

INTIMEX - HOA CAM CONCRETE JOINT STOCK COMPANY

Da Nang, March 20, 2026

INVITATION LETTER TO THE ANNUAL GENERAL MEETING OF SHAREHOLDERS IN 2026

To: Respected Shareholders of Intimex - Hoa Cam Concrete Joint Stock Company

Name of company: Intimex - Hoa Cam Concrete Joint Stock Company

Address of head office: Lot B6-5, Thuan Yen Industrial Park, Ban Thach Ward, Da Nang City, Vietnam

Enterprise Registration Number: 4000362102

Pursuant to the Charter on Organization and Operation of Intimex - Hoa Cam Concrete Joint Stock Company;

Pursuant to Decision No. 40/QĐ-HCC-HĐQT dated February 26, 2026, of the Board of Directors on organizing the Annual General Meeting of Shareholders in 2026 of Intimex - Hoa Cam Concrete Joint Stock Company;

The Board of Directors of Intimex - Hoa Cam Concrete Joint Stock Company would like to invite the Company's respected shareholders to attend the Annual General Meeting of Shareholders in 2026 with the following details:

1. Time: 8:30 AM, April 17, 2026

2. Venue: Office of Intimex - Hoa Cam Concrete Joint Stock Company, Address: 53 Truong Son, Cam Le ward, Da Nang city.

3. Participants: Shareholders holding shares of Intimex - Hoa Cam Concrete Joint Stock Company as of the final registration date, March 12, 2026 (Record date for determining shareholders entitled to attend the Meeting).

4. Agenda: The agenda for the Annual General Meeting of Shareholders in 2026 is attached.

5. Meeting documents: Respected shareholders are pleased to access the meeting documents, which will be made available on the Company's website at www.betonghoacam.com.vn from March 27, 2026.

6. Attendance conditions: Shareholders holding shares of Intimex - Hoa Cam Concrete Joint Stock Company as of the final registration date, March 12, 2026 (Record date for determining shareholders entitled to attend the Meeting).

7. Other issues:

In case a shareholder is unable to attend the Meeting, they may authorize the Company's Board of Directors or another person to attend the General Meeting. The authorized representative must bring their Citizen Identity Card (CCCD) and Power of attorney signed by both the authorizing shareholder and the authorized representative when attending the Meeting.

To facilitate the organization of the meeting, shareholders are kindly requested to confirm their attendance or authorize another person by returning the confirmation or sending an email to betonghoacam@gmail.com before April 15, 2026 (2 days prior to the General Meeting). Contact phone: 0236 3670000, 0982404237. Kindly ask for Mr. Nguyen Xuan Hien.

The Board of Directors of Intimex - Hoa Cam Concrete Joint Stock Company hereby respectfully notify all shareholders.

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



Do Ha Nam

**INTIMEX - HOA CAM
CONCRETE JOINT STOCK
COMPANY**



THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom – Happiness

AGENDA

Annual General Meeting of Shareholders 2026

- 1. Time:** Officially at 8:30 AM on April 17, 2026.
- 2. Venue:** Company Branch in Da Nang, 53 Truong Son Street, Hoa Tho Tay Ward, Cam Le District, Da Nang City.
- 3. Participants in the General Meeting:** Shareholders holding shares of Intimex - Hoa Cam Concrete Joint Stock Company as of the record date (March 12, 2026) for the organization of the 2026 Annual General Meeting of Shareholders.
- 4. Meeting Agenda:**
 - Report on the Board of Directors' activities in 2025 and the 2026 plan;
 - Report by the Board of Management on the business activities of 2025 and the plan for 2026;
 - Audited financial statements and Report on the activities of the Board of Supervisors.
 - Review and approve the following proposals:
 - + Proposal on profit distribution and fund allocation for 2025;
 - + Report on remuneration for the Board of Directors and Board of Supervisors in 2025 and budget for 2026;
 - + Proposal for selecting the auditing company for the company's financial statements for 2026;
 - + Proposal on the plan to issue shares to pay dividends for 2025;
 - Shareholders' opinions;
 - Other matters under the authority of the General Meeting of Shareholders.
 - Approval of the Minutes and Resolution of the General Meeting.
 - Closing of the General Meeting.

