



CÔNG TY CỔ PHẦN
KIM KHÍ MIỀN TRUNG

SOCIALIST REPUBLIC OF VIET NAM
Independence – Freedom - Happiness

No.: 165/KKMT

Da Nang, 25/3/2025

Re: Announcement of the 2024 Annual Report

To: - Ha Noi Stock Exchange

1. Company name : Central Viet Nam Metal Corporation
2. Stock code : KMT
3. Head Office Address : 69 Quang Trung, Hai Chau Ward, Hai Chau District, Da Nang City.
4. Phone : 0236 3821 824 Fax : 0236 3823 306
5. Spokesman : Nguyen Dang Loan
6. Content of information disclosure:

Announcement of the Invitation to the 2025 Annual General Meeting of Shareholders to be held on April 17, 2025, and the 2025 AGM Meeting Documents.

7. Website address for posting the Invitation Notice and the full meeting documents of the 2024 Annual General Meeting of Shareholders.

<http://www.cevimental.com.vn>

We hereby certify that the disclosed information is true and take full legal responsibility for the content of the disclosed information..

Recipients:

- As stated above
- Archived: DC, AFD



SPOKESMAN

Nguyen Dang Loan



**CENTRAL VIET NAM
METAL CORPORATION**



Da Nang, 25 March 2025.

**INVITATION LETTER
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**

To: The Valued Shareholders of Central Viet Nam Metal Corporation

Company Name: Central Viet Nam Metal Corporation.

Address: 69 Quang Trung Street, Hai Chau Ward, Hai Chau District, Da Nang City.

Business Registration Certificate No. 0400101605, initially issued by Da Nang Department of Planning and Investment on 28/12/2005, and amended for the 26th time on 06/01/2025.

The Board of Directors of Central Viet Nam Metal Corporation hereby announces and cordially invites our valued shareholders to attend the 2025 Annual General Meeting of Shareholders with the following agenda:

1. Approval of the 2024 Annual Report and the 2025 Business-Investment Plan.
2. Approval of the Performance Report of the Board of Directors and Supervisory Board for 2024 and the 2020-2025 term.
3. Approval of the Proposal for profit distribution, fund allocations, and dividend payments for 2024.
4. Approval of the 2024 salary and remuneration report, and the 2025 salary and remuneration plan for the Board of Directors and the Supervisory Board.
5. Election of members for the Board of Directors and Supervisory Board for the 2025-2030 term.
6. Other important proposals under the authority of the Annual General Meeting of Shareholders.

- Time: 8:30 AM, Thursday, 17 April 2025 (Guest reception at 7:45 AM);

- Venue: Meeting Room, 6th Floor, 69 Quang Trung Street, Hai Chau District, Da Nang City;

- Eligibility to attend: All shareholders listed on the closing date of **March 10, 2025**.

Meeting Documents: Documents for the 2025 Annual General Meeting of Shareholders shall be published on the website of the Company at the following address:
www.cevimetal.com.vn/quanhecodong/daihoicodong.

To ensure the Annual General Meeting of Shareholders is well-organized, the Board of Directors kindly requests shareholders to register for attendance/proxy by sending the Confirmation Form/Proxy Form to the Company's office (or via fax or email to: tuan03kmt@gmail.com / tuanhn@cevimetal.vn) by **14/4/2025** (templates for Confirmation Form/Proxy Forms are attached).

Please send the Confirmation Form/Proxy Form to:

Central Viet Nam Metal Corporation, 69 Quang Trung Street, Hai Chau District, Da Nang City

Recipient: Mr. Huynh Ngoc Tuan, Secretary

Phone: 0236.3565484

Fax: 0236.3823306

Mobile: 0905168757

Shareholders or authorized representatives attending the meeting are kindly requested to bring their ID Card/Business Registration Certificate and Proxy Form (if applicable) for shareholder registration.

We look forward to welcoming our valued shareholders.

Sincerely./.

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

Huynh Trung Quang

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom - Happiness



**CONFIRMATION OF ATTENDANCE
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**

To: Board of Directors of Central Viet Nam Metal Corporation

Shareholder/Organization Name:

ID Card No./Business Registration Certificate No:

Date of issue: Place of issue:

Address:

Phone No.:

Number of Shares Owned/Represented: shares.

(In words:

.....)
I confirm my attendance at the **2025 Annual General Meeting of Shareholders** of Central Viet Nam Metal Corporation according to the Invitation Letter dated March 2025.

....., datemonth year 2025

REGISTERED SHAREHOLDER/ ORGANIZATION

(Signature, full name, and seal if

applicable)

SOCIALIST REPUBLIC OF VIETNAM

Independence-Freedom-Happiness

SHAREHOLDER PROXY FORM

Pursuant to the 2015 Civil Code of the Socialist Republic of Vietnam;

Today,..... March 2025, we include:



I. MANDATOR:

Shareholder/Organization Name:

Address:

ID Card No./Business Registration Certificate No:

Date of issue: Place of issue: Phone No.:

Number of Shares Owned/Represented: shares.

II. AUTHORIZED PARTY:

Name of the authorized Individual/Organization:

Address:

ID Card No./Business Registration Certificate No:

Date of issue: Place of issue: Phone No.:

Number of authorized shares: shares.

III. SCOPE OF AUTHORIZATION:

On behalf of the mandator, attend the 2025 Annual General Meeting of Shareholders of Central Viet Nam Metal Corporation to vote on contents/matters within the authority of the General Meeting of Shareholders, with voting rights corresponding to the number of authorized shares mentioned above.

Validity of authorization: From the signing date until the conclusion of the 2025 Annual General Meeting of Shareholders of Central Viet Nam Metal Corporation.

IV. COMMITMENT

- Both parties commit and take full legal responsibility for all authorization-related information;
- Any disputes arising between the mandator and the authorized party shall be resolved by themselves.

This Shareholder Proxy Form is made in 02 copies, with each party retaining 01 copy./.

AUTHORIZED PARTY

(Signature, full name, and seal if applicable)

.....,March 2025
MANDATOR

(Signature, full name, and seal if applicable)



CÔNG TY CỔ PHẦN
KIM KHÍ MIỀN TRUNG



MEETING AGENDA

**2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
CENTRAL VIET NAM METAL CORPORATION**
(Meeting time from 8:30 AM to 11:45 AM Thursday, April 17th 2025)

Time	Content	Host
8:00 - 8:30 AM	Welcoming delegates and registered shareholders	Shareholders' subcommittee
8:30 - 8:45 AM	<ul style="list-style-type: none">- Opening the meeting, introducing the delegates- Report on Verification and Confirmation of Attending Shareholders' Eligibility- Approval of the Working Regulations, Introduction of the Presidium, nomination of Secretariat, Vote counting committee and Election committee	Organizing Committee Shareholders' subcommittee Organizing Committee
8:45 - 9:30 AM	<ul style="list-style-type: none">- Approval of 2024 Annual Report and Proposal on business, investment plan for 2025- Approval of Report on the Board of Directors' activities in 2024 and the term 2020-2025, the orientation plan for the term 2025-2030	Board of Directors
9:30 - 9:45 AM	<ul style="list-style-type: none">- Approval of Report on the Board of Supervisors' activities in 2024 and the term 2020-2025, the orientation plan for the term 2025-2030- Approval of Proposal on selecting the auditing firm for the 2025 Financial Statements	Board of Supervisors
9:45 - 10:00 AM	<ul style="list-style-type: none">- Approval of the 2024 Audited Financial Statements- Approval of Proposal on profit distribution, fund allocation and dividend payment for the fiscal year 2024- Approval of Report on salary, remuneration of the BOD, BOS in 2024 and plan for 2025	Board of Directors
10:00 - 10:30 AM	<ul style="list-style-type: none">- Approval of Proposal on introduction and nomination of candidates to the Company's BOD, BOS for the term 2025-2030- Approval of Regulations on Nomination and Candidacy of members of the Company's BOD, BOS for the term 2025-2030- Instructing, introducing voting ballots and conducting voting	Board of Directors -as above- Election Committee
10:30 - 10:45 AM	Taking a break	
10:45 - 11:25 AM	<ul style="list-style-type: none">- Announcing of voting results for the election of members of the Board of Directors, Board of Supervisors for the 2025-2030 term- Approval of Proposal on accepting transactions valued at 35% or more of the total assets recorded in the latest financial statements between the Company and entities specified in Article 293 of Decree No. 155/2020/NĐ-CP dated December 31, 2020, of the Government	Election Committee Board of Directors
11:25 - 11:35 AM	Approval of draft Resolutions of the General Meeting	Secretariat

11:35 - 11:45 AM	The Closing	Chairperson
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WORKING REGULATIONS AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS OF CENTRAL VIET NAM METAL CORPORATION

Pursuant to the Enterprise Law dated June 17, 2020;

Pursuant to the Charter of Central Viet Nam Metal Corporation,

To ensure the orderly, disciplined, and legally compliant organization of the Annual General Meeting of Shareholders for 2025 of Central Viet Nam Metal Corporation, the Organizing Committee hereby presents to the General Meeting the Working Regulations as follows:

I – VOTING ON ISSUES DURING THE MEETING

1. Principles: All items on the Meeting Agenda must be approved through shareholder voting on each matter. Each shareholder attending the meeting will receive a Voting Ballot indicating their Full name, Shareholder code, and the Number of voting shares (including owned and authorized shares).

2. Voting procedure: After presenting each agenda item, the Chairperson will call for shareholder voting. Shareholders shall vote (“Approve,” “Disapprove,” or “No Opinion”) on each issue by raising their Voting Ballot. When voting, the front side of the Voting Ballot must face the Chairperson.

3. Voting Rules:

Every 01 (one) share is equivalent to 01 (one) voting right. Agenda items requiring a vote at the General Meeting shall only be approved if more than 50% of the total voting shares held and/or represented by shareholders attending the meeting are in favor, except for issues specified under Clause 1, Article 21 of the Company Charter, which require approval from 65% of voting shares.

II – STATEMENTS AND COMMENTS AT THE MEETING

1. Principles: Shareholders who wish to express opinions must register in advance with the Secretariat and obtain approval from the Chairperson.

2. Discussion procedure: Shareholders shall summarize their statement content on the “Request to Speak Form” and submit it to the Secretariat, the Chairperson will review its relevance and arrange speeches accordingly while addressing shareholders’ concerns; each shareholder’s speech should not exceed 03 (three) minutes, and the content should be concise and avoid duplication.

For unregistered topics, the Chairperson may decide to terminate the speech. For matters requiring a longer presentation, shareholders are requested to submit their statements in written to the Secretariat and the Board of Directors shall review and provide a written response to shareholder separately.

III – RESPONSIBILITIES OF THE CHAIRPERSON

1. Conduct the meeting according to the Agenda and Regulations approved by the General Meeting. The Chairperson will operate based on the principle of democratic centralism, with decisions made by majority vote.

