to the Charter on organization and operation of Phu Tho Cement Joint Stock Company;
- Pursuant to the Minutes of vote counting at the 2025 Annual General Meeting of Shareholders.
- Pursuant to the Minutes of the Annual General Meeting of Shareholders, dated june 20, 2025 of Phu Tho Cement Joint Stock Company.

RESOLVES:

Article 1: Issues approved by voting at the Congress:

The 2025 Annual General Meeting of Shareholders unanimously agreed and voted to approve the Reports and Submissions presented at the Congress, specifically as follows:

1.1. Unanimously agree to approve the Report on the activities of the Board of Directors in 2024, in Report No 105/BC-HĐQT, dated may of 19, 2025 with the

unanimous voting results of 190 votes, equal to 4.356.818 shares, accounting for 100% of the total number of shares attending the meeting and participating in the voting.

1.1.1. The Board of Directors orients that in 2025, the Company will purchase clinker to produce cement. Continue to seek and implement investment cooperation, joint ventures, and associations with domestic and foreign organizations and individuals to maintain stable production.

1.2. Unanimously agree to approve the Report on Production and Business Activities in 2024, the Production and Business Plan for 2025 in Report No 1006/BC-TGD dated may 19, 2025 with the unanimous voting results of 190 votes, equal to 4.356.818 shares, accounting for 100% of the total number of shares attending the meeting and participating in the voting.

1.2.1. Results of production and business in 2024 with some key indicators as follows:

TT	Item name	Unit	Actual results in 2023	2024 Plan	2024 Implementation	Comparison	
						Same period	Annual plan
			(1)	(2)	(3)	(4)=3/1	(5)=3/2
1	Buy clinker	Tons	110.846	102.000	99.747	89,99	97,79
2	Production of all kinds of cement	Tons	187.871	170.000	180.258	95,95	106,03
3	Cement consumption	Tons	190.824	170.000	179.924	94,29	105,84
4	Production of all kinds of stone	m ³	145.249	56.000	61.791	42,54	110,34
5	Revenue	Billion VND	188,086	152,434	159,641	92,85	104,73
6	Average income per employee	Million VND/ person/month	7,1	6,0	5,9	83,1	98,3
7	Insurance payment	% of employees	100	100	100	100,00	100,00
8	Profitable (loss-making) business results	Billion VND	(61.576)	(35.416)	(2.395)	3,89	6,76

1.2.2. Production and business plan for 2025 with the following key indicators:

No.	Item name	Unit	2024 Plan Year
I	Production output		
1	Buy Clinker	Tons	106.000
2	All kinds of cement	Tons	190.000
3	All kinds of stone	m ³	96.000
II	Consumption output		
1	All kinds of cement	Tons	190.000
III	Product consumption revenue	Billion VND	167,123
IV	Labor income	Million VND/person/month	7,2
V	Business results: Profit (Loss)	Billion VND	(35.685)

1.3. Unanimously agree to approve the Report on production and business results and financial situation in 2024, the production and business plan for 2025, in Report No 107/XMPT-TCKT, dated may 19, 2025, with the unanimous voting results of 190 votes, equal to 4.356.818 shares, accounting for 100% of the total number of shares attending the meeting and participating in the voting.

1.4. Unanimously agree to approve the report on the activities of the Supervisory Board in 2024, in Report No. 01/2025/BC-BKS dated may 19, 2025, with the unanimous voting results of 190 votes, equal to 4.356.818 shares, accounting for 100% of the total number of shares attending the meeting and participating in the voting.

1.5. Unanimously agree to approve Submission No. 01/TT-BKS dated may 19, 2025. 2025 of the Supervisory Board introducing "On the selection of an auditing unit for 2025", with the unanimous voting results of 100 votes, equal to 4.356.818 shares, accounting for 100% of the total number of shares attending the meeting and participating in the voting.

1.6. Unanimously agree to approve Submission No 108/TTr-HĐQT dated may 19, 2025 2025 "On costs, remuneration levels of the Board of Directors, Secretary of the Board of Directors and Supervisory Board in 2025", with the unanimous voting results of 190 votes, equal to 4.356.818 shares, accounting for 100% of the total

number of shares attending the meeting and participating in the voting.

