

Số/No: 199 DXV/CBTT

Đà Nẵng, ngày 08 tháng 4 năm 2025
Da Nang, April 8, 2025

CÔNG BỐ THÔNG TIN ĐỊNH KỲ
PERIODIC INFORMATION DISCLOSURE

Kính gửi: Sở Giao dịch Chứng khoán TP. Hồ Chí Minh
Respectfully to: Ho Chi Minh Stock Exchange

1. Tên tổ chức : Công ty cổ phần VICEM Vật liệu Xây dựng Đà Nẵng
Organization name Da Nang Building Material Vicem JSC
Mã chứng khoán : DXV
Stock code
Địa chỉ trụ sở chính : Lô C4, đường số 9, KCN Hoà Khánh, phường Hoà Khánh
Headquarter Address Bắc, quận Liên Chiểu, thành phố Đà Nẵng
Lot C4, No. 9 Street, Hoa Khanh Industrial Zone, Hoa
Khanh Bac Ward, Lien Chieu District, Da Nang City
Điện thoại : 0236 3707814
Telephone
Email : vanthucoxiva@gmail.com
Website : http://www.coxiva.com.vn

2. Nội dung thông tin công bố/Content of information disclosure:

- Báo cáo thường niên năm 2024 Công ty Cổ phần Vicem Vật liệu Xây dựng Đà Nẵng số 198/DXV-TCKT ngày 08/4/2025.

Annual Report 2024 of Vicem Danang Building Materials Joint Stock Company No. 198/DXV-TCKT dated April 8, 2025..

3. Thông tin này đã được công bố trên trang thông tin điện tử của Công ty vào ngày 08/4/2025, tại địa chỉ trang Web: http://www.coxiva.com.vn/quan-he-co-dong

This information was published on the Company's website on April 08, 2025, as in the link http://www.coxiva.com.vn/quan-he-co-dong

Chúng tôi cam kết các thông tin công bố trên đây là đúng sự thật và hoàn toàn chịu trách nhiệm trước pháp luật về nội dung các thông tin đã công bố./.

We hereby certify that the information provided is true and correct and we bear the full responsibility to the law./.

Tài liệu đính kèm:

Attached documents:

- Báo cáo thường niên năm 2024.

Annual Report 2024.

NGƯỜI ĐƯỢC UỶ QUYỀN CBTT
PERSON AUTHORIZED TO
DISCLOSE INFORMATION



Phan Việt Quyền

VIETNAM CEMENT CORPORATION
**DA NANG BUILDING MATERIAL VICEM
 JSC**

No: ~~198~~/DXV-TCKT

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

Da Nang, April 8, 2025

ANNUAL REPORT

(According to Circular No. 96/2020/TT-BTC dated November 16, 2020,
 Issue by the Ministry of Finance guiding the disclosure of information on the stock market)

REPORTING YEAR: FROM 01/01/2024 TO 31/12/2024

I. General information:

1. General information:

- Trading name: DA NANG CONSTRUCTION MATERIALS VICEM JOINT STOCK COMPANY
- Business registration certificate No.: 0400101820 issued by the Department of Planning and Investment of Da Nang City on June 1, 2007 (12th change, November 4, 2024).
- Charter capital: VND 99,000,000,000.
- Owner's investment capital: VND 99,000,000,000.
- Head office: Lot C4, Road No. 09, Hoa Khanh Industrial Park, Hoa Khanh Bac Ward, Lien Chieu District, Da Nang City.
- Phone: (0236) 3605020
- Website: <http://www.coxiva.com.vn>
- Email: vanthucociva@gmail.com
- Stock code: DXV

2. Formation and development process:

Danang Construction Materials Vicem Joint Stock Company (Vicem VLXD Da Nang) was formerly Construction Materials Company No. 2, established under Decision No. 503/BXD-TCCB, dated October 28, 1975 of the Ministry of Construction.

In 1981, the Ministry of Construction changed its name to: Central - Central Region Brick and Tile Joint Enterprise and named it: Brick and Tile Joint Enterprise No. 2 under the

Ministry of Construction. Established under Decision No. 82/BXD-TCCB, dated January 21, 1981.

In 1984, it was renamed: Construction Materials Supply and Production Joint Enterprise, abbreviated as Construction Materials Joint Enterprise No. 2 - Under the Ministry of Construction, established under Decision No. 1470/BXD-TCCB, dated October 30, 1984 of the Ministry of Construction.

In 1990, Construction Materials Joint Enterprise No. 2 was transferred to the Vietnam Cement Enterprises Union. According to Decision No. 871/BXD-TCLĐ, dated December 10, 1990.

In 1993, the Ministry of Construction decided to re-establish the enterprise: Construction Materials Joint Enterprise No. 2 under the Cement Enterprises Union - Ministry of Construction. According to Decision No. 020A/BXD-TCLĐ, dated February 12, 1993.

In September 1993, the Ministry of Construction changed its name to Da Nang Cement and Construction Materials Company under the Vietnam Cement Enterprise Association according to Decision No. 446/BXD-TCLĐ, dated September 30, 1993.

In July 1996, the Company was officially renamed Da Nang Cement and Construction Materials Company under the Vietnam Cement Corporation according to Decision No. 662/BXD-TCLĐ, dated July 29, 1996.

Implementing the policy of innovation and restructuring of State-owned enterprises, on November 24, 2006, the Minister of Construction issued Decision No. 1615/QĐ - BXD on the equitization of Da Nang Cement and Construction Materials Company.

The company officially operated as a joint stock company from June 1, 2007 under the business registration certificate No. 3203001458 issued by the Department of Planning and Investment of Da Nang on June 1, 2007. The company was listed on the Ho Chi Minh City Stock Exchange with the stock code DXV, the number of listed shares is 9,900,000 shares, with a total value of VND 99,000,000,000 (Par value: VND 10,000/01 share), on January 24, 2008, according to Decision No. 16/QĐ-SGDHCM dated January 24, 2008 of the Ho Chi Minh City Stock Exchange on approving the registration for listing of shares of Da Nang Construction Materials Joint Stock Company on the Ho Chi Minh City Stock Exchange.

3. Business lines and locations:

*** Main business lines:**

The Company is currently mainly trading in cement, producing and trading in construction materials such as tunnel bricks, cement bags, and various packaging.

*** Business areas:**

The Company's cement business is mainly consumed in markets in the Central and Central Highlands regions.

Production and trading in construction materials such as tunnel bricks are mainly consumed in markets in Da Nang City and Quang Nam Province.

Cement bag products are supplied to domestic cement factories.