2. Guide discussions and voting on agenda items and related matters during the meeting.

3. Address arising issues throughout the meeting.

IV – RESPONSIBILITIES OF THE SECRETARIAT

1. Record the Minutes summarizing shareholders’ opinions during the meeting.

2. Draft the Resolutions on issues passed at the meeting.

V – RESPONSIBILITIES OF THE VOTE COUNTING COMMITTEE

1. Accurately determine voting results on each content to be voted at the meeting.
2. Announce and report the voting results to the Secretariat for inclusion in the Minutes and Resolutions of the meeting.

VI – RESPONSIBILITIES OF THE ELECTION COMMITTEE

1. Guide the election procedures, distribute ballots, and introduce nominees.
2. Count votes, summarize results, prepare a vote-counting report, and announce the results of the election of Board of Directors and Supervisory Board members for the 2025–2030 term.

This Working Regulation is presented at the 2025 Annual General Meeting of Shareholders of Central Viet Nam Metal Corporation, held on 17/4/2025, and is approved when shareholders owning more than 50% of the total voting shares attending in person or by proxy vote in favor.

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

Huynh Trung Quang

**CENTRAL VIET NAM
METAL CORPORATION**

**SOCIALIST REPUBLIC OF VIETNAM
Independence-Freedom-Happiness**

No.: 150/BC-KKMT

Danang, 21 March, 2025



**ANNUAL REPORT
2024**

To: - State Securities Commission of Vietnam
- Stock Exchange

I. General Information

1. Overview

- Company Name: CENTRAL VIET NAM METAL CORPORATION
- Business Registration Certificate No.: 0400101605
- Charter Capital: VND 98,465,620,000
- Owner's Investment Capital: VND 98,465,620,000
- Address: 69 Quang Trung Street, Hai Chau Ward, Hai Chau District, Da Nang City
- Phone Number: 0236.3822807
- Fax Number: 0236.3835336
- Website: cevimetal.com.vn
- Stock Code: KMT
- Establishment and development process:

+ Central Viet Nam Metal Corporation was formerly known as Central Metal Company, a state-owned enterprise and a member unit of Vietnam Steel Corporation – JSC. It was established in 1995 and converted into a joint-stock company under Decision No. 3088/QĐ-BCN dated September 30, 2005, issued by the Minister of Industry (now the Ministry of Industry and Trade). The joint-stock company officially started operations on January 1, 2006;

+ The Business Registration Certificate No. 0400101605 was first issued by Danang Department of Planning and Investment on December 28, 2005 and was amended for the 26th time on January 6, 2025.

+ On August 10, 2009, the company's shares were registered for trading on the UPCoM stock exchange.

+ On December 15, 2010, the company's shares were officially listed on the Hanoi Stock Exchange (HNX) under the stock code "KMT".

+ Business Performance: After equitization, the company has developed steadily, enhanced its reputation and brand, improved its financial position, and gradually modernized corporate governance.

- Other events: None.

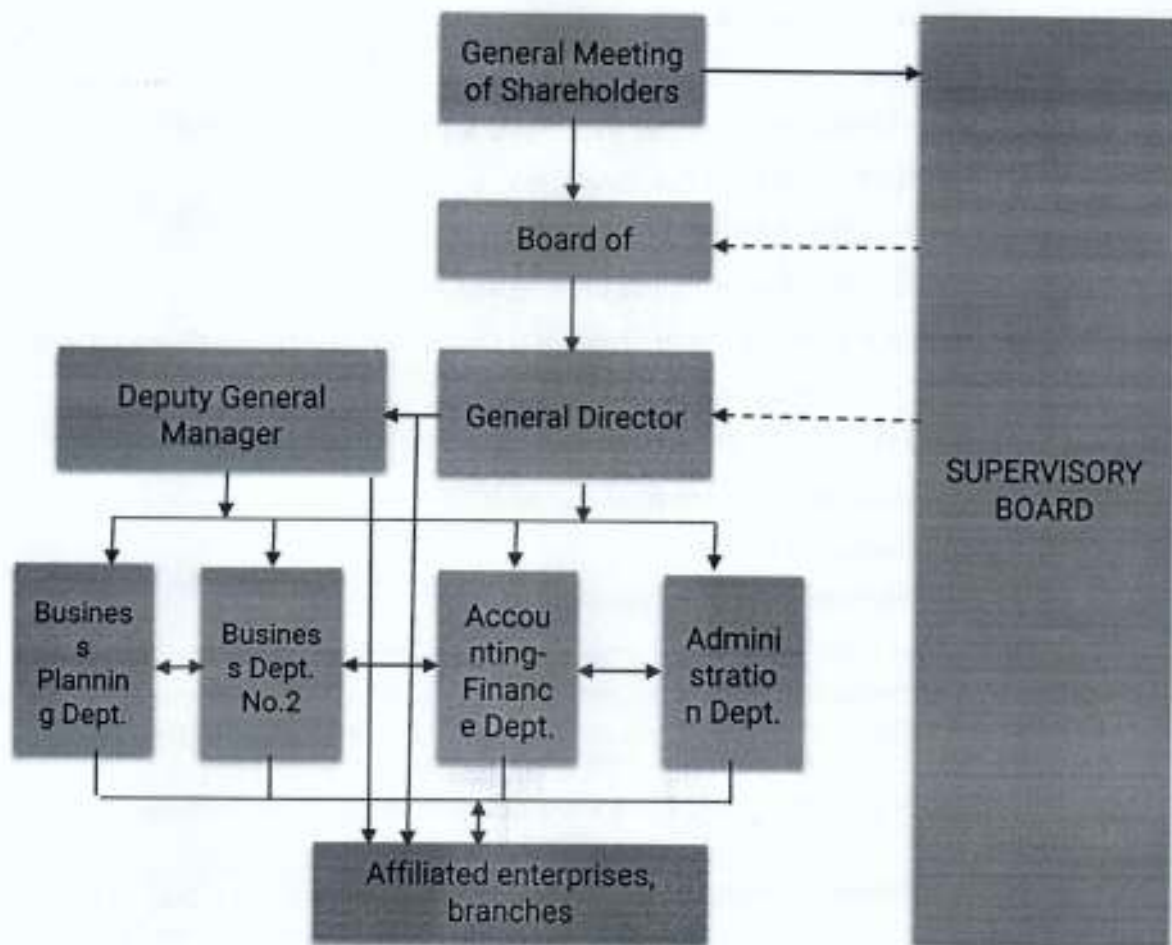
2. Business Sectors and Locations:

- Business Sectors:

Trading in various types of construction steel; Import and export of metal products, steel billets, steel shape, steel plates, and sheets; Trading in general materials, construction materials, secondary materials, and metal scrap; Real estate business; Trading in various types of coke; Trading in machinery, equipment, and other spare parts; Office and warehouse leasing services;.... Product distribution agency for domestic and foreign enterprises.

- Business locations: All provinces and cities nationwide.

3. Information about governance model, business organization and managerial apparatus Governance model:



Directive relationship: —>
 Coordinating relationship: <-->
 Supervisory relationship: - - ->

+ General Meeting of Shareholders:

It is the highest authority of the Company, consisting of all shareholders (organizations/individuals) with voting rights, operating through the annual or extraordinary General Meeting of Shareholders, and having the authority to decide on matters/issues as prescribed by law and the Company's Charter, especially through the audited annual financial statements and the budget for the next fiscal year.

+ Board of Directors:

It is the authority with full powers to exercise the rights and obligations of the Company that do not fall under the authority of the General Meeting of Shareholders, such as: deciding on the strategy, mid-term development plans, and annual business and investment plans of the Company; appointing, dismissing, signing contracts, and terminating contracts with the General Director and other executives, as well as deciding their salary levels; determining the Company's organizational structure, deciding the establishment of subsidiaries, representative offices, and affiliated branches.

+ Supervisory Board :

It is the organization that represents the shareholders to supervise the activities and compliance with the law and the Company's Charter by the Board of Directors and the Executive Board in managing and operating the Company; and is responsible before the law and the General Meeting of Shareholders for carrying out the assigned rights and duties.

+ Board of Executives:

It is the organization that directly manages all business activities of the Company according to the policies and directions set by the General Meeting of Shareholders and the Board of Directors during each period; and is responsible to the General Meeting of Shareholders and the Board of Directors for carrying out the assigned tasks.

- Organizational structure:

The organizational structure of the Company includes: the Board of Directors, the Supervisory Board, the Executive Board, 04 functional departments, and 10 subsidiaries of the Company as listed below:

+ The Board of Directors for 2020-2025 term consists of 5 members, including the Chairman of the Board and 4 members, elected by the General Meeting of Shareholders on May 29, 2020

+ The Supervisory Board for the 2020-2025 term consists of 3 members, including the Head of the Supervisory Board and 2 supervisors, elected by the General Meeting of Shareholders on May 29, 2020.

+ The Executive Board consists of 3 members, including 1 General Director and 2 Deputy General Managers. Among them, 1 Deputy General Manager resigned from the position on July 31, 2024, and the labor contract was terminated on September 30, 2024.

+ The advisory and support department consists of 4 functional departments, including: the Planning and Business Department, the Business Department 2, the Accounting and Finance Department, and the Administration Department.

- Changes in the members of the Board of Directors and the Supervisory Board for the 2020-2025 term.:

+ Board of Directors: No changes.

+ Supervisory Board: Changes have occurred..

* Ms. Nguyen Thi Tuyet Nga resigned from her position as a member of the Supervisory Board of Central Viet Nam Metal Corporation for the 2020-2025 term, effective from April 19, 2023, according to Resolution No. 195/NQ-ĐHĐCĐ dated April 19, 2023, of the General Meeting of Shareholders.

* Ms. Nguyen Thi Huyen was elected to the Supervisory Board of Central Viet Nam Metal Corporation for the 2020-2025 term (replacing Ms. Nguyen Thi Tuyet Nga) according to Resolution No. 195/NQ-ĐHĐCĐ dated April 19, 2023, of the General Meeting of Shareholders.

– Changes in the Executive Board for the 2020-2025 term:

+ Mr. Nguyen Thanh Tuan was appointed as Deputy General Manager of the Company on December 2, 2022, according to Decision No. 436/QĐ-KKMT dated December 2, 2022, issued by the Board of Directors

+ Mr. Nguyen Minh Duc resigned from the position of Deputy General Manager of the Company on July 31, 2024, according to Decision No. 334/QĐ-KKMT dated July 31, 2024, issued by the Board of Directors, and his labor contract with the Company was terminated on September 30, 2024

– Changes in the organizational structure during the 2020-2025 term:

The Business Department 2 was newly established on December 1, 2021, according to Decision No. 394/QĐ-KKMT dated November 29, 2021, issued by the Board of Directors.