Article 2. Responsibilities for implementing the Resolution:

The General Meeting of Shareholders unanimously assigns the Board of Directors to be responsible for disseminating, thoroughly understanding, and implementing the contents of this Resolution in a flexible and most effective manner. The Supervisory Board is responsible for inspecting and supervising the implementation of the Resolution.

This Resolution, approved and voted on unanimously by the Annual General Meeting of Shareholders in 2025 with 100%, takes effect immediately after being approved by the General Meeting through voting. The Board of Directors is responsible for reporting on the situation and results of the Resolution's implementation at the next Annual General Meeting of Shareholders.

Recipient:

- State Securities Commission (for reporting);
- Hanoi Stock Exchange (for reporting);
- Members of the Board of Directors;
- General Management Board;
- Supervisory Board;
- Company Website;
- Company archive;

CHAIRMAN OF THE CONGRESS



CHỦ TỊCH HĐQT

Triệu Quang Thuấn.

No: 01/BB - ĐHDCĐ

**MINUTES OF MEETING
ANNUAL GENERAL SHAREHOLDERS' MEETING 2025
PHU THO CEMENT JOINT STOCK COMPANY
(According to the second Summons Notice)**

I. TIME AND LOCATION OF MEETING

- Enterprise name: PHU THO CEMENT JOINT STOCK COMPANY.
- Address: Zone 12, Thanh Ba town, Thanh Ba district, Phu Tho province.
- Business registration certificate number: 2600116271 issued by Phu Tho Provincial Department of Planning and Investment on 2007-02-14, 7th registration change on 2020-07-01.
- Meeting time: Starting at 08:30 on June of 20, 2025.
- Meeting location: Hall on the 2nd floor, Phu Tho Cement Joint Stock Company.

- Program and content of the General Meeting: According to the program of the Annual General Meeting of Shareholders, which has been approved by the General Meeting of Shareholders.

- Legality and validity of the General Meeting of Shareholders: According to the expected time of the start of the congress is 8:30. At exactly 8:30, the General Meeting had 190 shareholders and persons authorized by shareholders to register to attend the meeting, representing 4.356.818 shares, reaching 35,9 % of the total number of voting shares of the Company. The General Meeting under the notice of meeting invitation is eligible to proceed according to the Enterprise Law and the Company's Charter.

II. DEVELOPMENTS OF THE GENERAL MEETING (In chronological order).

*** PREPARATORY GENERAL MEETING**

- Mr. Vu Van Thang, on behalf of the Organizing Committee of the General Meeting, implemented the program of the Preparatory General Meeting with the following contents: Approving the Internal Regulations of the General Meeting, the Working Regulations of the General Meeting, Instructions for voting at the General Meeting, and approving the program of the General Meeting. Announcing the Chairman of the General Meeting and members assisting the Chairman of the General Meeting, introducing the Secretary of the General Meeting and members assisting the Secretary of the General Meeting, introducing and electing the Vote Counting Board.

1. Chairman of the General Meeting:

- Mr. Trieu Quang Thuan - Chairman of the Company's Board of Directors.

2. Assisting the Chairman of the General Meeting:

1. Mr. Tran Tuan Dat Member of the Board of Directors - General Director of the Company

2. Mr. Pham Quang Anh Member of the Board of Directors

3. The Secretary of the General Meeting includes:

1. Mr. Nguyen Lam Company Secretary.

2. Mr. Vu Van Thang Officer of the Market Department

4. The General Meeting elected the Vote Counting Board including the following members:

1 - Mr. Trieu Quang Nhan - Deputy Director of KTNVL Branch - Head of the Board.

2 - Ms. Tran Thi Xuyen - Officer of the TCHC Department - Secretary

3 - Ms. Phan Thi Huong - Deputy Head of TCKT Department - Member.

4 - Ms. Nguyen Thi Thanh Tam - Officer of XMVP factory - Member

5 - Do Thi Thanh Yen - Officer of KTNVL Branch – member

*** OFFICIAL GENERAL MEETING**

1. Opening of the General Meeting:

- Mr. Pham Quang Anh: Member of the Board of Directors, opened the General Meeting.