**THE ORGANIZING COMMITTEE OF
THE GENERAL MEETING**

**REPORT OF THE BOARD OF DIRECTORS
AT THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**

I. MEMBER OF THE BOARD OF DIRECTORS

Intimex - Hoa Cam Concrete Joint Stock Company's Board of Directors has 03 members. The members of the Board of Directors holding office on the date of this report include:

1. Mr. Do Ha Nam - Chairman
2. Mr. Ngo Xuan Nam - Member
3. Mr. Ngo Van Long - Member

Based on the Charter and the actual situation of the Company, the Board of Directors has performed their powers and duties in the reporting year, participating in the orientation and supervision of the Board of Management's operations. Some typical contents are as follows:

II. ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025

In 2025, the Board of Directors held meetings to discuss and agree on matters within the competence of the Board of Directors to focus on directing, supervising operations, and providing timely support to the Board of Management through the issuance of Resolutions and Decisions related to the orientation of production and business activities and timely and reasonable investment, as well as the organization of the Company's leadership personnel in accordance with the current regulations and laws of the Company.

**III. RESULTS OF SUPERVISING THE ACTIVITIES OF THE BOARD OF MANAGEMENT
IN 2025**

In 2025, the Board of Directors directed the Board of Management in implementing the key strategic tasks oriented in the decisions made by the General Meeting of Shareholders as well as the Board of Directors, specifically:

- Directing the Board of Management to implement the 2025 plan approved by the General Meeting of Shareholders;
- Supporting the Board of Management in management, organization of personnel, and labor and salaries to improve production and business efficiency and the lives of employees;
- Inspecting and supervising the Company's business activities in accordance with the Company's charter.

Business results in 2025

Total revenue: 420.72 billion VND

Profit before tax: 38.43 billion VND

Profit after tax: 30.40 billion VND

The production and business activities in 2025 faced challenges such as fuel and raw material shortages, high prices, and high competition. Production costs and machinery and equipment are high due to the frequent breakdown of old machinery. Besides, there are also large fixed costs such as depreciation, salaries and provisions for overdue debts, and financial provisions for capital contributions at Chu Lai Joint Stock Company.

However, the company has also made many efforts to take advantage of regional business advantages, promote the effectiveness of the chain of concrete plants installed across the provinces and cities of Da Nang, Quang Ngai; negotiated reasonable selling prices with customers, contributing to increased business efficiency. In addition, the company has applied many measures to collect debts, contributing to achieving and exceeding the revenue and profit plan set by the General Meeting of Shareholders.

*** Human resource management**

The Company's Board of Directors and Board of Management are stable. The average number of employees in 2025 was 184 people, employees' income increased; regimes and policies for employees are always guaranteed to be implemented according to regulations.

***Financial Activities:**

The Company's financial statements, concluding on December 31, 2025, were prepared in accordance with the Vietnamese Accounting Standards and System, and audited by ACC Accounting & Auditing Co.,Ltd, reveal the following:

Total assets (December 31, 2025): 169.89 billion VND

Including: - Current assets: 128.44 billion VND

- Non - current assets: 41.45 billion VND

Total resources: 169.89 billion VND

Including: - Liabilities: 67.83 billion VND

- Owner's equity: 102.06 billion VND

***Investment Activities:** In 2025, all fixed asset investments were within the Board of Directors' approval. Investments totaling 10.2 billion VND during the year included: the purchase of a concrete pump truck, 05 concrete transport trucks; construction of a roof for the aggregate yard at the Da Nang Concrete Factory; 01 office elevator for the Company; and construction of the wastewater treatment tank at the Tam Ky Concrete Factory.

Company Stock and Shareholder Information: According to data finalized by Vietnam Securities Depository and Clearing Corporation on March 12, 2026, the shareholder structure is as follows:

- Total outstanding shares: 6,518,586 shares
- Treasury shares: 39 shares
- Percentage of institutional investor ownership: 66.18%
- Percentage of individual investor ownership: 33.82%
- Percentage of domestic investor ownership: 87.61%
- Percentage of foreign investor ownership: 12.39%

IV. DIRECTIONS FOR THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2026

The Board of Directors presents the following planned business targets:

- Total revenue: 415 billion VND.
- Profit before tax: 30 billion VND.