3. Information on the governance model, business organization and management apparatus:

3.1. Governance model:

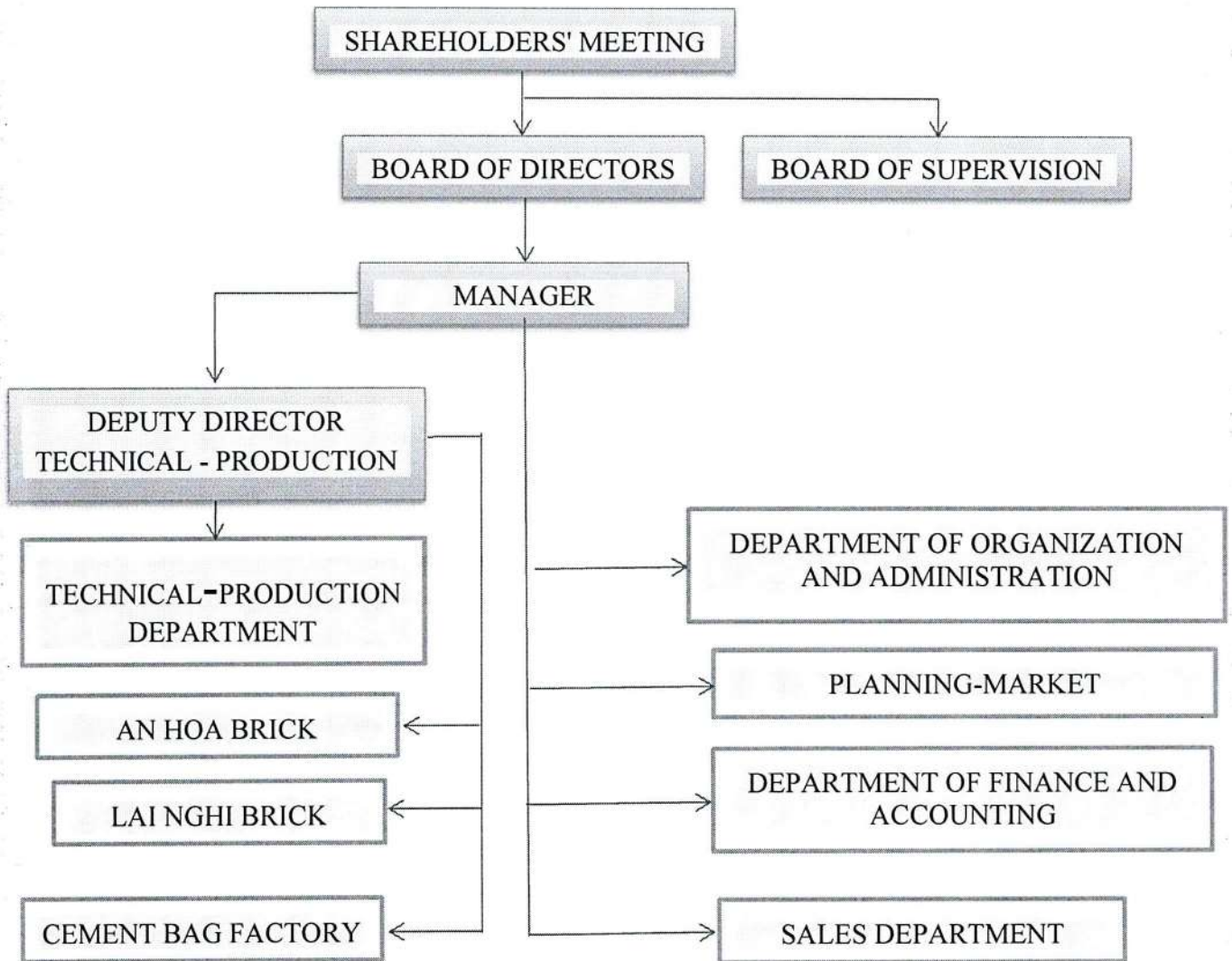
The governance model of Da Nang Construction Materials Vicem Joint Stock Company is a functional governance model and is organized as follows:

General Meeting of Shareholders, BOD of the Company, BOS, BOD and Executive Board of Production and Business Activities including: Director as the Legal Representative of the Company, Deputy Director in charge of production.

The current organizational structure of the Company is divided by function including:

- Functional departments:
 - + Administrative Organization Department;
 - + Market Planning Department;
 - + Sales Department;
 - + Finance and Accounting Department;
 - + Technical Department;
- Production units:
 - + An Hoa Brick Factory;
 - + Lai Nghi Tunnel Brick Enterprise;
 - + Cement Bag Factory.

3.2. Management structure:



General Meeting of Shareholders (GMS): Is the highest decision-making body of the company, consisting of all shareholders with voting rights, the GMS decides on issues related to the authority prescribed by law and the Company's Charter.

Board of Directors (BOD): The current BOD of the company has a Chairman and members. In order to perform its duties and powers, the BOD holds regular meetings once a quarter or extraordinary meetings, reviews, analyzes and evaluates the production and business situation and other activities of the company, the implementation of resolutions of the GMS, specifies plans and tasks and assigns the Executive Director to organize implementation. The BOD operates on the principle of collective leadership and individual responsibility. All members of the BOD are responsible for their work and are jointly responsible before the General Meeting of Shareholders and before the law for the Resolutions and Decisions of the BOD regarding the development of the Company.

Supervisory Board: elected by the General Meeting of Shareholders. The Supervisory Board operates independently from the BOD and the Board of Management, is responsible for supervising the Company's activities in all aspects on behalf of the Shareholders with the aim of protecting the interests of the Shareholders and ensuring that all activities of the Company comply with the law, the Company's Charter and the Resolutions of the General Meeting of Shareholders. The Supervisory Board is responsible before the law and the General Meeting of Shareholders in performing its duties and powers.

Executive Board: The executive board is headed by a member of the BOD and the Director, who is in charge of the Company's daily production and business operations, is supervised by the BOD and is responsible to the BOD and the law for the performance of assigned tasks. The Deputy Production Director assists and advises the Director according to assigned functions and tasks.

The Company has established 08 units, including 05 Departments and 03 affiliated units. Performing professional functions and tasks assigned by the BOD.

The Company has no subsidiaries or affiliated companies.

4. Development orientation:

*** Main objectives of the Company:**

Maintain and develop the field of cement bag production, tunnel brick production.

Research production and trade of products derived from cement such as concrete, unburnt bricks, etc.

*** Medium and long-term development strategy:**

Invest in Hoc Lay quarry in Duy Thu commune, Duy Xuyen district, Quang Nam province.

Equip solar power system at the bag production factory.

Produce unburnt bricks.

Optimize the production capacity of the technological line, apply advanced tools in production management. Operate effectively and stably to increase production output, ensure supply, control compliance with technological processes to produce bricks and cement bags of stable quality.

Vicem VLXD Da Nang becomes a professional cement distributor of VICEM and produces VICEM's main construction materials in the Central and Central Highlands regions.

*** Sustainable development goals (environment, society and community) and the Company's main short-term and medium-term programs:**

Invest in new environmental protection equipment, install automatic emission monitoring systems to control emission parameters and always ensure compliance with State standards.

Develop a green production strategy, perform maintenance, repair, and ensure stable equipment operation; operate standard production lines to meet dust concentrations at chimneys within the allowable index; the entire landscape of factories and enterprises will be enhanced with green trees.

Maintain the application of the ISO 9001-2015 quality management system at the Company.

Replace part of non-renewable fossil raw materials and resources for brick production, research non-hazardous industrial waste, ash, slag, etc. to replace raw materials and energy in brick production.

Continue to promote the innovation program, the movement to promote technical improvement, rationalize production, the "Green-clean-beautiful" movement and ensure occupational safety and hygiene, protect the environment, the movement to build corporate culture, improve the efficiency and competitiveness of enterprises.

Pay attention to improving the material and spiritual life of workers. Participate in doing well in social security work, responsibility to the community.

5. Risks:

Market risks:

The socio-economic situation in 2024 will recover slowly, the demand for construction materials among people as well as construction works will be very low, the production and consumption of construction materials nationwide will decrease simultaneously, and export difficulties will adversely affect the company's construction materials production and business activities.

Risks in input materials:

The supply is scarce and the prices of materials and input materials for brick and packaging production are still on an upward trend.

Risks in production and factory operations:

Although machinery and equipment serving production are regularly and regularly repaired and maintained, the equipment and machinery in the technological chain are showing a tendency to reduce their lifespan, entering a stage with potential risks of incidents and breakdowns. If incidents arise during operation, they will lead to the shutdown of the main equipment for repair, and the downtime of the main equipment will greatly affect the ability to complete production output, consumption, revenue and profit targets. The cost of

maintenance, periodic maintenance and major repairs increases the input cost of manufactured products.

Other risks:

Vietnam's weather situation in recent years has had many complex changes such as strong storms, heavy rains, floods, landslides in the Central and Central Highlands provinces causing damage and affecting people's income, construction needs, etc. These factors have had unusual developments, causing difficulties in forecasting and planning consumption.

II. Operational situation during the year:

1. Production and business situation:

a. Overview:

In 2024, the global economy continues its slow and uneven recovery. Many risks persist for international supply chains and commodity prices, although global inflation has improved significantly compared to 2023. Many developed economies are facing the risk of slowing growth, despite monetary policy easing. Global economic activity, while not falling into recession, remains below potential, with inflation, although cooling compared to 2023, remaining above target in many countries.

