

No: 09-BB/ BOD

Thai Binh, March 11, 2025

Minutes of the Board of Directors Meeting

Today, at 9.00 AM March 11, 2025, at the meeting hall of Thai Binh Cement Joint Stock Company, the Board of Directors of Thai Binh Cement Joint Stock Company held a meeting as per the invitation for the Q1/2025 meeting.

Attendance:

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|----------------------------|------------------------------------|
| 1/ Ms. Bui Thi Nguyen Hanh | Chairman of the Board of Directors |
| 2/ Mr. Pham Van He | Member of the Board of Directors |
| 3/ Mr. Vu Tien Nghia | Member of the Board of Directors |
| 4/ Mr Bui Duc Anh | Member of the Board of Directors |
| 5/ Mr. Vu Tien Dung | Member of the Board of Directors |

Chairperson: Ms. Bui Thi Nguyen Hanh

Secretary: Mr. Nguyen Xuan Nam

Content:

Ms. Bui Thi Nguyen Hanh, the Chairperson of the meeting, declared that the Board of Directors meeting was convened as all 5 out of 5 members, accounting for 100% of the Board, were in attendance.

1. Approval of the agenda, time, and venue for the 2025 Annual General Meeting of Shareholders.

The Chairperson of the meeting reported to the Board of Directors on the plan for organizing the 2025 Annual General Meeting of Shareholders.

The 2025 Annual General Meeting of Shareholders will be held in the form of a direct, in-person meeting.

The Board of Directors unanimously approved the plan, form of meeting, and schedule for the 2025 Annual General Meeting of Shareholders to be held on April 15, 2025, with 5 out of 5 members (100%) in agreement.



2/Approval of the Agenda for the General Meeting of Shareholders

The Chairperson of the meeting presented the documents to be submitted at the 2025 Annual General Meeting of Shareholders, including:

- The report of the Board of Directors and the Executive Board on the operational performance in 2024 and the business plan for 2025.
- The audited financial statements for 2024.
- The Supervisory Board's report for 2024.
- The report on remuneration payments for the Board of Directors and the Supervisory Board in 2024.
- The proposal for selecting the auditing firm for the 2025 financial statements.
- The proposal on remuneration payments for the Board of Directors and the Supervisory Board in 2025.
- Proposal on authorizing the Board of Directors to proactively search for and select a new location for relocating the factory in accordance with the Provincial Decision.
- Other related matters.

All Board members participated and unanimously approved the agenda with a vote of 5/5 (100%).

3/ Establishment of the Organizing Committee for the 2025 General Meeting of Shareholders

The Chairperson of the meeting presented the establishment of the Organizing Committee for the 2025 General Meeting of Shareholders, consisting of the following members:

- 1/ Mr. Nguyen Xuan Nam - Head of Finance & Human Resources Department - Head of the Committee
- 2/ Ms. Nguyen Thi Lan - Accounting Department - Member
- 3/ Mr. Pham Van Dong - Accounting Department - Member
- 4/ Mr. Do Xuan Dai - Technician - Member
- 5/ Ms. Le Thi Thuy - Finance & Human Resources Department - Member

All members of the Board of Directors participated and unanimously approved the establishment of the Organizing Committee for the 2025 General Meeting of Shareholders with a vote of 5/5 (100%).



The Board of Directors assigned the Organizing Committee to prepare and complete all relevant documents for the 2025 Annual General Meeting of Shareholders, ensuring they are fully published on the company's website and communicated to shareholders in accordance with legal regulations.

4/ Form of the General Meeting

Arrangements for the conference hall and event decorations will be made to ensure the best conditions for shareholders attending the General Meeting.

The Organizing Committee for the General Meeting is officially established from the date of the issuance of the decision and is responsible for fully implementing all required tasks related to the organization of the meeting. The committee will automatically dissolve upon the successful completion of the 2025 Annual General Meeting of Shareholders.

This meeting minutes were prepared at the headquarters of Thai Binh Cement Joint Stock Company at 10.30 AM on March. 11., 2025. The Board of Directors unanimously approved the contents of this document. The meeting minutes were read aloud by the meeting secretary to all members of the Board of Directors present at the meeting, who acknowledged and signed the document.