*The socio-economic outlook is anticipated to present numerous challenges. Due to scarce and escalating fuel and input material prices, a stagnant real estate market, and the lack of growth in market demand for concrete, the Company's production and business activities will face significant difficulties.

To achieve the aforementioned targets, the Board of Directors will continue to direct the Board of Management in carrying out the following tasks:

✓ Strengthen management, supervision, and direction of the Board of Management and the Company's supporting apparatus, ensuring full implementation of the Resolutions adopted at the 2026 Annual General Meeting of Shareholders.

✓ Aggressively pursue a market development and expansion strategy. Define the Company's production and business objectives, expanding business activities efficiently, and progressively enhancing profitability to generate economic benefits for investors, create jobs, and ensure stable income for employees, while adhering to the state's tax policies. Specifically:

- Sell or liquidate underperforming machinery, vehicles, and equipment, gradually replacing them with new machinery and equipment.

- Continue implementing the piece-rate salary system at factories. Consolidate the organizational and personnel structure to prioritize efficiency and streamlined operations, recruit qualified and young new employees, particularly focusing on recent graduates.

- Prioritize investment in a strong leadership team and professional staff, supplementing the concrete plants to create outstanding development for the enterprise to become a leading unit in ready-mixed concrete in the region.

* The Board of Directors will closely adhere to the regulations in the Company's Charter and Regulations on the operation of the Board of Directors to carry out the following tasks:

✓ Organize regular meetings at least once per quarter to discuss and approve reports and plans, directing the implementation of the Resolutions of the General Meeting of Shareholders promptly and effectively.

✓ Organize meetings with the Board of Management when necessary to supervise operations and ensure compliance with the Board of Directors' decisions.

✓ Direct the implementation of production and business activities in the most efficient manner, while monitoring and supporting the Board of Management as well as other managers to achieve and strive to exceed the planned targets for 2026.

✓ Complete debt management, ensuring debts do not exceed the permitted limit, to improve the efficiency of capital use.

✓ Develop mechanisms and policies for employee salaries, ensuring that employees feel secure in their long-term work and have a highly specialized team.

*** Capital resources and capital utilization:**

- Preserve owner's equity and effectively utilize capital resources. Develop and expand capital sources to meet the production and business needs of the Company promptly.

- Economize on spending and tightly manage production and business costs.

*** Investment activities:** Consider investing in purchasing additional self-propelled concrete pump trucks; and concrete transport vehicles to replace old, depreciated, or damaged vehicles and equipment; ... according to the Board of Management's investment plan to ensure business efficiency and effective environmental protection. With a total estimated budget of 10 billion VND.

*** Organizational work, labor, salaries, and policy regimes:**

- Organizational structure: Consolidate the organizational model to suit the current business situation. Strengthen recruitment and training to supplement the leadership and professional apparatus for the factories under the Company.

- Salary and policy work: Continue to consider implementing a piece-rate wage system to link employees with work results and improve employee livelihoods. At the same time, implement policies for employees in accordance with legal regulations.

*** Brand development and company culture:**

- Build a corporate culture through the image of people, customer service attitudes, and uniformity between factories and the Company.

- Promote investment activities for brand promotion and market expansion to boost business and enhance the Company's value.

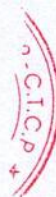
- Take care of the material and spiritual life of employees and direct better implementation of emulation and commendation work and social charity work.

- Create conditions for Party organizations, Trade Unions, and Youth Unions to operate strongly and develop.