Vietnam's economy in 2024, in the context of unpredictable fluctuations in the world economic and political situation, with the participation of the entire political system, the timely, drastic and close direction and administration of the Government, the Prime Minister and the efforts of all levels, sectors, localities, the business community and people nationwide, in 2024 our country's economy achieved a growth rate of 7.09%, exceeding the set target of 6 - 6.5%. This is a very positive growth rate, demonstrating the high determination, great efforts, drastic, timely and effective actions of the entire political system in directing, managing and implementing socio-economic development tasks in the face of rapid and unusual fluctuations in the region and the world, as well as in the face of damage caused by natural disasters, storms and floods that have caused great damage to production, business and people's lives in our country.

Despite achieving the above growth, the economy still faces many difficulties and challenges, suffering from "double negative impacts" from unfavorable external factors and internal limitations and shortcomings, the real estate market has not recovered, slow disbursement of investment projects has directly affected the construction materials industry, Sales of construction materials products are still not high. Domestic cement supply is higher than demand, exports are decreasing, making the domestic cement market increasingly competitive. Prices of input materials for production such as clay; electricity; ... increase, especially clay prices, while supply is scarce. The domestic cement market continues to be fiercely competitive because "supply" far exceeds "demand". The real estate market recovers slowly, domestic cement consumption decreases, the trend of demand shifting from bagged

cement to bulk cement, causing many difficulties for the company's construction materials production and business activities.

b. Production and business implementation situation:

No.	Content	Unit	Plan	2024	2023	Compare (%)	
						Plan	2023
I	Commercial output, production output						
1	Cement	Ton	48.000	46.234	44.707	96,32	103,42
2	Production Packaging	1.000 pieces	16.800	15.059	14.210	89,64	105,97
3	Purchased Packaging	1.000 pieces		700	600		116,67
3	Bricks	1.000tablets	26.900	23.122	23.064	85,95	100,25
II	Total main products consumed						
1	Cement	Ton	48.000	46.562	43.373	97,01	107,35
2	Packaging	1.000 pieces	16.800	15.662	15.097	93,22	103,74
3	Bricks	1.000tablets	26.900	26.282	23.631	97,70	111,22
III	Financial indicators						
1	Total revenue	VND Million	194.497	180.172	174.107	92,63	103,48
2	Profit before tax	“	(5.865)	(5.661)	(8.331)	96,53	67,96
3	Profit after tax	“	(5.865)	(5.661)	(8.331)	96,53	67,96
4	Profit after tax/Equity ratio	%	(5,06)	(4,89)	(7,19)	96,56	67,96
5	Payment to the budget	VND Million	4.522	2.089	2.446	46,21	85,42

- Production situation:

Packing production in 2024 will be 15,059 million units, equal to 89.64% of the Resolution, up 5.97% compared to 2023. The actual packaging output will be lower than the Resolution due to the cement consumption of the cement factories of the Company supplying packaging in the country not meeting the plan.

Brick production in 2024 will be 26,282 million units, equal to 92.63% of the Resolution and up 11.22% compared to 2023. The actual packaging output will be lower than the planned target because the Company has to continue to stop the brick kiln in Lai Nghi due to difficulties in the source of clay materials for production.

- Consumption situation:

Cement consumption for the whole year is 46,562 tons, equal to 97.01% compared to the Resolution and an increase of 7.35% compared to 2023.

The consumption output of bags for the whole year is 15,662 million pieces, reaching 93.22% compared to the Resolution and an increase of 3.74% compared to 2023.

The consumption output of bricks for the whole year is 26,282 million pieces, reaching 97.70% compared to the Resolution and an increase of 11.22% compared to 2023.

- Financial indicators:

Revenue in 2024: VND 180,172 billion, reaching 92.63% compared to the Resolution, an increase of 3.48% compared to 2023, mainly due to the consumption output of bags; bricks; Cement both grew compared to the same period but did not reach the target set by the Resolution.

Profit realized in 2024: Facing difficulties and challenges, the Company has actively and synchronously implemented solutions in production and consumption to effectively implement the goals and tasks of 2024. With the solidarity and determination of the leadership and employees in the whole Company, along with the close direction of the BOD and the timely support of Vietnam Cement Corporation, the Company has achieved better results, reducing losses compared to the Resolution and in 2023, pre-tax and after-tax profits of -5,661 billion VND, reducing losses by 0,204 billion VND compared to the Resolution and reducing losses by 2,670 billion VND compared to 2023.

2. Organization and personnel:

⊕ Board of Directors, Executive Board:

1. Mr. Nguyen Van Tan

Chairman of the BOD (appointed on April 27, 2023)

Gender: Male

Date of birth: 12/7/1965

Nationality: Vietnam

Permanent address: No. 25, Alley 16, Nguyen Phuc Lai, O Cho Dua, Dong Da, Hanoi. Professional qualifications: Master of Business Administration, Bachelor of Accounting

VICEM capital representative: 2,605,700 shares, equivalent to 26.32% of charter capital.

Working process at Vicem VLXD Da Nang:

- From April 27, 2023 - present: Chairman of the BOD of Vicem VLXD Da Nang

Current positions in other organizations: Head of Internal Control Department, Vietnam Cement Corporation.

2. Mr. Tran Van Khoi:

Member of the BOD

Gender: Male

Date of birth: December 5, 1969

Nationality: Vietnam

Permanent address: 253 Be Van Dan, Hoa Khe Ward, Thanh Khe District, Da Nang City

Professional qualifications: Master, Mechanical Engineer, Bachelor of Information Technology.

Representative of VICEM capital: 1,303,000 shares, equivalent to 15.15% of charter capital.

Working process at Vicem VLXD Da Nang:

- From April 24, 2018 - present: Member of the BOD, Director of Vicem VLXD Da Nang.

Current positions in other organizations: None

3. Mr. Le Ke Tich:

Member of the BOD (appointed on April 27, 2023)

Gender: Male

Date of birth: February 10, 1967

Nationality: Vietnam

Permanent address: 24 Than Nhan Trung - Group 9, Hoa Khe Ward, Thanh Khe District, Da Nang City

Professional qualification: Mechanical engineer

VICEM capital representative: 1,303,000 shares, equivalent to 15.15% of charter capital.

Working process at Vicem VLXD Da Nang:

- From July 1992 - 1994: Electromechanical engineering staff of the construction department of Da Nang Construction Materials Company.

- From 1995 - May 2004: Technical staff of the Packaging Production Enterprise of Da Nang Construction Materials Company.

- From June 2004 - December 2005: In charge of the General Department of the Packaging Production Enterprise of Da Nang Construction Materials Company

- From January 2006 - March 2016: Deputy Director of the Cement Bag Manufacturing Enterprise of Vicem VLXD Da Nang.

- From April 2016 - June 2016: Director of the Cement Bag Manufacturing Enterprise of Vicem VLXD Da Nang.

- From January 7, 2017 - April 24, 2017: Deputy Director of Vicem VLXD Da Nang.

- From April 25, 2017 to June 24, 2021: Deputy Director, Member of the BOD of Vicem VLXD Da Nang.

1/0/7/2/5/0/2/1/1

- From June 25, 2017 to April 26, 2023: Deputy Director of Vicem VLXD Da Nang.
 - From April 27, 2023 - present: Member of the BOD ...4, 2021 to April 24, 2021: Deputy Director, Member of the BOD of Vicem VLXD Da Nang.
 - From June 25, 2017 to April 26, 2023: Deputy Director of Vicem VLXD Da Nang.
 - From April 27, 2023 - present: Member of the BOD of Vicem VLXD Da Nang.
 - Member of the BOD, Deputy Director of Vicem VLXD Da Nang.
- Current positions in other organizations: None

4. Mr. Nguyen Huu Vy:

Member of the BOD

Gender: Male

Date of birth: 27/12/1971

Nationality: Vietnam

Permanent address: Group 18D, Khue Dong Ward, Cam Le District, Da Nang City

Professional qualification: Bachelor of Economics

Representative of VICEM capital: 1,303,000 shares, equivalent to 15.15% of charter capital.