– The affiliated units include:

+ Metal Trading Enterprise No. 1

Address: Lot A3-7, New Urban Residential Area South of Cam Le Bridge, Hoa Phuoc Commune, Hoa Vang District, Da Nang City

+ Metal Trading Enterprise No. 2 (temporarily suspended operations.)

Address: 410 2/9 Street, Hoa Cuong Bac Ward, Hai Chau District, Da Nang City.

+ Metal Trading Enterprise No. 7

Address: 295-297 Kinh Duong Vuong Street, Thanh Khe Tay Ward, Thanh Khe District, Da Nang City.

+ Metal Trading Enterprise No. 10 (temporarily suspended operations)

Address: 404 Le Van Hien Street, Khue My Ward, Ngu Hanh Son District, Da Nang City.

+ Material Trading Enterprise

Address: 172 Te Hanh Street, Hoa Xuan Ward, Cam Le District, Da Nang City.

+ Ho Chi Minh Branch

Address: Office 2.02, 2nd Floor, Van Do Apartment, 348 Ben Van Don Street, Ward 01, District 4, Ho Chi Minh City.

+ Dak Lak Branch

Address: 29 Nguyen Chi Thanh Street, Tan An Ward, Buon Ma Thuot City, Dak Lak Province

+ Central Branch in Khanh Hoa

Address: 705 Le Hong Phong Street, Phuoc Hoa Ward, Nha Trang City, Khanh Hoa Province.

+ Gia Lai Branch

Address: Group 6, Hoi Phu Ward, Pleiku City, Gia Lai Province.

+ Quang Ngai Branch

Address: 239 Bich Khe Street, Nghia Chanh Ward, Quang Ngai City, Quang Ngai Province.

- Subsidiaries and affiliated companies: None.

4. Development Orientation:

- The Company's Key Objectives:

+ Focusing on the steel trading business as the core activity, ensuring sustainable growth;

+ Diversify product offerings, expand business sectors and industries, develop service activities, and maximize shareholder profits.

- Medium- and Long-Term Development Strategy

Maintain sustainable growth, establish itself as a leading and reputable steel distributor in Central Vietnam and nationwide; restructure assets to optimize the utilization of existing real estate, and enhance financial capacity in alignment with the company's long-term development strategy

- Sustainable Development Goals (Environment, Society, and Community) and Key Short- and Medium-Term Programs:

The company is always committed to and effectively implements environmental protection efforts, maintaining a green, clean, and beautiful working environment. It actively participates in poverty alleviation, charitable activities, and social and community initiatives

5. Risks:

- The complex developments in global geopolitics, rising inflation amid economic stagnation, declining demand, and unpredictable fluctuations in material and raw material prices;

- Risks related to the instability of credit, monetary, and interest rate policies, making it difficult for many businesses to adapt in time. Legal risks concerning land, real estate, investment management, and bidding—issues that have persisted for years—affect business partners and customers, impacting the company's trading activities.

II. Business Performance During the Year

1. Business Operations Performance:

- Business Performance Results for the Year:

In 2024, the global economy experienced significant fluctuations, with political and military conflicts expanding, becoming increasingly complex and intense across various countries and regions. Domestically, the economy maintained a relatively strong growth rate, inflation was kept under control, and infrastructure improvements continued despite global challenges. However, the real estate market recovered slowly, public investment disbursement remained low, legal obstacles related to land and real estate were resolved at a slow pace, and despite low interest rates, strict credit control measures posed difficulties for many real estate and construction businesses. The steel market faced an oversupply, leading to intense price and market share competition. Both manufacturers and traders encountered numerous challenges.

In a challenging market environment, the Company adapted its business

operations, management, and sales policies flexibly to ensure stable development and financial security. As a result, it achieved positive business performance in 2024.

- Performance Compared to the Plan:

Indicators	Performance Year 2023	Plan Year 2024	Performance Year 2024	% increase/decrease (+/-) compare with	
				Plan 2024	Same period 2023
1. Total Revenue (million VND)	3,930,816	3,950,000	4,576,289	115.8%	116.4%
2. Total Sales Volume (tons)	299,120	306,000	382,145	124.9%	127.7%
3. Profit Before Tax (million VND)	14,000	12,000	14,937	124.5%	106.7%

2. Organization and Human Resources:

- List of the Executive Board and Chief Accountant:

No.	Full name	Position	Number of Shares Owned – Individual or Representative	Ownership Percentage of Charter Capital (%)
1	Nguyen Anh Hoang	Board of Directors Members, General Director	2,262,854 shares (Representative of Vietnam Steel Corporation's Capital)	22.98%
2	Nguyen Thanh Tuan	Deputy General Manager	-	-
3	Nguyen Minh Duc	Deputy General Manager (till 31/7/2024)	-	-
4	Nguyen Dang Loan	Chief Accountant	-	-

- Number of Employees: As of December 31, 2024, the Company had a total of 85 employees, including 28 women.

3. Investment Situation and Project Implementation Status:

a) Major Investments:

In 2024, the implementation of investment projects was as follows: (Unit: million VND)

No.	Item	Total Investment Amount	Annual Disbursement Plan	Actual Implementation for the
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			2024	Year 2024
1	Construction project of a Business Service Point at 410 2/9 Street, Hai Chau District, Da Nang City	7,000	7,000	0
2	Project: Office Tower for Lease at 16 Thai Phien, Da Nang City (<i>Investment Preparation - Market Research</i>)	500	500	0
3	Purchase 01 car	1,500	1,500	1,410
	TOTAL	9,000	9,000	1,410

+ Construction project of a Business Service Point at 410 2/9 Street – Suspended due to Vietnam Steel Corporation - JSC (the lessor) implementing a policy to scrutinize, reorganize, and handle real estate assets;

+ Project of Market Research and Construction of an Office Tower for Lease at 16 Thai Phien, Da Nang City – To Continue Implementation in 2025;

+ Project of purchasing 01 car: The company invested in a new car with an original price of 1.410 billion VND, which is 90 million VND lower than the plan approved by the General Meeting of Shareholders. The vehicle was put into use in June 2024. The procurement process and documentation were carried out in compliance with legal regulations, the Company's Charter, and internal policies.

b) Subsidiaries, affiliated companies: None.

4. *Financial situations:*

a) *Financial situations:*

Unit: VND 1,000

Indicators	Year 2023	Year 2024	% increase (+) / decrease (-)
1. Total asset value	801,169,140	793,301,360	- 0.98%
2. Net revenue	3,930,816,154	4,576,289,366	+ 16.4%
3. Profit from business activities	14,080,441	14,927,300	+ 6.0%
4. Other profits	- 79,720	9,592	
5. Profit before tax	14,000,721	14,936,893	+ 6.7%
6. Profit after tax	8,868,930	10,724,365	+ 21%
7. Ratio of dividend payout/ Charter capital	6%	8%	+ 33.3%

Notes: The dividend payout ratio for 2024, approved by the Annual General Meeting of Shareholders on March 22, 2024, is 6%.

b) Key financial indicators:

Indicators	Unit	Year 2023	Year 2024
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1. Liquidity indicators			
Current ratio	times	1.089	1.098
Quick ratio	times	1.002	1.035
2. Capital structure indicators			
Debt-to-Total Assets Ratio	times	0.832	0.825
Debt-to-Equity Ratio	times	4.95	4.72
3. Operating capacity indicators			
Inventory turnover ratio	times	95.2	90.5
Total asset turnover ratio	times	5.03	5.74
4. Profitability indicators			
Net profit margin (Net profit after tax / Net revenue)	%	0.226	0.234
Return on Equity (ROE) (Net profit after tax / Shareholders' equity)	%	6.585	7.732
Return on Assets (ROA) (Net profit after tax / Total assets)	%	1.107	1.352
Return on Sales (ROS) (Operating profit / Net revenue)	%	0.358	0.326

5. Shareholder structure, changes in owner's investment capital:

a) Shares:

- Total of shares and types of outstanding shares: 9,846,562 shares, which are common shares;

- Number of freely transferable shares under legal regulations: 9,846,562 shares.

b) Shareholder structure: As of March 10, 2025, there are 246 shareholders, including:

No.	Shareholder	Share quantity	Ownership ratio / Charter capital (%)	Shareholder quantity
1	Major shareholders (owning 5% or more of the share capital)	8,259,824	83.88%	03
	- Domestic	8,259,824	83.88%	03
	- Foreign	-	-	-
2	Other shareholders	1,586,738	16.12%	243

	- Domestic	1,585,021	16.10%	241
	- Foreign	1,717	0.02%	02
	Total	9,846,562	100%	246
	- Domestic	9,844,845	99.98%	244
	- Foreign	1,717	0.02%	02

* Major shareholder list:

No.	Major shareholder	Address	Share quantity	Ownership ratio / Charter capital (%)
1	Vietnam Steel Corporation – JSC	91 Láng Hạ, Láng Hạ Ward, Đống Đa District, Hanoi City, Vietnam	3,771,424	38.3%
2	Ms. Vu Thu Ngoc	No. 8, A8 Block, University of Foreign Languages Collective Housing, Alley 215 Tran Quoc Hoan Street, Group 5, Dich Vong Hau Ward, Cau Giay District, Hanoi City, Vietnam	2,364,400	24.01%
3	Ms. Nguyen Thi Hong Hue	Dong Hoi Village, Hong Phong Commune, Ninh Giang District, Hai Duong Province, Vietnam	2,124,000	21.57%
	Total		8,259,824	83.88%

* Maximum foreign ownership ratio: 0% (according to Official Letter No. 6595/UBCK-PTTT dated October 4, 2022, from the State Securities Commission of Vietnam).

c) Changes in owner's investment capital: None.

d) Treasury stock transactions: None.

e) Other securities: Yes.

On June 28, 2024, Central Viet Nam Metal Corporation received a transfer of 1,000,000 shares, equivalent to VND 10,000,000,000, from Hoa Binh Construction Group Joint Stock Company (stock code: HBC) for debt settlement. As of December 31, 2024, the company had made a provision of VND 3.7 billion.

6. *Company's Environmental and Social Impact Report:*

6.1. *Water consumption:*

The company has implemented measures to handle and complete the drainage system, and has signed a contract for the supply of domestic water with a competent and reputable provider, ensuring no environmental impact. The amount of water consumed for the Cevimetal Building in 2024 was 2,373 m³, supplied by Da Nang Water Supply Joint Stock Company (Dawaco), with water quality meeting hygiene and safety standards as regulated by the Ministry of Health..

6.2. Compliance with environmental protection laws

a) Number of violations and penalties for non-compliance with environmental laws and regulations: None.

b) Total amount of fines for violations due to non-compliance with environmental laws and regulations: None..

The company is committed to always complying with environmental protection laws, controlling pollution, and conserving water resources, with the goal of promoting a greener and cleaner lifestyle. The company's staff actively participate in and support environmental initiatives organized and launched by local authorities and other levels of government.