SIGNATURES OF BOARD MEMBERS

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| <p>Chairman of the Board of Directors</p>  <p><i>Bui Thi Nguyen Hanh</i></p>  | <p>Member of the Board of Directors</p>  <p><i>Pham Van He</i></p> | <p>Member of the Board of Directors</p>  <p><i>Vu Tien Nghia</i></p>  |
| <p>Member of the Board of Directors</p>  <p><i>Bui Duc Anh</i></p> | <p>Member of the Board of Directors</p>  <p><i>Vu Tien Dung</i></p> | <p>Secretary of the Board of Directors</p>  <p><i>Nguyen Xuan Nam</i></p> |

RESOLUTION

**OF THE BOARD OF DIRECTORS OF THAI BINH CEMENT JOINT STOCK
COMPANY**

- Pursuant to the Enterprise Law No. 59/2020/QH14 issued by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Charter of Organization and Operation of Thai Binh Cement Joint Stock Company;
- Pursuant to the meeting minutes of the Board of Directors meeting dated March 11, 2025.

RESOLUTION

Article 1: Approval of the Plan and Format for the 2025 Annual General Meeting of Shareholders:

The Board of Directors unanimously approves the plan and format for the 2025 Annual General Meeting of Shareholders, with the following details:

- **Time:** The meeting will be held on April 15, 2025
- **Format:** The meeting will be conducted in person
- **Venue:** At the Meeting Hall of Thai Binh Cement Joint Stock Company
(No. 01- Quach Dinh Bao Street - Tien Phong Ward - Thai Binh City - Thai Binh Province)

- **Agenda:**

- Report of the Board of Directors on the operational performance in 2024 and the plan for 2025.
- Business report of the Executive Board for 2024 and business plan for 2025.
- Audited financial statements for 2024.
- Report of the Supervisory Board for 2024.
- Report on remuneration payments for the Board of Directors and the Supervisory Board in 2024.
- Proposal for selecting the auditing firm for the 2025 financial statements.
- Proposal on remuneration payments for the Board of Directors and the Supervisory Board in 2025.
- Other relevant matters.

Article 2: Responsibilities of the Organizing Committee

The Board of Directors assigns the Organizing Committee to prepare all relevant documents for the General Meeting. Arrange and set up the venue for the meeting. Provide guidance on the meeting format. Send invitations to shareholders (also published on the company's website). Handle other matters related to the meeting in compliance with legal regulations.

Article 3: Implementation and Effectiveness

This resolution takes effect from the date of signing. Members of the Board of Directors, the General Director, other relevant individuals, and the Organizing Committee are responsible for implementing this resolution.

**T/M BOARD OF DIRECTORS OF THE COMPANY
CHAIRPERSON**



BUI THI NGUYEN HANH

DECISION

Establishment of the Organizing Committee for the 2025 Annual General Meeting of Shareholders

Thai Binh Cement Joint Stock Company

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

- Pursuant to the Charter of organisation and operation of Thai Binh Cement Joint Stock Company;

- Pursuant to Resolution No. 09 of the Company's Board of Directors dated March 11, 2025;

CHAIRMAN OF THE BOARD OF DIRECTORS OF THE COMPANY

DECISION

Article 1: Establishment of the Organizing Committee for the 2025 Annual General Meeting of Shareholders with the following members:

1/ Mr. Nguyen Xuan Nam - Head of Finance & Human Resources Department - Head of the Committee

2/ Ms. Nguyen Thi Lan - Accounting Department - Member

3/ Mr. Pham Van Dong - Accounting Department - Member

4/ Mr. Do Xuan Dai - Technician - Member

5/ Ms. Le Thi Thuy - Finance & Human Resources Department - Member


Article 2: Responsibilities of the Organizing Committee:

- Preparing all relevant documents for the General Meeting.
- Arranging and organizing the venue for the General Meeting.
- Sending invitations to shareholders (also published on the company's website).
- Handling other matters related to the General Meeting.
- Assigning specific tasks to committee members and having the authority to mobilize company employees to ensure the successful organization of the General Meeting.
- Operating under the direct supervision of the Board of Directors.

Article 3: The Organizing Committee shall commence its activities from the date of the establishment decision and shall be automatically dissolved upon the successful completion of the 2025 Annual General Meeting of Shareholders..

Article 4: The Board of Directors, the Executive Board, relevant departments, and the individuals listed above are responsible for executing this decision./.

**TM BOARD OF DIRECTORS
CHAIRPERSON**


[Signature]
BUL THI NGUYEN HANH