Working process at Vicem VLXD Da Nang:

- From April 1999 - April 2008: Specialist of Labor Safety Department, Da Nang Construction Materials Company
- From April 2008 - January 2010: Deputy Head of Labor Safety Department, Vicem VLXD Da Nang.
- From January 2010 - June 2012: Deputy Head of Labor Safety Department - in charge of Labor Safety Department, Vicem VLXD Da Nang;
- From July 2012 to November 2015: Head of Labor Union, Vicem VLXD Da Nang.
- From October 2015 to April 2018: Head of Planning and Investment Department, Chairman of Labor Union, Vicem VLXD Da Nang.
- From May 2018 - present: Member of the BOD, Head of Planning and Investment Department, Chairman of the Trade Union of Vicem VLXD Da Nang.

Current positions in other organizations: None

5. Mrs. Tran Thi Chi

Independent member of the BOD

Gender: Female

Date of birth: March 20, 1979

Nationality: Vietnam

Permanent address: Yen Ne 2 Village, Hoa Tien Commune, Hoa Vang District, Da Nang City

Professional qualifications: Bachelor of Banking, Bachelor of Law

Representative of VICEM capital: 0 shares, equivalent to 0% of charter capital.

Working process at Vicem Da Nang Construction Materials Joint Stock Company:

- From April 26, 2024 - Present: Independent member of the BOD of Vicem VLXD Da Nang.

Current positions in other organizations: None

6. Mr. Truong Van Tuan

Chief Accountant

Gender: Male

Date of birth: 02/01/1972

Nationality: Vietnam

Permanent address: No. 09 Le Do Street, Xuan Ha Ward, Thanh Khe District, Da Nang City

Professional qualification: Bachelor of Accounting

VICEM capital representative: 0 shares, equivalent to 0% of charter capital.

Working process at Vicem Da Nang Construction Materials Joint Stock Company:

- From June 24, 2021 - April 25, 2024: Member of the BOD of Vicem Da Nang Construction Materials.

- From 01/11/2023 – 13/02/2025: Head of Finance and Accounting Department, in charge of accounting for Vicem VLXD Da Nang.

- From 14/02/2025 – Present: Chief Accountant of Vicem VLXD Da Nang.

Current positions in other organizations: None

⊕ Board of Supervisors (BOS):

1. Mrs. Tran Thi Hai Nga

Head of the BOS

Gender: Female

Date of birth: August 27, 1973

Nationality: Vietnam

Permanent address: Group 13, Vinh Hung Ward, Hoang Mai District, Hanoi

Professional qualification: Bachelor of Accounting

Working process at Vicem Construction Materials Da Nang:

- From April 29, 2022 - present: Head of the BOS, Vicem VLXD Da Nang.

Current positions in other organizations: Specialist of the Finance and Accounting Department, Vietnam Cement Corporation

2. Mrs. Nguyen Thi Thu Hang

Member of the BOS

Gender: Female

Date of birth: January 10, 1982

Nationality: Vietnam

Permanent address: K569, H7/20 Tran Cao Van, Xuan Ha Ward, Thanh Khe District, Da Nang City.

Professional qualification: Bachelor of Accounting

Working process at Vicem VLXD Da Nang:

+ From July 2003 to April 22, 2018: Working at the Finance and Accounting Department of Vicem VLXD Da Nang;

+ From April 23, 2018 to April 29, 2022: Head of the specialized Supervisory Board - Vicem VLXD Da Nang;

+ From April 30, 2022 - present: Deputy Head of Sales Department, Member of the Supervisory Board of Vicem VLXD Da Nang.

Current positions in other organizations: None

3. Ms. Nguyen Phuong Lan

Member of the Supervisory Board

Gender: Female

Date of birth: May 5, 1979

Nationality: Vietnam

Permanent address: K289/39 Truong Chinh Street, Da Nang City

Professional qualification: Chemical engineer

Working process at Vicem VLXD Da Nang:

+ From January 2005 - April 22, 2018: Specialist in Production Engineering Department, Vicem VLXD Da Nang.

+ From April 23, 2018 - present: Specialist in Production Engineering Department, Member of the BOS, Vicem VLXD Da Nang.

Current positions in other organizations: None

⊕ Number of officers and employees:

00
CÔ
CÔ
VI
T LIỆ
ĐÀ
VH P

Average number of employees of the company in 2024: 226 people. Of which:

Content	2024	2023	Note
Number of workers (persons)	216	242	
Postgraduate	1	1	
University and postgraduate	42	43	
College and vocational secondary school	17	19	
Primary vocational training	151	170	
Untrained	5	9	
Female workers	105	112	
Average income (VND/person/month)	8.230.000	8.030.000	

3. Investment status, project implementation status:

The investment project to build and exploit Hoc Lay mine in Duy Xuyen district, Quang Nam province with a reserve of 205,374m³, the mining license capacity is 25,000 m³/year. Currently, the company has completed the procedures and is waiting for the People's Committee of Quang Nam province to approve the Investment License.

4. Financial status:

a. Financial status:

Item	Unit	2024	2023	Percentage (%)
1. Total assets	VND Million	124.317	131.010	95
2. Net revenue	"	177.625	169.634	105
3. Operating profit	"	(6.508)	(8.469)	77
4. Other profit	"	847	138	616
5. Profit before tax	"	(5.661)	(8.331)	68
6. Profit after tax	"	(5.661)	(8.331)	68
7. Dividend payout ratio	%	-	-	

b. Key financial indicators:

indicators	Unit	2024	2023	Percentage (%)
1. Payment capacity indicators				
Payment capacity indicators	"	4,18	4,27	97,71

Quick ratio	“	3,23	3,01	107,62
2. Capital structure indicators				
Debt/Total Assets Ratio	“	0,222	0,218	101,58
Debt/Equity Ratio	“	0,285	0,279	102,03
3. Operational capacity indicators				
Inventory Turnover	“	5,448	4,935	110,40
Net Revenue / Total Assets	“	1,43	1,29	110,35
4. Profitability ratio				
Profit after tax / Net revenue	%	(3,19)	(4,91)	64,90
Profit after tax/Equity	%	(5,85)	(8,13)	71,93
Profit after tax/Total assets	%	(4,55)	(6,36)	71,61
Operating profit/Net revenue	%	(3,66)	(4,99)	73,39

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

a) Shares:

- Total number of outstanding shares: 9,900,000 shares
- Type of outstanding shares: common shares
- Number of freely transferable shares: 9,900,000 shares
- Number of restricted shares: 0 shares

b) Shareholder structure:

According to the latest list of shareholders, closing date October 4, 2024, the structure of state shareholders and other shareholders of Vicem Da Nang Construction Materials Joint Stock Company is as follows:

Content	Number of shareholders	Number of shares	Value (VND)	Percentage (%)
Outstanding shares	1.005	9.900.000	99.000.000.000	100,00
In there:				
Domestic Shareholder	990	9.846.250	98.462.500.000	99,46
Individual	981	3.241.642	32.416.420.000	32,74
Organization	09	6.604.608	66.046.080.000	66,71
Foreign Shareholder	15	53.750	537.500.000	0,54

Individual	12	49.310	493.100.000	0,50
Organization	03	4.440	44.400.000	0,04

List of 10 largest shareholders of the Company

No.	Shareholder Name	Nationality	Shares	Ownership ratio (%)
1	Vietnam Cement Corporation	Vietnam	6.514.700	65,81
2	Dinh Thi Ngan	"	486.000	4,91
3	Truong Hoang Manh Thao	"	414.500	4,19
4	Vu Ngoc Luyen	"	130.900	1,32
5	Tran Ba Tuan	"	115.300	1,16
6	Nguyen The Duc	"	106.000	1,07
7	Bui Viet Minh	"	89.440	0,90
8	Le Cong Xinh	"	83.800	0,85
9	Huynh Thi Kim Anh	"	71.200	0,72
10	VU Duc Noi	"	66.550	0,67

c) Changes in owner's investment capital:

From the time of equitization to present, the Company has not increased its charter capital.