6.3. Labor-related policies

a) Number of employees, average salary for employees:

* Number of employees:

No.	Classification	Quantity(person)	Ratio (%)
A	By educational level	85	100%
1	University, College	64	75.3%
2	Intermediate, Basic-level	7	8.2%
3	Unskilled labor	14	16.5%
B	By labor contract	85	100%
1	Fixed-term contract	17	20%
2	Indefinite-term contract	68	80%
C	By gender	85	100%
1	Male	57	57%
2	Female	28	33%

* Average income:

Indicators	Year 2022	Year 2023	Year 2024
Total of employees (people)	80	79	85
Average income (VND/person/month)	15,200,000	15,300,000	16,500,000

In 2024, the company continued to implement a salary system based on employee performance (KPI), with salary principles according to the job title of each individual and department. This system aims to encourage employees to work actively and complete their assigned tasks effectively. Employees' wages and income depend on productivity, quality, job performance, and their contribution, in alignment with the company's business situation.

The income of employees includes: salary based on work performance, allowances (if any), and bonuses. Employees' salaries are within the salary grade specified, with each job position corresponding to a specific salary grade in the company's salary table. The company's salary scale and table are always adjusted and updated when there are changes in external factors (such as inflation, price fluctuations,

and labor market salaries, particularly in the steel industry) or internal factors (such as business strategy, salary fund, and the company's business performance). In addition, the company also applies a performance-based bonus policy for each department/individual, based on labor productivity and the company's business results.

As of December 31, 2024, the total number of employees in the company is 85 (including 28 females), an increase of 11 people and a decrease of 5 people. The average income of employees is 16.5 million VND/person/month, an increase of 7.8% compared to 2023. At the end of the year, the company has no salary arrears or outstanding social insurance contributions for employees.

b) Labor policies to ensure the health, safety, and welfare of employees include the following:

Ensuring labor safety is the top priority of the company in its daily operations. Every year, the company inspects the working conditions of employees, especially those working directly, to ensure compliance with labor safety requirements as per regulations. Employees working in particularly hazardous environments are provided with regular training on labor safety and hygiene, and are issued Occupational Safety Cards as required by the government.

In accordance with the provisions of the Collective Labor Agreement signed between the employer and the employee representative, in 2024, the company organized comprehensive annual health check-ups for employees; arranged a tour and vacation program to Thailand for employees in June 2024; celebrated birthdays, visited, and supported the families of staff members during illness or bereavement; collaborated with the Trade Union to award prizes to outstanding students at the city/national level for the 2023-2024 school year; held events to celebrate International Women's Day on March 8 and Vietnam Women's Union Founding Day on October 20, as well as other employee gatherings; and ensured full compliance with labor laws, including welfare policies and benefits for employees.

c) Employee training activities:

The Company's leadership consistently provides opportunities for employees to participate in professional training courses and internal training sessions to enhance management capabilities and improve professional skills, especially in sales and marketing. The Company places great emphasis on labor quality through recruitment, training, and retraining programs. Throughout the year, the Company organized training programs and courses for employees on sales skills, marketing, building a strong brand, and effectively intellectual property management for businesses; improved knowledge on occupational safety and hygiene for managers and employees working in roles that require strict safety standards, in compliance with legal regulations; collaborated with the Fire Prevention, Fighting, and Rescue Police Force of Hai Chau District to raise awareness and disseminate legal knowledge on fire prevention and firefighting, to develop and implement fire-fighting and rescue drills as well as equipping employees working at the Cevimetal Building with emergency escape skills in case of fire or explosion incidents.

6.4. Report on corporate social responsibility to the local community

Over the years, alongside expanding and developing its business activities, the company has consistently prioritized social welfare. The managers and employees consider it an essential duty as well as a reflection of the company's responsibility and commitment to the community and society, contributing to building a more civilized and sustainable society..

The company is always aware of its responsibility to the community and strives to bring benefits to society; the spirit of solidarity and mutual support, embodied in the saying *"The good leaves protect the torn ones,"* is reflected in the active participation of the managers & employees in social welfare activities through their own efforts; they enthusiastically engage in charitable and poverty reduction initiatives at the local level, including: supporting the people of Lao Cai province in recovering from natural disasters; providing monthly financial assistance for the care of residents at the Center for Victims of Agent Orange and Disadvantaged Children in the city; donating a computer set to Hoa Phu Primary School in Hoa Vang District; organizing the *"Loving Spring - Year of the Dragon 2024"* program and donating gifts to disadvantaged families in Hai Chau Ward, Thanh Khe Dong Ward, and Hoa Phuoc Commune, Hoa Vang District; partnering with and supporting the *"Loving Spring - Year of the Snake 2025"* program initiated by the Party Committee of Da Nang High-Tech Park and Industrial Zones...In 2024, the company contributed VND 712 million to social and charitable activities.

III. Report and Evaluation by the Executive Board on Company Overall Situation in 2024

1. Evaluation of Business Performance Results:

- Overview analysis of the company's performance compared to the plan:
 - + Total revenue: VND 4,576.289 billion, reaching 115.8% of the planned target and increasing 16.4% compared to the same period in 2023
 - + Sales volume: 382,145 tons, reaching 124.9% of the planned target and increasing 27.7% compared to the same period in 2023;
 - + Profit before tax: VND 14.937 billion, reaching 124.5% of the planned target and increasing 6.7% compared to the same period in 202
- * Overall Evaluation:
 - Sales volume performed well throughout the year, with construction steel, steel plates, steel shape, and general materials experiencing significant growth;
 - The company's customer network and market share remained stable and showed solid growth across various market regions, including the Southern region, where competition is intense due to the presence of large, well-established distributors with strong financial capabilities;
 - The company actively supplied steel and other materials, both directly and indirectly, to several major national projects, helping to offset the significant decline in sales through the residential market, such as: Highway projects, Long Thanh Airport, Quang Tri Airport, Circuit03 line project, Hoa Binh Hydropower Plant (phase 2)...;
 - After many years of decline, the Company successfully resumed trading Southern Steel and Vinakyoei Steel for large projects, strengthening coordination within the VNSTEEL system;
 - The business activities of all subsidiaries were profitable, with sales and consumption volumes higher than the previous year. The establishment of the Southern Business Division boosted sales, particularly for Southern Steel and Vinakyoei Steel, while enhancing the Company's market position and creating a more sustainable system;
 - Revenue from leasing premises and warehouses remained stable, although office rental revenue declined compared to the previous year, due to tenant departures and difficulties in finding new tenants at reasonable rates, the average occupancy rate for the year was 88%.

Overall, the Company's business activities continued to grow, with revenue, sales volume, and profit exceeding the 2024 targets, in which both revenue and sales volume saw significant growth compared to 2023.

- Company's achievements:

+Capital and asset management in 2024 was effectively maintained, with timely repayment of bank loans; financial indicators remained within safe control limits;

+ Debt structure improved, with overdue debt ratio reduced to 22%, a 12% down compared to 2023. The Company regularly urged customers to meet their debt commitments and required departments/subsidiaries to report on overdue and bad debt recovery, promptly address prolonged overdue debts in order to minimize the occurrence of new bad debts.

2. Financial situation:

a) Asset status:

(Unit: VND 1,000)

Item	Until 31/12/2023	Until 31/12/2024	Increase/Decrease (+/-)
1. Total assets	801,169,140	793,301,360	- 7,867,780
Short-term assets	725,682,530	718,553,988	- 7,128,542
Long-term assets	75,486,610	74,747,372	- 739,238
2. Total capital	801,169,140	793,301,360	- 7,867,780
Liabilities	666,482,623	654,598,415	- 11,884,208
Owner's Equity	134,686,517	138,702,945	+ 4,016,428

The Company's total assets as of 31/12/2024 decreased compared to the beginning of the year (VND 7.867 billion).

b) Liabilities Status:

- Total liabilities as of 31/12/2024 amounted to VND 654.59 billion, primarily consisting of short-term bank loans of VND 583.2 billion, these debts ensure balanced payment sources as analyzed in the table above;

- Analysis of overdue liabilities, the impact of exchange rate differences on the Company's production and business results, and the impact of interest rate differences: None.

3. Improvements in organizational structure, policies, and management:

- Gradually enhancing corporate governance capacity, continuing to maintain and develop the Digital Office solution; redesigning and refreshing the Company's website, brand identity system; implementing the enterprise management software - Fast Business Online, electronic invoicing software; continuously revising, updating the Company's salary scale system and payroll to improve management efficiency and the administration of all operational aspects of the Company;

- Implementing updates to the economic contract database system, reviewing debt management practices; establishing a data analysis platform for business operations and workforce management across the Company;

- Continuously improving, supplementing, and enhancing workforce quality to increase productivity and efficiency, meeting the Company's future development demands.

4. Future Development Plan:

- Focus on steel-related trading activities as the core business, striving for an annual growth rate of at least 5-10%. Ensure cash flow circulation and balance, while enhancing the reputation, image, and brand of Cevimetal;

- Research, explore new products and industries to diversify the business portfolio, expand business sectors, and develop service activities to boost revenue and support core operations on the basis of safe and efficient capital usage, contributing to the Company's overall efficiency;

- Review and restructure existing assets and facilities to meet financial targets, maximize efficiency, and strengthen the Company's competitiveness.

5. *Explanation from the Executive Board regarding the audit opinion (if any):* None.

6. *Assessment report related to the Company's environmental and social responsibility:*

a. Assessment related to environmental indicators:

Environmental protection is the responsibility of every officer, employee, and worker. The Company consistently complies with legal regulations on environmental protection and waste management. It continuously promotes awareness and fosters a sense of responsibility among officers, employees and workers in environmental protection, preserving the surrounding landscape of the workplace; regularly fostering a green, clean, and beautiful environment within the organization.

b. Assessment related to labor issues:

People are the key factor in the Company's development, so the Company prioritizes the well-being of its employees, ensuring they feel secure and committed to long-term service; additionally, the Company attracts highly skilled and qualified personnel to meet the sustainable development needs in the coming years. In 2024, the Company ensured stable employment and continuously increased income for employees; fully complied with policies and benefits for employees when terminating labor contracts, retiring, illness, and maternity leave; no wage arrears or outstanding payments for social insurance, health insurance, or unemployment insurance.

The Company's leadership regularly showed care and encouragement for employees by collaborating with the Trade Union, Youth Union to visit employees or their family members in case of illness or passing away; monthly birthday gifts given to employees; timely rewards and recognition to those with outstanding achievements in assigned tasks. Moreover, the Company supported employees in participating in training courses to enhance their knowledge and professional skills for better job performance; creating a friendly and united working environment that fosters employees' proactivity and creativity.

c. Assessment related to the corporate responsibility to the local community:

Social and charitable activities have always been a priority for the Company's leadership; actively participates in and supports community and social initiatives, contributing financial assistance to local social welfare programs and poverty reduction efforts. The voluntary participation in local social welfare programs reflects the Company's sense of responsibility toward the community and society.