2. Report on shareholders attending the general meeting:

Mr. Ta Duc Thiem - Head of the Supervisory Board, announced the proportion of shareholders attending the General Meeting. There are 190 shareholders attending the meeting, representing 4.356.818 shares, equal to: 35,9 % of the total number of voting shares of the Company.

The General Meeting has shareholders and persons authorized by shareholders holding 35,9 % of shares, greater than 33 % of the total number of voting shares of the Company, based on Article 145 of the Enterprise Law and Article 18 of the Company's Charter. The Annual General Meeting of Shareholders in 2025 (according to the second meeting invitation) is eligible to proceed.

3. Reports presented at the Congress:

- Report on the Activities of the Board of Directors in 2024 presented by Mr. Trieu Quang Thuan - Chairman of the Board of Directors of the Company.

- Report on production and business activities in 2024, production and business plan for 2025 presented by Mr. Tran Tuan Dat - Member of the Board of Directors - General Director of the Company.

- Report on the financial situation in 2024, production and business plan for 2025 presented by Mr. Vu Anh Phuong - Chief Accountant of the Company.

- Report on the activities of the Supervisory Board in 2024 presented by Mr. Ta

Duc Thiem - Head of the Supervisory Board of the Company.

- Submission "On the selection of an auditing firm for 2025" presented by Mr. Ta Duc Thiem - Head of the Supervisory Board of the Company.

- Submission "On expenses, remuneration levels of the Board of Directors and the Supervisory Board in 2025" presented by Mr. Trieu Quang Thuan - Chairman of the Board of Directors.

III. SHAREHOLDERS DISCUSSION, COMMENTS

+ Direct comments at the Congress: No

+ Comments by Participation Ballot: No

IV. VOTING ON ISSUES

4.1. Content 1: Report on the activities of the Board of Directors in 2024

(Including Report No:105/BC-HĐQT dated may 19, 2025 and minutes of ballot counting attached to these minutes):

- Total number of votes: 190 votes, equal to: 4.356.818 shares.

- Number of valid votes: 190 votes, equal to: 4.356.818 shares, accounting for 100 % of the total number of shares attending the meeting participating in the vote.

- Number of invalid votes: 0 votes, equal to 0 shares, accounting for 0 % of the total number of shares attending the meeting participating in the vote.

** Of which:*

+ In favor: 190 votes, equal to: 4.356.818 shares, accounting for 100 % of the total number of shares attending the meeting participating in the vote.

+ Against: 0 votes, equal to: 0 shares, accounting for 0% of the total number of shares attending the meeting participating in the vote.

Result: The report on the activities of the Board of Directors in 2024 is approved

4.2. Content 2: Report on production and business activities in 2024, production and business plan for 2025

(Including Report No:106/BC-TGD dated may 19, 2025 and minutes of ballot counting attached to these minutes):

- Total number of votes: 190 votes, equal to: 4.356.818 shares.

- Number of valid votes: 190 votes, equal to: 4.356.818 shares, accounting for 100 % of the total number of shares attending the meeting participating in the vote.

- Number of invalid votes: 0 votes, equal to 0 shares, accounting for 0 % of the total number of shares attending the meeting participating in the vote.

** Of which:*

+ In favor: 190 votes, equal to: 4.356.818 shares, accounting for 100 % of the total number of shares attending the meeting participating in the vote.

+ Against: 0 votes, equal to: 0 shares, accounting for 0% of the total number of

shares attending the meeting participating in the vote.

Result: The report on production and business activities in 2024, production and business plan for 2025 is approved

4.3. Content 3: Report on the financial situation in 2024, production and business plan for 2025

(Including Report No: 107/XMPT-TCKT dated may 19, 2025 and minutes of ballot counting attached to these minutes):

- Total number of votes: 190 votes, equal to: 4.356.818 shares.
- Number of valid votes: 190 votes, equal to: 4.356.818 shares, accounting for 100 % of the total number of shares attending the meeting participating in the vote.
- Number of invalid votes: 0 votes, equal to 0 shares, accounting for 0 % of the total number of shares attending the meeting participating in the vote.