Time	Charter capital (VND)	Increased value (VND)	Method
01/06/2007	99.000.000.000		Equitization

d) **Treasury stock transactions:** The Company does not have treasury stocks

e) **Other securities:** None

6. Report on the Company's environmental and social impacts

6.1. Environmental impacts:

- The Company always pays attention to and maintains the repair and maintenance of dust extraction systems to ensure optimal operation, thereby reducing dust emissions into the environment.

- Implement environmental monitoring at production units in accordance with regulations.

- Production units regularly carry out sweeping, clearing sewers, cleaning production workshops and internal roads.

- Submit environmental protection reports of production units to relevant departments and agencies in accordance with regulations and on time.

- During the year, there were no penalties from inspection teams for environmental work.

6.2. Management of raw material sources:

During the production and business process, the Company has managed and used raw materials in accordance with the State's regulations, in accordance with the production and consumption requirements in each stage of the Company's production and business. Using alternative raw materials is waste from other industries and economic sectors, along with waste in daily activities of society to create alternative raw materials and energy, ensuring environmental cleanliness, while following the natural cycle and life cycle for green and sustainable development.

a) Total amount of raw materials used to produce and package the main products and services of the organization during the year:

No.	Raw material	Unit	Quantity
I	Brick		
-	Clay	M ³	27.626
II	Cement Bag		
-	T3034 Fiber Plastic	Kg	785.200
-	Fiber Additive 1001	“	89.150
-	M 9600 Coated Plastic	“	279.950
-	Outer kraft	“	891.371
-	Inner kraft, Bag Edge	“	978.227

b) Report the percentage of recycled materials used to produce the organization's main products and services: None.

6.3. Energy consumption

a) Direct and indirect energy consumption.

No.	Energy, fuel	Unit	Quantity
1	Electricity	Kwh	1.921.032

2	Coal	Ton	2.658
3	Diezel	Liter	21.270
4	Gasoline	Lítér	13.868

b) Energy is saved through initiatives to use energy efficiently. Being aware that saving electricity is a way to save natural resources and reduce costs for the Company, the Company's leaders use many measures to reduce electricity consumption in production, adjust equipment running time to limit peak hours, encourage employees to be conscious of saving electricity: turn off lights, fans, air conditioners... when not in use; replace and repair damaged equipment; use energy-saving devices; respond to Earth Hour,... contributing a small part to the effort to protect energy sources.

c) **Energy saving initiatives:** Arrange reasonable production plans, limit the operation of equipment that consumes large amounts of electricity, do not let electrical equipment operate without load. Invest, improve, gradually replace old, outdated, low-efficiency equipment with high-efficiency and energy-saving equipment and technology; review, evaluate and invest in additional energy-saving equipment.

Initiatives and measures to reduce greenhouse gas emissions: None

6.4. Water consumption:

Water is an invaluable resource but not infinite, so saving water is always the most urgent goal. The Company's BOD always focuses on saving water by the following measures:

Building and controlling the water supply system in production as well as in daily life, avoiding water leakage, using water effectively without wasting.

No.	Water	Unit	Quantity
1	Water	m ³	7.633
	Total		7.633

6.5. Compliance with environmental protection laws:

The Company always complies with environmental laws, fully implements periodic and ad hoc environmental reports such as: Periodic environmental monitoring reports every 3 months; periodic reports on hazardous waste management once a year; Measuring the working environment once a year, etc. and reports as required by state management agencies.

- Develop and promulgate environmental regulations and rules to disseminate and post in production areas for employees to learn and implement

- Arrange specialized staff to do environmental work, occupational safety and hygiene and fire prevention.

6.6. Policies related to employees:

a) Average number of employees: 216 people

Average salary for employees (excluding managers): 8,013 million VND/person/month

b) Labor policy to ensure the health, safety and welfare of employees:

The company pays for shift meals, hazardous allowances, and periodic health check-ups for employees.

The company ensures stable income and pays salaries to employees on time as prescribed.

The company fully pays and pays benefits, social insurance, health insurance, and unemployment insurance for employees.

The working environment is always improved to ensure better working conditions and training to improve the skills of employees.

Every year, the Company organizes a Labor Conference in accordance with the provisions of law on implementing democratic regulations at the grassroots level to discuss and contribute opinions on issues such as: goals and measures to implement production and business tasks; measures to improve working conditions, material and spiritual life, environmental sanitation; internal rules and regulations related to policies for employees and collective labor agreements.

c) Labor training activities:

To improve production and business efficiency, the Company pays special attention to training activities to develop skills and study for employees: Total number of courses: 05 courses, number of participants: 141, training cost: 20.2 million VND. The Company has organized training according to the plan with the motto of choosing a good training place combined with the use of reasonable and economical costs. Training content includes knowledge of political theory, management, professional expertise, techniques, operations, safety. For mandatory courses according to regulations such as occupational safety and hygiene training for all employees of the Company, fire prevention training, ... The Company has implemented in accordance with legal regulations and plans set out at the beginning of the year.

6.7. Report related to responsibility to the local community:
The Company always pays attention to the work of gratitude, humanitarianism, charity, support and assistance.

The Company always participates in community activities and activities launched and organized by the locality.

III. Report and assessment of the BOD:

1. Assessment of production and business performance:

The production and business targets of 2024, according to the plan set out in the Resolution of the 2023 General Meeting of Shareholders, are implemented in the context of the domestic construction materials market having many fluctuations due to the impact of supply and demand, the central region is affected by unusual weather, continuously suffering from many heavy rains and floods, the real estate market and social consumption demand have not recovered.

- Cement business:

Current cement supply has far exceeded demand, exports have decreased. Therefore, fierce competition in the domestic market is mainly on price, leading to low business efficiency.

The slow recovery of the real estate market, low real estate liquidity, cautious homebuyers... have made many businesses not dare to promote investment in new projects, but choose to focus on exploiting existing projects.

- About Bricks:

Demand for brick consumption has not increased, selling prices have decreased, but electricity prices and input materials for brick production have increased, or are at high levels, affecting production and business efficiency. Brick production units are under pressure to consume their products, many units have had to stop kilns or reduce kiln productivity.

The supply of clay for brick production is increasingly scarce.

- About the packaging:

The domestic bag market continues to be under fierce competitive pressure due to excess production capacity while the demand for domestic bag cement is decreasing, along with the trend of shifting the product structure of the market, from using traditional KPK bag cement to cheap bag cement such as PP, PK bags, ... at the same time increasing the use of bulk cement, reducing bag cement will greatly affect the consumption of KPK cement bags of the Company.

With the determination to overcome all difficulties, strive to complete the plan targets approved by the Resolution of the General Meeting of Shareholders and the BOD. The BOD has promoted its role, closely followed the actual situation, proactively, flexibly, focused on directing the drastic implementation of key solutions, ensuring production and business activities, stabilizing income for employees. The results of implementation in 2024, specifically:

No.	Content	Unit	Plan	2024	2023	Compare (%)	
						Plan	2023
I	Commercial output, production output						
1	Cement	Ton	48.000	48.548	44.707	101,14	108,59
1	Production Packaging	1.000 pieces	16.800	14.359	14.210	85,47	101,05
1	Purchased Packaging	1.000 pieces		700	600		116,67
2	Bricks	1.000tablets	26.900	23.122	23.064	85,95	100,25
II	Total main products consumed						
1	Cement	Ton	48.000	46.562	43.373	97,01	107,35
2	Packaging	1.000 pieces	16.800	15.662	15.097	93,22	103,74
3	Bricks	1.000tablets	26.900	26.282	23.631	97,70	111,22
III	Profit						
1	Profit before tax	Million.dong	(5.865)	(5.661)	(8.331)	96,53	67,96
2	Profit after tax	Million.dong	(5.865)	(5.661)	(8.331)	96,53	67,96

The company's achievements:

The company has completed the renovation of the Office Building at the Cement Bag Production Factory as the main office, without renting an outside office, reducing rental costs while creating a green, clean, beautiful working environment, convenient for production management at the Cement Bag Production Factory.