IV. Board of Directors' assessment of the Company's operations

1. *Board of Directors' assessment of the Company's operations, including*

assessments related to environmental and social responsibilities.

Over the past year, the Board of Directors has successfully led and directed the Company to achieve its key objectives with revenue, sales volume, and profit all exceeding the targets set by the General Meeting of Shareholders and showing growth compared to the same period in 2023. The Company's internal organizations (Party Committee, Trade Union, Youth Union) worked in close coordination with the Executive Board, actively engaging in movements and initiatives organized by higher-level Party and union organizations. By the end of 2024, these organizations were evaluated and recognized as "Outstanding Performers" and were awarded Certificates of Merit.

- **Business Operations:** Despite market volatility in the domestic and global steel industry, ongoing political and military conflicts in various countries, a slow recovery in the real estate market, and low disbursement of public investment capital, unresolved legal issues related to land and real estate, low interest rates, and tight credit control, many real estate and construction enterprises still faced difficulties. However, the Executive Board accurately assessed and forecasted market trends, so this helped mitigate business risks and allowed the Company to implement flexible and effective strategies, leading to positive results in 2024;

- **Finance and Accounting:** Credit levels were stably maintained, ensuring sufficient capital for business activities and reserves for peak trading periods; cash flow management improved, with an increased average working capital turnover ratio compared to 2023;

- **Debt Management:** Debt structure improved, with overdue debt ratios decreasing compared to 2023;

- **Investment Activities:** During the year, the Company only invested in purchasing one new car, while other projects were put on hold due to reasons stated in the reports;

- **Labor Management:** The workforce generally met job requirements; however, the Company has not yet recruited new high-quality employees as needed.

- **Environmental and Social Responsibility:** The Company proactively researched and implemented new technologies aimed at green growth, sustainable development, and environmental protection. Investments in appropriate resources were made to adopt energy-saving, emission-minimizing and environmentally friendly technologies.

** Challenges and limitations in the past year:*

- **Business Operations:** The consumption of steel billets, scrap metal, and raw steel materials fell short of both the target and the previous year's figures. Some manufacturers changed their sales policies, making it difficult for the Company to establish stable, long-term strategies for customers; excess supply intensified competition, forcing many distributors to lower prices to meet sales targets and qualify for manufacturer incentives;

- **Debt Management:** By year-end, total outstanding debt remained high, with potential risks of bad debt arising at Metal Trading Enterprise No.7;

- **Human Resources and Management:** The management team remains understaffed, leading to workload overload and a potential long-term shortage of skilled personnel.

2. Evaluation of the Board of Directors on the performance of the Executive Board

The Board of Directors has directed and supervised the Executive Board in all aspects of the Company's business and management through resolutions, decisions, and

periodic meetings. Board members have actively participated in regular briefings and key meetings of the Company. In 2024, the Executive Board actively adhered the resolutions of the Board of Directors, implemented business operations aligned with the resolutions of the General Meeting of Shareholders and the decisions of the Board of Directors. The Board of Directors highly appreciates the Executive Board's efforts throughout 2024 as they proactively implemented various positive solutions, resulting in successful business results.

The Executive Board has closely monitored market fluctuations, adopting flexible and reasonable solutions, ensuring effective management and business operations; while the management and leasing of office buildings and warehouses generated lower revenue compared to the previous year, financial management and debt control showed improvement over 2023. These achievements reflect the Executive Board's significant and commendable efforts over the past year.

However, the Executive Board should continue implementing its sales policies with a stronger focus on debt management; exercise carefulness in organizing business activities by prioritizing large, reputable customers with strong payment capacity, commercial clients, increasing retail and direct sales to end consumers to boost sales volume and cash flow turnover; prioritize cash transactions, bank-guaranteed sales, and secured transactions backed by collateral. The Executive Board is encouraged to further research and restructure the Company's product portfolio to focus on high efficiency, low debt risk, and fast capital recovery. The Board must also actively direct and urge Departments/Subsidiaries, and relevant personnel to dedicate time and resources to debt collection efforts, ensuring overdue and doubtful debts are minimized while preventing new bad debts from arising.

3. Plans and orientations of the Board of Directors

The global economy in 2025 is forecasted to remain unstable and face multiple risks: escalating and spreading geopolitical tensions, ongoing trade conflicts between major economies; China's slow recovery due to weaknesses in the real estate sector and declining demand for its export goods. In Vietnam, monetary policies are expected to be loosened to support economic growth. However, macroeconomic indicators suggest a slower-than-expected recovery: high inflation, delays in public investment disbursement despite some improvement due to legal barriers, persistent risks in the capital, bond, and stock markets, the yet-to-recover real estate sector...

The steel market will continue facing significant challenges due to the decline in the real estate sector, low demand, intense competition, rising input costs, directly impacting on the Company's business performance. In response, the Board of Directors will continue strengthening its operation within its authority and responsibilities defined by law and the Company's Charter, formulating flexible policies in management to steer the Company toward achieving its objectives, specifically:

- Direct the successful implementation of the 2025 business plan in line with the resolutions of the General Meeting of Shareholders;
- Regularly monitor and track domestic and global economic conditions, as well as the company's business operations; based on this, analyze and assess the situation to provide timely guidance and direction for the Executive Board to implement tasks effectively and achieve the highest efficiency;
- Research and expand business into new products and industries while simultaneously managing the trade of domestically produced steel, structural steel, and raw materials for steel production;

- Direct efforts to strengthen inspection and supervision to prevent business risks and ensure capital safety. Focus on financial management and cost reduction to enhance the company's competitiveness.;

- Continue to direct the review, amendment, and supplementation of the company's internal management regulations and policies to ensure compliance with legal requirements and the company's actual situation. Gradually implement digital transformation in corporate governance and business operations;

- Continue to review, assess, and reorganize the business network and workforce restructuring towards a leaner, higher-quality, more efficient, and productive operation;

- Direct the disclosure of information in compliance with legal regulations.

V. Corporate governance

1. Board of Directors

a) Members and structure of the Board of Directors: 05 members, including:

No.	Member	Position	Date of appointment	Date of dismissal
1	Huynh Trung Quang	Chairman of the Board	29/5/2020	-
2	Nguyen Anh Hoang	Board Member, General Director	29/5/2020	-
3	Pham Thanh Lam	Non-executive Board Member	29/5/2020	-
4	Nguyen Van Bon	Non-executive Board Member	29/5/2020	-
5	Doan Cong Son	Non-executive Board Member	29/5/2020	-

- Mr. Huynh Trung Quang, Chairman of the Board of Directors :

+ Year of birth: 1957

+ Professional qualification: Electrical Engineer

+ Number of individually owned shares: 2,913 shares, accounting for 0.029% of voting shares;

+ Positions held at other organizations: General Director of Tay Do Steel Co., Ltd

- Mr. Nguyen Anh Hoang, Member of the Board of Directors, General Director:

+ Year of birth: 1969

+ Professional qualification: Bachelor of Economics

+ Number of state-represented share (Vietnam Steel Corporation - JSC): 2,262,854 shares, accounting for 22.98% of voting shares;

+ Number of individually owned shares: 0 shares, accounting for 0% of voting shares;

+ Positions held at other organizations: None

- **Mr. Pham Thanh Lam, Non-executive Member of the Board of Directors:**

+ Year of birth: 1978

+ Professional qualification: Metallurgical Engineer

+ Number of state-represented share (Vietnam Steel Corporation - JSC): 1,508,570 shares, accounting for 15.32% of voting shares;

+ Number of individually owned shares: 0 shares, accounting for 0% of voting shares;

+ Positions held at other organizations: Chairman of the Board of Directors of VNSTEEL

Thang Long Coated Sheets Joint Stock Company; Member of the Members' Council of Viet Nam Japan Mechanical Co., Ltd.; Head of the Technical Investment Department of Vietnam Steel Corporation - JSC.

- **Mr. Nguyen Van Bon, Non-executive Member of the Board of Directors:**

+ Year of birth: 1972

+ Professional qualification: Bachelor of Economics

+ Number of individually owned shares: 0 shares, accounting for 0% of voting shares;

+ Positions held at other organizations: Director of Dong Tam Paper Cooperative.

- **Mr. Doan Cong Son, Non-executive Member of the Board of Directors:**

+ Year of birth: 1979

+ Professional qualification: Bachelor of Economics

+ Number of individually owned shares: 0 shares, accounting for 0% of voting shares;

+ Positions held at other organizations: None.

b) Subcommittees of the Board of Directors:

The Debt Recovery Subcommittee was established under Decision No. 172/QĐ-KKMT dated May 24, 2019, consisting of 06 members, with the Chairman of the Board of Directors serving as the Head of the Subcommittee.

c) Activities of the Board of Directors:

As the representative of investors' and shareholders' interests, the Board of Directors has fulfilled its responsibilities, exercised its authority, and implemented the resolutions set forth by the General Meeting of Shareholders in 2024. All proposals from the Board were carefully considered, ensuring compliance with legal regulations, the Company's internal governance rules, and operational regulations established under the Company's Charter. Additionally, the Board of Directors regularly updated itself on new regulations under the Enterprise Law, Securities Law, and relevant guidelines issued by Ministries and regulatory bodies for timely adjustments and ensured that

decisions aligned with current legal frameworks, helping the Company maintain stable business operations and adapt to market fluctuations.

In 2024, the Board of Directors held 04 meetings to review, assess, and approve the following key matters:

No.	Content	Number of attending members	Approval rate	Date
1	Evaluation of Quarter IV and 2023 business performance, and implementation of Quarter I/2024 plan	5/5	100%	25/01/2024
2	Evaluation of Quarter I business performance, and implementation of Quarter II/2024 plan	5/5	100%	25/04/2024
3	Evaluation of Quarter II and first-half of 2024 business performance. Implementation of Quarter III/2024 plan and approval of other matters	5/5	100%	26/07/2024
4	Evaluation of Quarter III and 9-month of 2024 business performance. Implementation of Quarter IV/2024 plan and approval of other matters	5/5	100%	04/10/2024

In addition to periodic meetings, the Board of Directors also sought members' opinions in writing to approve other matters related to corporate governance and the Company's operational management.

d) Activities of Non-executive Member of the Board of Directors. Activities of subcommittees in the Board of Directors:

Non-executive members of the Board of Directors have effectively fulfilled their roles and responsibilities; actively participated in all meetings and activities of the Board, contributing critical insights and constructive feedback to other Board members and the Executive Board during meetings.

e) List of Board of Directors members with corporate governance training certifications. List of Board of Directors members participating in corporate governance programs during the year:

Mr. Nguyen Anh Hoang, member of the Board of Directors, General Director; participated in the Corporate governance training program of Public Joint-Stock Company from 20/7/2016 to 21/7/2016 in Da Nang that was organized by the Scientific Research and Securities Training Center under the State Securities Commission. He was awarded a Certificate of Course Completion no. 13 QTCT 141/QĐ-TTNC on 9/8/2016.