** Of which:*

- + In favor: 190 votes, equal to: 4.356.818 shares, accounting for 100 % of the total number of shares attending the meeting participating in the vote.
- + Against: 0 votes, equal to: 0 shares, accounting for 0% of the total number of shares attending the meeting participating in the vote.

Result: The financial situation report for 2024 and the production and business plan for 2025 were approved.

4.4. Content 4: Report on the activities of the Supervisory Board in 2024

(Including Report No. 01/2025/BC-BKS dated may 19, 2025 and the ballot counting record attached to this Minutes):

- Total number of votes: 190 votes, equal to: 4.356.818 shares.
- Number of valid votes: 190 votes, equal to: 4.356.818 shares, accounting for 100 % of the total number of shares attending the meeting participating in the vote.
- Number of invalid votes: 0 votes, equal to 0 shares, accounting for 0 % of the total number of shares attending the meeting participating in the vote.

** Of which:*

- + In favor: 190 votes, equal to: 4.356.818 shares, accounting for 100 % of the total number of shares attending the meeting participating in the vote.
- + Against: 0 votes, equal to: 0 shares, accounting for 0% of the total number of shares attending the meeting participating in the vote.

Result: The report on the activities of the Supervisory Board in 2024 was approved.

4.5. Content 5: Approval of the Submission "On the selection of the auditing firm for 2025"

(Including Submission No. 01/TT-BKS dated may 19, 2025 and the ballot counting record attached to this minutes):

- Total number of votes: 190 votes, equal to: 4.356.818 shares.
- Number of valid votes: 190 votes, equal to: 4.356.818 shares, accounting for 100 % of the total number of shares attending the meeting participating in the vote.
- Number of invalid votes: 0 votes, equal to 0 shares, accounting for 0 % of the total number of shares attending the meeting participating in the vote.

** Of which:*

- + In favor: 190 votes, equal to: 4.356.818 shares, accounting for 100 % of the total number of shares attending the meeting participating in the vote.
- + Against: 0 votes, equal to: 0 shares, accounting for 0% of the total number of shares attending the meeting participating in the vote.

Result: The Submission “On the selection of the auditing firm for 2025” was approved.

4.6. Content 6: Approval of the Submission “On expenses, remuneration of the Board of Directors, Secretary of the Board of Directors and the Supervisory Board in 2025”

(Including Submission No:108/TTr-HĐQT dated may 19, 2025 and the ballot counting record attached to this Minutes):

- Total number of votes: 190 votes, equal to: 4.356.818 shares.
- Number of valid votes: 190 votes, equal to: 4.356.818 shares, accounting for 100 % of the total number of shares attending the meeting participating in the vote.
- Number of invalid votes: 0 votes, equal to 0 shares, accounting for 0 % of the total number of shares attending the meeting participating in the vote.

** Of which:*

- + In favor: 190 votes, equal to: 4.356.818 shares, accounting for 100 % of the total number of shares attending the meeting participating in the vote.
- + Against: 0 votes, equal to: 0 shares, accounting for 0% of the total number of shares attending the meeting participating in the vote.

Result: The submission “On expenses, remuneration of the Board of Directors and the Supervisory Board in 2025” was approved.

VI. ADJOURNMENT OF THE CONGRESS

- Mr. Nguyen Lam, the Secretary of the Congress, presented the content of the Minutes and Resolutions of the Congress.
- Mr. Trieu Quang Thuan, the Chairman of the Congress, took a vote to approve the Minutes and Resolutions of the Congress.
- The Minutes of the 2025 Annual General Meeting of Shareholders of Phu Tho

Cement Joint Stock Company were fully and truthfully recorded by the Secretary of the Congress, read at the Congress, and all attending shareholders unanimously agreed and voted 100% in favor at 11:30 AM on the same day.

- Mr. Pham Quang Anh, Member of the Board of Directors, declared the closing of the 2025 Annual General Meeting of Shareholders of Phu Tho Cement Joint Stock Company.

SECRETARY OF THE CONGRESS



Nguyen Lam

Recipient:

- State Securities Commission (for report);
- Hanoi Stock Exchange (for report);
- Members of the Board of Directors;
- General Management Board;
- Supervisory Board;
- Company Website;
- Company Archive;

CHAIRMAN OF THE CONGRESS



Pham Quang Thuan