An Hoa Brick Factory has successfully produced bricks to meet customer requirements.

The brick and bag equipment operates relatively stably, promoting productivity and efficiency.

The consumption of electricity, coal, and land in brick production is reduced compared to the norm.

The company has proactively used some domestic materials and spare parts to replace imported materials and spare parts.

The company always focuses on environmental protection, planting more trees as well as creating landscapes for factories and enterprises.

The company has ensured capital for production and business, promptly providing capital for production and business activities. Cash flow has always been focused on and has been effective, bringing in increasingly high financial income.

Existing difficulties that need to be overcome:

Cement output, cement consumption, bricks, and packaging all increased from 03 to 11% compared to 2023, but only approached the 2024 Plan. It is necessary to strengthen sales activities, find more partners; add more consumption markets to increase output.

Although the realized profit after tax is better than the Resolution and 2023, it still has a loss in business results, and has not yet overcome accumulated losses. It is necessary to increase efficiency in all areas to strive to have no more losses from 2025 and gradually compensate for and overcome accumulated losses.

Complete the Investment Certificate for Hoc Lay clay mine, Phu Da 2 village, Duy Thu commune, Duy Xuyen district, Quang Nam province to deploy, put the mine into operation soon to proactively source raw materials for brick production and reduce product costs.

2. Financial situation:

a) Asset situation:

As of December 31, 2024, Vicem VLXD Da Nang's total assets were VND 124,317 billion, equal to 95% compared to the same period (VND 131,010 billion), in general, there were no major changes in assets during the year.

Total short-term assets were VND 115,085 billion; down 6% compared to 2023 (VND 122,188 billion), mainly due to a decrease in receivables; short-term receivables from customers at December 31, 2024 were VND 71,619 billion, down VND 3,675 billion compared to the beginning of 2023 (VND 75,294 billion), other short-term receivables at December 31, 2024 were VND 18,511 billion, down 2,756 billion VND compared to the beginning of 2023 (21,267 billion VND) mainly due to a decrease in security deposits, inventory at 31/12/2024 was 26,705 billion VND, down 10,289 billion VND compared to the beginning of 2023 (36,994 billion VND), mainly clay for brick production due to scarcity of land. Increase in cash and cash equivalents by 3,632 billion VND, increase in term deposits by 5,500 billion VND. Total long-term assets were 9,231 billion VND, up 4.64% compared to the same period in 2023 (8,822 billion VND), mainly due to increased costs of repairing the Office Building.

b) Debt situation:

As of December 31, 2024, Vicem VLXD Da Nang's total debt is 27,552 billion VND, equal to 96% compared to the same period in 2023 (28,584 billion VND). Of which: short-term debt is 27,552 billion VND; down 1,032 billion VND compared to the same

period; mainly the Company has reduced debt payable to employees. The Company has no long-term debt.

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

Regarding organizational structure: continue to rearrange and re-allocate labor to suit the implementation of VICEM's restructuring project.

The average number of employees in 2024 is 226, equal to 93.78% of the 2024 labor plan (Plan: 241 people) and a decrease of 6.22% compared to 2023.

The average total income of employees in 2024 is 8,230 million VND/person/month, equal to 99.16% of the plan (Plan 2024: 8,299 million VND/person/month).

In 2024, the Company has no cases of officers whose term of office has expired and must be reappointed. In October 2024, the Company will implement the process of appointing the Company's Chief Accountant. The appointment is in accordance with the Regulations on management of cadres and capital representatives of VICEM issued together with Decision No. 2186/QD-VICEM dated November 18, 2021 and the Regulations on management of cadres of Vicem Da Nang Construction Materials Joint Stock Company issued together with Decision No. 495/QD-HDQT dated October 26, 2023 of the BOD of the Company.

The Company is implementing the review of the Party Committee planning for the period (2020-2025) and the period (2025-2030), implementing the review of the planning of the Company's leaders and managers under VICEM's management for the period (2021-2026), developing the planning of the Company's leaders and managers for the period (2026-2031).

Develop a plan for the use of labor to restructure Lai Nghi Tunnel Brick Enterprise.

Implement the settlement of policies and social insurance regimes for employees in a timely and correct manner, including: payment of salaries, shift meals, issuance of labor protection, in-kind compensation for hazardous substances, termination of employment, sickness, maternity, accident regimes, etc.

Welfare policy: 100% of employees have signed labor contracts, social insurance, health insurance, unemployment insurance, labor protection and other policies such as periodic health check-ups, occupational disease check-ups for employees are always guaranteed promptly in accordance with regulations.

In addition to ensuring welfare regimes for employees according to the provisions of law, employees are equipped with personal protective equipment, ... constantly improving welfare regimes for employees to improve work efficiency such as work-life balance programs such as giving gifts to employees on holidays and Tet. Regularly visit and promptly encourage employees in difficulty and adversity; support and help families of employees in especially difficult circumstances.

Policy on human resource management, training and development: Implement planning and have plans for training, fostering and developing staff to improve human resource quality, serve the long-term development plan of Vicem VLXD Da Nang, perfect the system of evaluating the quality of work of employees; at the same time, continuously improve salary arrangement according to assigned job positions.

The working environment of the employees is always guaranteed in terms of facilities, equipment and working tools. Organizing, assigning and arranging work reasonably, suitable to the professional level and working capacity of each person. The collective from leaders to officers and employees is united.

4. Future development plan:

Participate in VICEM's general development strategy, coordinate with VICEM member units to implement Logistics, optimize cement transportation services, increase cement consumption of units in VICEM to achieve the highest production and business efficiency.

Research and develop new product lines to increase labor and capital efficiency.

Research and install solar power, put into installation and use in 2025.

Research on reusing waste and scrap in bag production (recycling).

Investing in exploiting Hoc Lay soil mine in Duy Thu, Duy Xuyen, Quang Nam to take advantage of local raw materials in brick production, while expanding the market for bag consumption for cement factories.

5. Explanation of the BOD for audit opinions:

- Independent auditor: An Viet Auditing Company Limited

- Independent auditor's opinion is unqualified: The financial statements have reflected fairly and fairly, in all material respects, the financial situation of the Company as at December 31, 2024, as well as the business results and cash flows for the fiscal year ended on the same day, in accordance with Vietnamese accounting standards and legal regulations related to the preparation and presentation of financial statements.

IV. BOD' assessment report:

1. BOD' assessment report on the Company's operations:

In 2024, the Company's production and business activities are close to the planned consumption output. Total cement consumption output reached 97.01% of the plan, cement bag consumption reached 93.22%, and brick consumption reached 97.70% of the plan. Profit loss was 5,661 billion VND, a decrease from the plan.

Faced with difficulties in the situation of cement supply exceeding demand nationwide, social consumption demand has not recovered, the market for bricks, bags, and

cement has not increased. The company has maintained a certain stability, growing compared to 2023. Production and business are stable, ensuring jobs and income for employees, paying the state budget according to regulations. There have been no occupational accidents. Safety and environment in the enterprise are increasingly focused on and improved.

The BOD and the Supervisory Board fully participated in the meetings of the BOD and the Supervisory Board. Independent members of the BOD fully participated in the activities assigned by the BOD, and well implemented the supervision contents of the Resolutions.

2. Evaluation report of the BOD on the activities of the BOD:

The structure of the BOD is appropriate to the tasks and characteristics of the Company. The members of the BOD are all qualified, capable and qualified, fully trained in their profession, knowledgeable in the assigned fields and have many years of experience in managing and operating the company. The Director has clearly assigned tasks to the Deputy Directors and periodically every month, or when there is a need to hold a meeting to handle work, the BOD holds a meeting to evaluate the results of work performance and deploy the next work.