- Members of the Supervisory Board, other management officer participated in corporate governance training:

+ Mr. Tran Nguyen Hoang Nam Thanh Tuan, Head of the Supervisory Board; participated in the Corporate governance training program of Public Joint-Stock Company on 31/7/2010 in Da Nang that was organized by the Scientific Research and Securities Training Center under the State Securities Commission. He was awarded a Certificate of Course Completion no.35 QTCT 40/QĐ-TTNC on 19/8/2010

+Mr. Huynh Ngoc Tuan, Corporate Governance Officer and Company Secretary:

participated in the Corporate governance training program of Public Joint-Stock Company from 24/10/2013 to 25/10/2013 in Da Nang that was organized by the Scientific Research and Securities Training Center under the State Securities Commission. He was awarded a Certificate of Course Completion no.35 QTCT 285/QĐ-TTNC on 15/11/2013.

2. Supervisory Board:

a) Members and structure of the Supervisory Board:

No.	Member	Position	Date of appointment	Date of dismissal
1	Tran Nguyen Hoang Nam Thanh Tuan	Head of the Supervisory Board	29/5/2020	
2	Le Van Chau	Member of the Supervisory Board	29/5/2020	
3	Nguyen Thi Huyen	Member of the Supervisory Board	19/4/2023	

- Mr. Tran Nguyen Hoang Nam Thanh Tuan, Head of the Supervisory Board:

Number of individually owned shares: 19 shares, accounting for 0.00019% of voting shares;

-Ms. Nguyen Thi Huyen, Member of the Supervisory Board:

Number of individually owned shares: 0 shares, accounting for 0% of voting shares;

- Mr. Le Van Chau, Member of the Supervisory Board:

Number of individually owned shares: 1,000 shares, accounting for 0.010% of voting shares.

b) Activities of the Supervisory Board:

No	Content	Number of attending members	Approval rate	Date
1	Approval of the Supervisory Board's Report for the fiscal year of 2023	7/7	100%	23/02/2024
2	Implementation of the 2024 Supervisory plan	7/7	100%	10/04/2024
3	Proposal for the selection of the audit firm for 2024	7/7	100%	20/05/2024
4	Implementation the review of first-half of 2024	7/7	100%	22/06/2024
5	Approval of the review report of first-half of 2024	7/7	100%	22/07/2024
6	Implementation of Quarter III/2024 supervisory activities	7/7	100%	30/09/2024
7	Implementation of 2024 supervisory activities, evaluation of the 2020-2025 supervisory implementation in preparation for the 2025 General Meeting of Shareholders.	7/7	100%	24/12/2024

Additionally, the Head of the Supervisory Board attended Board of Directors' meetings and participated in all monthly, quarterly, and annual briefing meetings of the Company, raising inquiries on matters discussed during the Board meetings. Throughout its operations, the Supervisory Board received cooperation and support from the Board of Directors, the Executive Board as well as the Company's Functional departments/Subsidiaries, enabling it to fulfill the responsibilities assigned by the General Meeting of Shareholders.

3. *Transactions, remunerations, and benefits of the Board of Directors, the Executive Board, Supervisory Board, and the Company's management officer:*

a) Salary, bonus, remuneration, and benefits:

(Unit: Dong)

No	Full name	Title	Salaries, bonuses and benefits	Remunerations
1	Huynh Trung Quang	Chairman of the Board of Directors	732,752,537	
2	Nguyen Anh Hoang	Member of the Board of Directors, General Director	706,004,075	
3	Nguyen Van Bon	Non-execute Member of the Board of Directors	313,319,998	
4	Pham Thanh Lam	Non-execute Member of the Board of Directors	36,000,000	93,000,000
5	Doan Cong Son	Non-execute Member of the Board of Directors	271,098,528	93,000,000
6	Tran Nguyen Hoang Nam Thanh Tuan	Head of Supervisory Board	358,439,999	
7	Nguyen Thi Huyen	Member of the Supervisory Board	20,500,000	64,500,000
8	Le Van Chau	Member of the Supervisory Board, Investment Specialist	176,647,768	64,000,000
9	Nguyen Thanh Tuan	Deputy General Manager	585,836,001	
10	Nguyen Minh Duc	Deputy General Manager	337,624,771	
11	Nguyen Dang Loan	Chief Accountant	371,690,855	
	Total		3,909,914,532	314,500,000

b) Shares transactions of internal persons: None.

c) Contracts or transactions between internal persons and affiliated persons of internal persons:

No.	Name of organization/ individual	Relationship with the Company	No. of Resolutions/Decisions of the GMS/BOD approved	Content, quantity, total value of transaction	Note
1	Ho Chi Minh City Metal Joint Stock Company	Subsidiary of Viet Nam Steel	97/NQ-KKMT dated 31/01/2024	Purchased/sold steel with the quantity of	

	- VNSTEEL	Corporation- JSC (Major shareholder)		1,689 tons. Total transactions are VND 26 billion	
2	Southern Steel One Member Limited Company - VNSTEEL	Subsidiary of Viet Nam Steel Corporation- JSC (Major shareholder)	97/NQ-KKMT dated 31/01/2024	Purchased/sold steel with the quantity of 12,742 tons. Total transactions are VND 197 billion	
3	Nha Be Steel Joint Stock Company - VNSTEEL	Subsidiary of Viet Nam Steel Corporation- JSC (Major shareholder)	97/NQ-KKMT dated 31/01/2024	Purchased/sold steel with the quantity of 2,703 tons. Total transactions are VND 46 billion	
4	VICASA Steel Joint Stock Company - VNSTEEL	Subsidiary of Viet Nam Steel Corporation- JSC (Major shareholder)	97/NQ-KKMT dated 31/01/2024	Purchased/sold billet, steel with the quantity of 3,739 tons. Total transactions are VND 55 billion	
5	Thu Duc Steel Joint Stock Company - VNSTEEL	Subsidiary of Viet Nam Steel Corporation- JSC (Major shareholder)	323/NQ-KKMT dated 27/7/2024	Purchased/sold steel with the quantity of 6,204 tons. Total transactions are VND 87 billion	
6	Vingal - VNSteel Industries Joint Stock Company	Subsidiary of Viet Nam Steel Corporation- JSC (Major shareholder)	97/NQ-KKMT dated 31/01/2024	Processed galvanized steel with the quantity of 86 tons. Total transactions are VND 617 million	
7	Tay Do Steel Co., Ltd	General Director of Tay Do Steel Co., Ltd is Chairman of the Board of	97/NQ-KKMT dated 31/01/2024 and 175/NQ-ĐHĐCĐ dated 22/3/2024	Purchased/sold billet, scrap, steel with the quantity of 30,231 tons. Total	

		Directors of Cevimetal		transactions are VND 400 billion
8	Nine Dragons Import Export Trade Services Limited Company	Affiliated party of the Chairman of the BOD of Cevimetal	97/NQ-KKMT dated 31/01/2024 and 175/NQ-ĐHĐCĐ dated 22/3/2024	Purchased/sold steel with the quantity of 15,145 tons. Total transactions are VND 232 billion
9	Nghia Phu Co., Ltd	Affiliated party of the member of the BOD of Cevimetal	97/NQ-KKMT dated 31/01/2024	Purchased/sold steel with the quantity of 8,828 tons. Total transactions are VND 137 billion

d) Assessment of implementation of corporate governance regulations:

In 2024, the company carried out its governance in accordance with the principles and regulations applicable to publicly listed companies, ensuring that procedures and processes for organizing the Annual General Meeting of Shareholders were conducted properly. The Board of Directors has strictly implemented the resolutions of the 2024 Annual General Meeting of Shareholders, safeguarding shareholders' interests in line with its functions, duties, and authority; successfully achieving its business plan targets while enhancing corporate governance practices in compliance with the established internal regulations.

The activities of the Board of Directors, the Supervisory Board, the Executive Board, and other management levels were fully reported and complied with the Enterprise Law, prevailing legal regulations, and the Company's Charter, ensuring fairness, transparency, and the protection of shareholders' legitimate rights and interests.

The Company has fully complied with corporate governance regulations, promptly reporting and disclosing information in the securities market as required by Circular No. 96/2020/TT-BTC dated 16/11/2020, and Circular No. 68/2024/TT-BTC dated 18/9/2024, issued by the Ministry of Finance, which amended and supplemented certain provisions of Circular No. 96/2020/TT-BTC on information disclosure in the securities market.

VI. Financial Statements

1. Auditor's Opinion:

In our opinion, the Financial Statements present fairly and accurately, in all material respects, the financial position of Central Viet Nam Metal Corporation as of December 31, 2024, as well as its business performance result and cash flows status for the fiscal year then ended, in accordance with Vietnamese Accounting Standards, the Vietnamese Enterprise Accounting System, and relevant legal regulations on the preparation and presentation of financial statements.

2. Audited financial statements:

The audited financial statements for 2024 have been published on the Company's



REPORT OPERATIONS OF THE BOARD OF DIRECTORS IN 2024 AND THE 2020-2025 TERM ORIENTATION AND MISSION FOR THE 2025-2030 TERM

PART I

Assessment of the Board of Directors' Operations in 2024

I – Board of Directors' Assessment of Business Operations in 2024

1. Business performance assessment:

The global steel market in 2024 continues to experience complex and unpredictable developments; steel enterprises face multiple risk factors as the economy is impacted by military conflicts, escalating political instability in certain countries, and increasingly widespread, complex, and intense regional tensions..which has affected global steel consumption demand. Domestically, the economy maintained a decent growth rate, inflation was controlled, and infrastructure improved despite global challenges. However, the real estate market recovered slowly, public investment disbursement remained low, legal obstacles related to land and real estate were resolved at a sluggish pace, and although interest rates were low, credit was tightly controlled; many real estate and construction businesses continued to face difficulties. The steel market experienced oversupply, intense price competition, and fierce market share battles. Both manufacturers and traders faced numerous challenges.

Despite these challenges, by seizing opportunities and predicting market trends, the Company strategically organized procurement, sales and import-export activities, ensuring competitive supply of goods to customers, which contributed to the Company's success.

Over the past year, the Board of Directors has led and directed the Executive Board to fulfill the key targets set by the General Meeting of Shareholders. Revenue, sales volume, and profits exceeded the plan and showed growth compared to 2023; employee's income and living standards have also continuously improved, as detailed:

- Total revenue: VND 4,576 billion, reaching 115.8% of the annual plan and increasing 16.4% compared to 2023.

- Total sales volume: 382,145 tons, reaching 124.9% of the annual plan, increasing 27.7% compared to 2023.

- Profit before tax: VND 14.937 billion, reaching 124.5% of the annual plan, increasing 6.7% compared to 2023.