The BOD highly appreciates the efforts of the BOD in implementing the Company's plan. In 2024, the targets for consumption output have not reached 100% of the plan, however, in the context of the socio-economic situation and the actual needs of the market, to achieve the business results of the past year is the effort of the Executive Board, with all capacity, solidarity, and strict compliance with the policies of the BOD. The decisions of the BOD are implemented by the BOD resolutely but cautiously and firmly.

In 2024, the BOD:

Implement well the Resolutions of the General Meeting of Shareholders and the Resolutions of the BOD. The Executive Board has always closely followed the Resolutions of the BOD, periodically reported and closely assessed the production and business situation, developed plans and solutions for each stage to report to the BOD; strictly complied with the Company Charter and legal regulations.

Comply with the correct voting procedures and when deciding on important issues, reached maximum consensus.

Recognizing the advantages and disadvantages of the Company, the BOD has been flexible in managing production and business activities, and has issued internal documents within its authority to effectively control all production and business activities of the Company, issue policies to attract customers; salary reform solutions to encourage employees to improve productivity; solutions to strictly manage production costs...

20
Y
N
VE
DUNG
G
INH

Investment and procurement work is also strictly managed and implemented in accordance with legal regulations.

The BOD has been proactive in building and developing a distribution channel system in line with the goals and actual situation; proactive in producing and trading products in line with market demand.

The BOD has also coordinated with the Executive Board of the Trade Union to take good care of the material and spiritual life of employees.

3. Orientation plans of the BOD:

Focus on managing business operations and providing timely instructions to improve business efficiency, ensuring the set plan; Directing the implementation of enhanced risk control and cost control to improve efficiency;

Accelerate the implementation of the Hoc Lay Mine Project to stabilize the clay supply soon. Increase production and supply of cement bags to companies inside and outside VICEM, promote the consumption of Vicem Hai Van, Vicem Hoang Thach, Vicem Bim Son, Vicem But Son, Vicem Ha Long cement,... in the South Central and Central Highlands markets to achieve VICEM's strategic goal of market share in this region.

Comply with the regulations on the authority and duties of the BOD as prescribed. Ensure the timely issuance of Resolutions and Decisions in accordance with current regulations, creating favorable conditions for the BOD to operate production and business activities.

Carry out the work of preserving and developing capital.

V. Corporate Governance:

1. Board of Directors:

a. Members and structure of the BOD:

The Company's BOD has 05 members, consisting of 01 Chairman of the BOD and 04 BOD Authorizations, including 01 independent Board Member.

No.	Full name	Position	Shares	State shares	Ownership shares
1	Mr. Nguyen Van Tan	Chairman of BOD	2.605.700	2.605.700	
2	Mr. Tran Van Khoi	Members of BOD	1.303.000	1.303.000	
3	Mr. Nguyen Huu Vy	Members of BOD	1.303.000	1.303.000	
4	Mr. Le Ke Tich	Members of BOD	1.303.000	1.303.000	
5	Mrs. Tran Thi Chi	Independent Members of BOD	0	0	

	Total		6.514.700	6.514.700	
--	-------	--	-----------	-----------	--

b. Subcommittees under the BOD: None

c. Activities of the BOD

Based on the powers and duties prescribed by law and the Company's Charter, in 2024, the BOD regularly holds regular and extraordinary meetings as prescribed, organizes to collect opinions of Board members to pass resolutions and decisions of the BOD.

In the meetings, the BOD promoted democracy, solidarity and unity among Board members, and highlighted their roles and responsibilities when discussing and participating in deciding on issues within their authority.

Report to the State Securities Commission, Ho Chi Minh Stock Exchange and Vietnam Cement Corporation on corporate governance, and annual reports in accordance with legal regulations.

BOD meetings:

No.	Members of BOD	Number of BOD meetings attended	Attendance rate	Reason for nonattendance
1	Mr. Nguyen Van Tan	5/5	100%	
2	Mr. Tran Van Khoi	5/5	100%	
3	Mr. Nguyen Huu Vy	5/5	100%	
4	Mr. Le Ke Tich	5/5	100%	
5	Mrs. Tran Thi Chi	4/4	100%	

In 2024, the BOD issued 18 Resolutions and Decisions on production and business tasks, personnel work, goods procurement and other tasks. The Resolutions and Decisions of the BOD were issued promptly, within their authority, ensuring compliance with the State's policies and laws, in accordance with the provisions of the Enterprise Law and the Company's Charter, creating conditions for the BOD to effectively operate the Company's production and business activities as well as resolving difficulties and problems arising in the production and business process.

Resolutions and Decisions issued by the BOD in 2024:

No.	Resolution/Decision Number	Date	Content	Approval rate
1	57/NQ-HĐQT	01/02/2024	BOD' Resolution approving the contract for buying and selling cement bags with Vicem Bim Son Cement Joint Stock Company	100%

2	101/NQ-HĐQT	29/02/2024	BOD' Resolution approving the plan for the 2024 annual shareholders' meeting	100%
3	126/NQ-HĐQT	11/03/2024	BOD' Resolution on the implementation results of the Resolution for the fourth quarter and the whole year of 2023; Business objectives and tasks for the first quarter of 2024.	100%
4	127/QĐ-DXV	11/03/2024	BOD' Decision on promulgating regulations on purchasing goods and services	100%
5	245/QĐ-DXV	02/05/2024	BOD' Decision on promulgating technical and economic norms for the production of packaging and tunnel bricks	100%
6	302/NQ-HĐQT	16/05/2024	BOD' Resolution on the implementation results of the Resolution for the first quarter of 2024; Business objectives and tasks for the second quarter of 2024.	100%
7	318/NQ-HĐQT	28/05/2024	Decision to raise salary of Mr. Tran Van Khoi - Company Director.	100%
8	445/NQ-HĐQT	17/07/2024	BOD' Resolution of the company in the third quarter of 2024	100%
9	446/QĐ-DXV	17/07/2024	BOD' Decision on supplementing the Regulations on management of staff of Vicem Construction Materials Joint Stock Company Da Nang issued together with Decision No. 495/QĐ-DXV dated October 26, 2023	100%
10	447/QĐ-DXV	17/07/2024	Decision on Approval of additional planning for company management leaders for the period 2021-2026 under VICEM management	100%
11	590/NQ-HĐQT	20/09/2024	BOD' Resolution on changing Head Office address	100%
12	671/NQ-HĐQT	30/10/2024	BOD' Resolution of the company in the fourth quarter of 2024	100%
13	672/NQ-HĐQT	11/01/2024	Resolution on Approval of Occupational Safety and Health Training Contract with Cement Technical Vocational College	100%
14	709/QĐ-DXV	18/11/2024	Decision on Approving the results of assessment and classification of Company	100%

0011
 CÔNG
 CỔ P
 H
 LIỆU
 ĐÀ N
 Y PH

			Managers in 2023, Da Nang Construction Materials Vicem Joint Stock Company	
15	719/QĐ-DXV	22/11/2024	Decision on Approving the Company's management staff planning for the period 2026-2031	100%
16	806/NQ-HĐQT	19/12/2024	BOD' Resolution approving the contract for buying and selling cement bags with Vicem Ha Tien Cement Joint Stock Company	100%
17	826/NQ-HĐQT	30/12/2024	BOD' Resolution approving the contract for buying and selling cement bags with Vicem But Son Cement Joint Stock Company	100%
18	852/NQ-HĐQT	31/12/2024	BOD' Resolution approving the contract for buying and selling cement bags with Vicem Bim Son Cement Joint Stock Company	100%

d. Activities of independent members of the BOD

The activities of independent members of the BOD in 2024 have complied with the Company's Charter and internal regulations on corporate governance. They have fully participated in meetings of the BOD, discussed and voted independently and objectively to ensure the interests of the Company.

The members of the BOD have proposed effective and timely solutions to support the BOD in the process of operating the company, and have effectively monitored and controlled compliance with legal regulations.