- Average income: VND 16.5 million/person/month, reaching 7.8% compared to 2023

These results are commendable and and well-deserved achievement; reflect the efforts and dedication of the Executive Board and all employees of the Company amidst challenging business conditions, volatile and unstable market, as outlined in the report.

2. Assessment of Board of Directors' performance:

Based on legal regulations, the Company's Charter and Regulations, the Board of Directors has duly performed its functions, duties, and authorities in overseeing, directing, and issuing resolutions and decisions as a foundation for the Executive Board to implement.



The Board of Directors held quarterly meetings to review reports from the Executive Board on the Company's overall performance as mandated by the Board of Directors' resolutions; participated in regular briefings, mid-term, and year-end meetings to analyze achievements and shortcomings in each quarter/year and to provide directions and plans for the subsequent period for the Executive Board to implement. The Board of Directors remained proactive and flexible management to respond to market fluctuations and promptly updated changes in state management policies for implementation.

In addition to regular meetings, the Board of Directors collected written opinions from its members to evaluate the performance of tasks assigned to the Executive Board, also made discussions and agreements to define directions and plans for the Executive Board to implement in the upcoming quarter. All resolutions and decisions issued by the Board of Directors adhered to legal regulations and the Company's Charter.

The Company consistently ensured timely information disclosure in compliance with the requirements outlined in Circular No. 96/2020/TT-BTC dated 16/11/2020, issued by the Ministry of Finance, which provide guidelines on information disclosure in the securities market.

*** Other key activities:**

- Summary of 2023 Business Operations and Approval of the 2024 Business Plan;
- Completion and timely disclosure of the audited 2023 financial statements; the reviewed semi-annual financial statements for the first 06 months of 2024; and the Company's quarterly and annual financial statements for 2024;
- Directed the preparation of documents and successfully organized the 2024 Annual General Meeting of Shareholders; oversaw the implementation and timely, full distribution of dividends to shareholders in accordance with the General Meeting of Shareholders' resolution;
- Approved loan agreements with the following banks: BIDV Da Nang, Vietcombank Da Nang, Vietinbank Da Nang, Techcombank Da Nang, TPBank Da Nang, Agribank South Da Nang, and MSB Da Nang; delegated authority to the General Director to sign and execute transaction contracts between the Company and related companies as well as trading contracts with outstanding debts exceeding 50% of the charter capital;
- Approved and selected AASC Auditing Firm Company Limited as the service provider for reviewing the semi-annual financial statements and auditing the 2024 annual financial statements as recommended by the Supervisory Board;
- Coordinated with the Supervisory Board to supervise the Company's business activities and management operations, ensuring shareholders' rights are protected.

3. Assessment of the Executive Board's Activities:

The Board of Directors acknowledges and highly appreciates the achievements of the Executive Board in organizing and conducting business operations, successfully fulfilling the key targets set by the General Meeting of Shareholders and the Board of Directors. Throughout the year, the Board of Directors has carried out inspections, supervision, and provided guidance to the General Director and other key management personnel in the Company's business activities through resolutions, decisions, written directives, and periodic meetings. These resolutions and decisions were in line with the responsibilities and authority of the Board of Directors as stipulated in the Company's Charter, Internal corporate governance regulations, and the Operational regulations of the Board of Directors.

The Executive Board proactively and flexibly followed the directives of the Board of Directors to implement business operations in alignment with the resolutions of the

General Meeting of Shareholders and the Board of Directors; which strictly adhered to corporate governance regulations, legal provisions, and the Company's Charter.

The supervision and support of affiliated units in business activities were carried out promptly through monthly and quarterly performance evaluations; enabling the identification and timely adjustment of weaknesses, shortcomings and inconsistencies.

The Executive Board regularly communicated and reported to the Board of Directors on business performance, financial status, liabilities, and investment activities, etc..... Through prompt and timely information exchange and updates, the Board of Directors gained a clearer understanding of the Company's operations and provided timely and effective directives in line with the established business strategies and orientation;

The Executive Board has strictly implemented the resolutions, decisions, and directives of the Board of Directors in carrying out its tasks.

II – BOARD OF DIRECTORS' OPERATIONS IN 2024

1. Members and structure of the Board of Directors:

No	Board member (BM)	Position	Start date/end date as BM	Number of Meetings Attended	Attendance Rate	Reason for absence/Notes
1	Huynh Trung Quang	Chairman	29/5/2020	4/4	100%	
2	Nguyen Anh Hoang	BM, General Director	29/5/2020	4/4	100%	
3	Pham Thanh Lam	BM	29/5/2020	4/4	100%	
4	Nguyen Van Bon	BM	29/5/2020	4/4	100%	
5	Doan Cong Son	BM	29/5/2020	4/4	100%	

2. Activities of the Board of Directors:

In 2024, the Board of Directors held 04 periodic meetings and conducted multiple written consultations with its members to approve various matters related to the Company's operations, specifically:

No.	Resolution/ Decision No.	Date	Content	Approval Rate
1	82/NQ-KKMT	22/01/2024	Resolution on Approving the Record Date for Finalizing the List of Shareholders Attending the 2024 Annual General Meeting of Shareholders.	100%
2	93/QĐ-KKMT	30/01/2024	Resolution on signing sales contracts in 2024 with companies having outstanding debts exceeding 50% of charter capital.	100%
3	95/QĐ-KKMT	30/01/2024	Decision on Promulgating the Company's Business and Financial Management Regulations (as Amended and	100%

			Supplemented).	
4	96/QĐ-KKMT	30/01/2024	Decision on Promulgating the Company's Debt Management Regulations (as Amended and Supplemented)	100%
5	97/QĐ-KKMT	31/01/2024	Resolution on signing sales contracts in 2024 with related companies	100%
6	118/NQ-KKMT	22/02/2024	Resolution on the evaluation of Q4 and 2023 business results; implementation of the Q1/2024 plan	100%
7	133/NQ-KKMT	23/02/2024	Resolution on signing a Credit Limit Agreement with Vietnam Bank for Agriculture and Rural Development- South Da Nang Branch	100%
8	134/NQ-KKMT	23/02/2024	Resolution on signing a Credit Limit Agreement with Vietnam Maritime Commercial Joint Stock Bank - Da Nang Branch	100%
9	135/NQ-KKMT	23/02/2024	Resolution on signing a Credit Limit Agreement with Tien Phong Commercial Joint Stock Bank - Da Nang Branch	100%
10	136/NQ-KKMT	23/02/2024	Resolution on signing a Credit Limit Agreement with Joint Stock Commercial Bank for Foreign Trade of Vietnam - Da Nang Branch	100%
11	137/NQ-KKMT	23/02/2024	Resolution on signing a Credit Limit Agreement with Joint Stock Commercial Bank for Investment and Development of Vietnam - Da Nang Branch	100%
12	138/NQ-KKMT	23/02/2024	Resolution on signing a Credit Limit Agreement with Vietnam Technological and Commercial Joint Stock Bank - Da Nang Branch	100%
13	139/NQ-KKMT	23/02/2024	Resolution on signing a Credit Limit Agreement with Vietnam Joint Stock Commercial Bank of Industry and Trade- Da Nang Branch	100%
14	146/NQ-KKMT	28/02/2024	Resolution on Approving the Matters to Be Submitted to the 2024 Annual General Meeting of Shareholders	100%
15	219/NQ-KKMT	04/5/2024	Resolution on the evaluation of Q1 business performance results and implementation of Quarter II/2024 plan	100%
16	254/QĐ-KKMT	01/6/2024	Decision on selecting the auditing firm for the 2024 Financial Statements of the Company.	100%
17	285/NQ-KKMT	27/6/2024	Resolution on amending credit limit agreements with Vietnam Joint Stock Commercial Bank For Industry And Trade - Da	100%

			Nang Branch	
18	323/NQ-KKMT	27/7/2024	Resolution on Signing a Purchase and Sale Contract between the company and a related party of a major shareholder: Thu Duc Steel Joint Stock Company – VNSTEEL	100%
19	333/NQ-KKMT	31/7/2024	Resolution on Evaluating Business Performance for Q2 and the First 06 months of year; Implementing the Q3/2024 Business Plan	100%
20	334/QĐ-KKMT	31/7/2024	Decision on the dismissal of Mr. Nguyen Minh Duc from his position as Deputy General Manager of the Company	100%
21	398/NQ-KKMT	10/10/2024	Resolution on the evaluation of business performance for Quarter III and the 9-month of 2024. Implementation of the Quarter IV/2024 business plan	100%
22	399/NQ-KKMT	10/10/2024	Resolution on replacing the authorized signatory for loan agreements with Banks	100%

III – REPORT ON REMUNERATION, SALARIES, AND OTHER BENEFITS FOR THE BOARD OF DIRECTORS

The total remuneration, salaries, and other benefits for each member of the Board of Directors are detailed in the Company's Annual Report and Financial Statements for 2024.

IV – REPORT ON TRANSACTIONS BETWEEN THE COMPANY AND RELATED PARTIES

In 2024, the Company engaged in transactions involving the purchase and sale of goods with companies related to a major shareholder (Vietnam Steel Corporation – JSC) and transactions with individuals related to internal personnel. These transactions were approved by the General Meeting of Shareholders or the Board of Directors as per their authority and were listed in the Company's corporate governance report and financial statements for 2024.

V – ACTIVITIES OF SUBCOMMITTEES UNDER THE BOARD OF DIRECTORS

In accordance with Resolution No. 122/NQ-DHDCD dated 28/3/2019, of the General Meeting of Shareholders, the Debt Recovery Subcommittee was established under Decision No. 172/QĐ-KKMT dated 24/5/2019, by the Board of Directors. This subcommittee comprises 06 members, chaired by the Chairman of the Board of Directors. Through the Board of Directors' periodic meetings, the Head of the Subcommittee assigned specific tasks to the relevant members to implement debt recovery measures. In 2024, the subcommittee successfully recovered VND 4.32 billion out of VND 6 billion in bad debts, achieving 72% of the target.

VI – SUPERVISION RESULTS TO THE GENERAL DIRECTOR

The Board of Directors supervised and directed the General Director through resolutions, decisions, and periodic meetings. Several members of the Board of Directors participated in regular briefings and other key meetings with the Executive Board.

The General Director fulfilled his functions, duties, and regulations of the Company in compliance with the Law on Enterprises and the Company Charter. The General Director proactively and flexibly followed the resolutions and decisions of the Board of Directors to

organize business activities in alignment with the resolutions of the General Meeting of Shareholders and the Board of Directors.

The General Director proactively monitored and closely followed market trends to develop appropriate and effective solutions for managing and operating the Company's business activities, financial management, and debt management. However, the debt recovery results have not yet met the targets set by the Board of Directors' resolution.

The General Director maintained a schedule of regular monthly briefing meetings and convened extraordinary meetings as needed. These meetings focused on addressing difficulties and obstacles in management and operations, with issues being promptly resolved during the meetings.

In 2024, the steel market continued to experience unfavorable and unpredictable development, the Executive Board and the entire workforce made great efforts to overcome challenges and exceeded the targets set by the General Meeting of Shareholders and the Board of Directors.

VII – PLAN OF THE BOARD OF DIRECTORS IN 2025

The global economy in 2025 is forecasted to remain unstable and face multiple risks, including escalating geopolitical tensions, ongoing trade disputes between the U.S. and China as well as the U.S. and the EU over tariff policies, and strategic competition among major powers. China's economic recovery is expected to be slow due to the weakening real estate market and declining demand for its export goods. Central banks worldwide are cautious about cutting interest rates and easing monetary policies due to concerns over a potential resurgence of inflation.

Domestically, the steel market continues to face challenges due to the downturn in the real estate sector, abundant supply (including competitively priced imported steel from China and South East Asia), low consumption demand, and increasingly fierce competition; rising prices and input costs are also directly impacting the Company's business performance in 2025. Despite these challenges, the Board of Directors has set several key targets for implementation as follows:

- Total sales volume: 364,000 tons;
- Profit before tax: VND 14 billion;
- Dividend rate: 6%.

PART II

Evaluation of the activities of the Board of Directors for the 2020-2025 term

I – ACTIVITIES RESULTS OF THE BOARD OF DIRECTORS FOR 2020-2025 TERM

1. Members of the Board of Directors:

The Board of Directors of Central Viet Nam Metal Corporation for the 2020-2025 term comprises 05 members, elected at the 2020 Annual General Meeting of Shareholders on 29/5/2020, including:

- Mr. Huynh Trung Quang, Chairman;
- Mr. Nguyen Anh Hoang, Board Member, General Director;
- Mr. Pham Thanh Lam, Board Member;
- Mr. Nguyen Van Bon, Board Member;
- Mr. Doan Cong Son, Board Member;

2. Performing the duties of the Board of Directors for the 2020-2025 term:

The 2020-2025 term marks the fourth term in which the Company has operated under the joint-stock company model. At the 2021 Annual General Meeting of Shareholders, a resolution was passed to amend the Company's Charter, Internal Corporate Governance Regulations, Board of Directors' Operating Regulations, and Supervisory Board's Operating Regulations in accordance with the Law on Enterprises, as well as relevant government decrees and circulars providing guidance on the Law on Enterprises and the Securities Law. During the 2020-2025 term, the Board of Directors also reviewed and amended several regulations, including the Information Disclosure Regulations (amended in 2022), the Board of Directors' Operating Regulations (amended in 2023), and the Business – Financial Management Regulations and Debt Management Regulations (amended in 2024), within the authority of the General Meeting of Shareholders and the Board of Directors, to align with the Company's actual conditions and operational needs. The Board of Directors has consistently organized quarterly meetings as stipulated in the Company's Charter, issuing resolutions and decisions to guide the Executive Board in implementing the annual business plans assigned by the Board of Directors.

2.1. General assessment:

During the 2020-2025 term, the Board of Directors implemented its plans amid a highly complex global landscape. The Covid-19 pandemic spread worldwide, severely impacting all aspects of the economy and society. Additionally, geopolitical and military conflicts, such as those between Russia and Ukraine and among Middle Eastern countries, have been intense and ongoing without resolution. The global economy entered a recession and is gradually recovering.

The domestic economy remained a bright spot in the region and globally; however, it was still significantly affected, experiencing low growth. Many industries, sectors, businesses, and individuals faced difficulties. In response, the government introduced various policies to support recovery and stimulate economic growth, such as tax reductions, increased public investment, budget disbursement, interest rate cuts, and reforms in the legal framework for land and construction investment. However, the transition from policy to real economic impact always involves a lag, and societal resources have been weakened, requiring time for regeneration.

The real estate market has weakened and is recovering slowly, while the construction investment sector faces numerous challenges, the financial conditions of businesses and individuals has been eroded. Both the global and domestic steel markets are experiencing oversupply, intense price competition, and fierce market share battles, posing significant challenges for manufacturers and traders.

With the collective efforts of the Company's employees and the decisive, comprehensive implementation of solutions by the Board of Directors and the Executive Board to overcome challenges, the Board of Directors has successfully led and directed to archive most key performance targets set by the resolutions of the General Meeting of Shareholders during 2020-2025 term, although the results did not fully meet expectations. The employees' income as well as material and spiritual well-being and overall quality of life have continuously improved.

2.2. Performance results of key targets:

a) Business results:

Category	Unit	RESULTS OF THE 2020-2025 TERM					TOTAL
		2020	2021	2022	2023	2024	
A	B	1	2	3	4	5	6=1+...+5
1. Total revenue							
- Plan	bil.VND	1,935	2,200	2,620	3,000	3,950	13,705

- Actual	bil.VND	1,914.5	2,524	2,836.3	3,931	4,576	15,781.8
% vs. plan	%	98.9%	114.7%	108.3%	131.0%	115.8%	
% vs. previous year	%	104.6%	131.8%	112.3%	138.6%	116.4%	
2. Sales volume							
- Plan	Tons	200,000	224,000	215,000	220,000	306,000	1,165,000
- Actual	Tons	199,255	202,230	206,731	299,120	382,145	1,289,481
% vs. plan	%	99.6%	92.0%	96.2%	136.0%	124.9%	
% vs. previous year	%	110.2%	101.5%	102.2%	144.7%	127.7%	
3. Profit before Tax							
- Plan	bil.VND	08	09	10	12	12	51
- Actual	bil.VND	10.065	17.173	17.397	14.0	14.937	73.572
% vs. plan	%	125.8%	190.8%	174.0%	116.7	124.5%	
% vs. previous year	%	100.6%	170.6%	101.3%	80.5%	106.7%	
4. Dividend							
- Plan	%	6%	7%	4%	6%	6%	
- Actual	%	6%	7%	8%	6%	8%	
% vs. plan	%	100%	100%	200%	100%	116.6%	
% vs. previous year	%	85.7%	116.6%	114.2%	75%	116.6%	
5. Average income (person per month)							
- Actual	mil. VND	11.040	12.700	15.200	15.300	16.500	
% vs. pre. year	%	98.6%	115.0%	119.7%	100.6%	107.8%	

b) Investment results: Refer to the attached Appendix

2.3. Evaluation of the Board of Directors' Management:

During the 2020-2025 term, the Board of Directors performed their duties with integrity and diligence in the best interests of shareholders and the Company, adhering to legal regulations, the Company Charter, and Internal corporate governance regulations.

- Based on the Resolutions approved by the General Meeting of Shareholders, the Board of Directors focused on reviewing, discussing, and making decisions on the Company's medium-term development strategies and quarterly/annual business plans;

- The Board amended, updated the Company's Charter and issued regulations such as Business-Financial Management Regulations, Debt Management Regulations, and the Board of Directors' Operating Regulations, to align with legal requirements and the Company's conditions, aiming to enhance management and control efficiency and optimize business operations;

- Board members fully attended all Board meetings and expressed clear opinions on matters discussed, deliberated, and voted on;

- The relationship among Board members was collaborative and equitable, ensuring close coordination with the Supervisory Board in executing assigned duties;

- Reports and disclosures were made timely, fully, and accurately to the State Securities Commission and the Hanoi Stock Exchange in accordance with legal regulations.

However, during the 2020-2025 term, the Board of Directors still faced certain limitations and shortcomings, including:

- The strategic development orientation of the Company remains unclear, requiring focused research and clear definition in the upcoming term. Some members of the Board of Directors have not dedicated sufficient time and effort to study and propose matters related to the Company's long-term strategic development;

- The Company's expansion into new product lines has not met expectations, and the diversification of the products remains limited;

- Debt management: while bad debts have been reduced, potential risks of new bad debts have still existed;

- Investment activities: The implementation of investment projects has been reactive and uncertain. It is necessary to conduct thorough research and invest in projects aligned with market demand to enhance the efficiency of the Company's asset utilization;

- Human Resources: The Company has not yet recruited high-quality personnel to fill key positions, especially mid-level and senior leadership roles. Additionally, the workforce's qualifications have not fully met job requirements..

2.4. Supervision of the Executive Board's activities:

The Board of Directors supervised and directed the Executive Board through resolutions, decisions, and periodic meetings. The Executive Board effectively managed the Company's operations in line with the resolutions of the General Meeting of Shareholders and the resolutions/decisions of the Board of Directors. The Board of Directors highly appreciates the efforts and dedication of the Board of Management during the 2020-2025 term, as they demonstrated proactivity and flexibility in organizing and implementing many positive solutions, delivering effective results for the Company.

II – ORIENTATION FOR THE BOARD OF DIRECTORS' ACTIVITIES FOR THE 2025-2030 TERM

1. General Situation:

During the 2025-2030 period, the steel industry is expected to continue facing many challenges due to various factors: the resurgence of global trade wars, heightened geopolitical risks, and the strain on citizens, businesses, and governments as they recover while grappling with underlying threats. However, with significant reforms led by the Party and Government, Vietnam's domestic economy is on a strong growth trajectory, bottlenecks are gradually being removed, public investment is being promoted, the real estate market is slowly recovering, and mechanisms to unlock and mobilize societal resources are being created, providing a positive outlook for the steel industry in the coming years.

In light of these challenges, the Board of Directors submits the following orientations for the 2025-2030 term to the General Meeting of Shareholders for consideration.:

2. Goals for the 2025-2030 term:

- Sales volume and pre-tax profit: Strive for an increase of at least 5% compared to the previous year's performance.

- Annual dividend payout ratio: Aim to be equal to or higher than the interest rates on deposits offered by financial institutions.

3. Key orientations and tasks for the 2025-2030 term:

- Continuously enhance the quality of market evaluation, analysis, and forecasting to provide a solid foundation for the Company's management and operational decision-making; approach major projects early to prioritize system-wide product offerings and sales, while strengthening business partnerships;

- Promptly propose appropriate management, business, and financial solutions to overcome difficulties, boost sales volume, expand markets, and develop customer relationships; regularly monitor, evaluate, and maintain relationships with customers to drive sales and minimize credit risks;

- Optimize the management of revenue and costs related to leased premises and properties, striving to maintain a minimum occupancy rate of 90%;

- Strengthen internal audits, corporate governance and risk management within the Company; explore and implement digital technologies to improve the Company's management and operations;

- Provide shareholders with timely, accurate, and comprehensive information on the Company's business performance.

The above is the report on the activities of the Board of Directors of Central Viet Nam Metal Corporation for the year 2024, the 2020-2025 term, and the orientation for the 2025-2030 term. We hereby submit this report to the General Meeting of Shareholders..

Respectfully submitted./.

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

Recipients:

- Company shareholders;
- Archived: DC, BOD.

Huynh Trung Quang