2. Supervisory Board:

a. Members and structure of the Supervisory Board

No.	Members of BOS	Position	Shares	State shares	Ownership shares
1	Mrs. Tran Thi Hai Nga	Head of BOS	0	0	0
2	Mrs. Nguyen Thi Thu Hang	Member of BOS	0	0	0
3	Mrs. Nguyen Phuong Lan	Member of BOS	0	0	0
	Total		0	0	0

b. Activities of the BOS:

- BOS Meeting:

No.	Members of BOS	Number of BOS meetings attended	Attendance rate	Reason for nonattendance
1	Mrs. Tran Thi Hai Nga	2/2	100%	
2	Mrs. Nguyen Thi Thu Hang	2/2	100%	
3	Mrs. Nguyen Phuong Lan	2/2	100%	

- Activities of the BOS:

The BOS of the Company is elected by the General Meeting of Shareholders and is responsible to the shareholders and the law for the results of the BOS' work with the Company.

In 2024, the BOS of the Company held 02 meetings to evaluate the implementation of legal provisions and the Company's Charter in the activities of the BOD; the Company's Executive Board.

The inspection and supervision of the Supervisory Board focuses on: Inspecting and supervising the financial situation, capital preservation, and business performance of the Company in 2024, supervising the implementation of the Charter and Resolutions of the General Meeting of Shareholders, specifically:

Considering the legality and procedures for issuing Resolutions and Decisions of the BOD and the Executive Board in 2024;

Inspect and supervise the implementation and results of the Resolution of the 2024 Annual General Meeting of Shareholders for the BOD and the Executive Board;

Control the Company's compliance with regulations on information disclosure in accordance with the provisions of law;

Examine the 6-month and annual financial reports to assess the truthfulness and reasonableness of financial data.

- Results of monitoring the activities of the BOD:

The BOD held regular quarterly and annual meetings in accordance with the provisions of the Company's Charter on Organization and Operation. The BOD also passed many decisions by requesting written opinions. The Supervisory Board assessed that the activities of the BOD during the year were in accordance with the law and the Company's regulations, promptly responding to the Company's production and business requirements during the year;

The BOD has issued Resolutions and Decisions related to the Company's operations within the scope of responsibility and authority of the BOD. The Resolutions and Decisions of the BOD are issued in accordance with the correct procedures, authority and legal basis according to the provisions of law and the Company;

The BOD supervises the activities of the Executive Board in implementing the Resolution of the General Meeting of Shareholders and the Company's production and business activities. The BOD has coordinated with the Executive Board to direct and operate the Company's business activities to strive to complete the targets according to the 2024 production and business plan approved in the Resolution of the General Meeting of Shareholders; Other tasks according to the functions and authority of the BOD.

- Results of monitoring the activities of the Executive Board:

Regarding the implementation of production and business plan targets: The Company Director and the Executive Board have made efforts to manage production and business activities, ensuring jobs and income for employees.

Regarding financial accounting: The Executive Board has directed the strict implementation of quarterly and annual financial reports on time, in accordance with accounting standards and Vietnamese laws. Urged debt collection and flexibility in using cash flow, balancing cash flow to promptly serve production and business activities. Directed the analysis of economic activities to find solutions to reduce costs and increase production and business efficiency.

Coordination of activities between the Supervisory Board and the BOD and the Board of Management:

The BOD and the Board of Management maintain regular contact with the Supervisory Board, the Head of the Supervisory Board is invited to attend regular meetings of the BOD;

During the working process, the Supervisory Board is provided with complete documents and information as requested related to the working program;

The Head of the Supervisory Board regularly consults with the BOD to control production and business activities to achieve the highest efficiency and comply with the provisions of the law, regulations and rules of the Company. The BOD also invites the Supervisory Board to participate in monthly meetings, 6-month and annual production and business review conferences. At the meetings, the Supervisory Board also contributed ideas to the Company's Executive Board on solutions to improve production and business efficiency.

3. Transactions, remuneration and benefits of the BOD, Board of Management and BOS:

a. Salary, bonus, remuneration, benefits:

The Company applies remuneration levels for members of the BOD and BOS according to the Resolution of the General Meeting of Shareholders dated April 26, 2024.

Details are as follows:

- + Chairman of the BOD: VND 6,000,000/person/month
- + Members of the BOD: VND 4,000,000/person/month
- + Head of the BOS: VND 4,000,000/person/month
- + Members of the BOS: VND 3,000,000/person/month

No.	Full name	Position	Total (VND)
1	Mr. Nguyen Van Tan	Chairman of BOD	72.000.000
2	Mr. Tran Van Khoi	Members of BOD	48.000.000
3	Mr. Nguyen Huu Vy	Members of BOD	48.000.000
4	Mr. Le Ke Tich	Members of BOD	48.000.000
5	Mr. Truong Van Tuan	Members of BOD	16.000.000
6	Mrs. Tran Thi Chi	Independent Members of BOD	32.000.000
7	Mrs. Tran Thi Hai Nga	Head of BOS	48.000.000
8	Mrs. Nguyen Thi Thu Hang	Member of BOS	36.000.000
9	Mrs. Nguyen Phuong Lan	Member of BOS	36.000.000
	Cộng		384.000.000

1107
ONG
PH
C
XU
A
N
HỒ

b. Insider Stock Transactions: 2024, No Transactions.

c. Contracts or transactions with insiders:

Unit	Organization name	Relationship with the company	Business registration certificate	Head office address/ Contact address	Time of transaction with the company	Transaction content	Total transaction value (VND million)
1	VICEM Hoang Thach Cement Company Limited	Related parties	080004797	Bich Nhoi 2 Area, Minh Tan Ward, Kinh Mon Town, Hai Duong Province	01/1- >31/12/2024	Buy Cement	49.299
						Sell Bags	22.285
2	VICEM Hai Van Cement Joint Stock Company	"	0400101235	65 Nguyen Van Cu - Da Nang City	01/1- >31/12/2024	Buy Cement	2.345
						Sell Bags	7.419
3	Ha Tien 1 Cement Joint	"	0301446422	604 Vo Van Kiet, Cau Kho	01/1- >31/12/2024	Sell Bags	30.042

	Stock Company			Ward, District 1, HCMC			
4	Vicem Bim Son Cement Joint Stock Company	“	2800232620	Ba Dinh Ward, Bim Son Town, Thanh Hoa Province	01/1- >31/12/2024	Buy Cement	3.287
5	VICEM Hai Phong Cement Company Limited	“	0200155219	Trang Kenh – Minh Duc – Thuy Nguyen – Hai Phong.	01/1- >31/12/2024	Sell Bags	1.083
6	VICEM But Son Cement Joint Stock Company	“	0700117613	Thanh Son Commune, Kim Bang District, Ha Nam Province	01/1- >31/12/2024	Sell Bags	8.301
7	Nghi Son Cement Company	“	2800464741	Hai Thuong Ward, Nghi Son Town, Thanh Hoa Province	01/1- >31/12/2024	Sell Bags	8.540
8	Ha Long Cement Joint Stock Company	“	5700466028	Thong Nhat Commune, Ha Long City, Quang Ninh Province	01/1- >31/12/2024	Sell Bags	125.656
9	Cement Technical Vocational College	“	0105459714 001	No. 3, Hanoi Street, So Dau Ward, Hong Bang District, Hai Phong City	01/1- >31/12/2024	Work safety training 2024	17

VI. Financial statements:

1. Audit opinion:

The 2024 financial statements of Da Nang Construction Materials Vicem Joint Stock Company have been audited by An Viet Auditing Company Limited.

In the opinion of the Auditor, the Financial Statements have reflected fairly, in all material respects, the financial position of the Company as at December 31, 2024 as well as the business results and cash flows for the fiscal year ended on the same date, in accordance with Vietnamese Accounting Standards, the Enterprise Accounting Regime and legal regulations related to the preparation and presentation of Financial Statements.

2. Audited financial statements: (Appendix attached)

The Company has posted the full text of the audited financial statements on the Company's website on March 19, 2025 at: www.coxiva.com.vn.

Recipients:

- State Securities Commission;
- Ho Chi Minh City Stock Exchange;
- Company website;
- BOD, BOS;
- Administration, Financial Accounting.



Tran Van Khoi