Da Nang, April 17, 2026

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

Do Ha Nam



Da Nang, April 17, 2026



REPORT

Regarding the assessment of the 2025 business performance and the 2026 plan

I. ASSESSMENT OF THE 2025 BUSINESS PERFORMANCE:

1. BUSINESS PRODUCTION SITUATION (as of December 31, 2025)

In 2025, the global and domestic economic landscapes offer numerous advantages, while the merger of provinces and cities creates significant business opportunities for the Company. An influx of investors focusing on real estate projects in Da Nang City has resulted in an increased demand for concrete. The Company is actively screening, selecting, and negotiating with suppliers to ensure a stable supply of materials at competitive prices. Furthermore, we are enhancing management practices and researching adjustments to concrete mix proportions to ensure quality while optimizing costs. By negotiating prices with suppliers and leveraging the strong demand for concrete in the Da Nang market, the Company aims to generate revenue and business efficiency that exceed our planned targets.

Item	GOODS (m3)			REVENUE (billion VND)			PROFIT (billion VND)		
	Quantity	% compared to the previous year	% compared to the plan	Value	% compared to the previous year	% compared to the plan	Value	% compared to the previous year	% compared to the plan
Concrete	295,382	122.3%	115.8%	420.7	140.2%	131.5%	38,429	241.7%	226.1%
Total	295,382	122.3%	115.8%	420.7	140.2%	131.5%	38,429	241.7%	226.1%

The business production situation in 2025 encountered many favorable conditions, output reached 115.8%, and revenue reached 131.5% compared to the plan for the year. Compared to the same period last year, output increased by 122.3%, revenue increased by 140.2%, and pre-tax profit compared to 2024 reached 241.7%, exceeding the plan by 226.1%.

Reasons:

a. Advantages:

- The Intimex - Hoa Cam Concrete brand is trusted by customers for the Company's product quality and supply volume.
- Several concrete plants located in surrounding markets can support each other, maximizing the efficiency of equipment and reducing costs, thus increasing competition. This network of plants contributes to the company's overall performance.

b. Difficulties:

- In 2025, the expiration of mining licenses for local material quarries led to a scarcity that caused the prices of input materials to rise consistently, which in turn negatively affected the concrete consumption market and the entity's business performance.
- Moreover, the company's machinery and equipment capacity is old and prone to breakdowns, resulting in costly repairs, hindering the company's ability to compete in meeting customer delivery schedules compared to other units.

- The organization of production has encountered significant challenges, with recruitment difficulties resulting in a shortage of general labor, technical staff, and drivers. These issues stem primarily from the nature of the work, which requires extensive night shifts, and constraints within the performance-based salary distribution mechanism, which has failed to sufficiently incentivize or attract the new workforce, thereby necessitating the redeployment of personnel from other factories to reinforce operations.

1. FINANCIAL SITUATION

- The company's capital limit for 2025 was set at 120 billion VND, which the company maintains within established limits.

- Debt collection performance from customers this year improved compared to the previous year. This is due to the company's adoption of production software, which allowed for stricter monitoring and closer tracking of accounts receivable. Provisions for doubtful debts in 2025 totaled 617.9 million VND, a significant reduction of 3.9 billion VND from the previous year (which was 4.512 billion VND in 2024); the company will reverse provisions for bad debts as customers fulfill their payment commitments in 2026.

- Interest expense in 2025 amounted to 75.7 million VND, representing a 13.2% decrease compared to 2024 (573.6 million VND). The efficiency of borrowed capital utilization was strong in 2025, with 1 VND of interest expense generating 462.4 VND of profit before tax, whereas in 2024, it generated 27.7 VND of profit before tax.

- Investments in fixed assets were all approved by the BOD. Total investment in 2025 amounted to 10.2 billion VND, including: procurement of a concrete boom pump truck (2.895 billion VND); five 14m³ concrete transport trucks (6.717 billion VND); a shelter for the Danang factory aggregate yard (145.2 million VND); one office elevator (351.9 million VND); and construction of a wastewater treatment tank at the Tam Ky factory (109.3 million VND).

- Depreciation expenses in 2025 were 7.511 billion VND, 1.2 billion VND lower than in 2024 (8.673 billion VND).

- Regarding the salary-to-revenue ratio and labor efficiency: The utilization of salary expenses in 2025 was relatively more efficient than in 2024. One VND of salary expense generated 10.2 VND of revenue and 0.9 VND of profit before tax, compared to 2024, where it generated 11.1 VND of revenue and 0.6 VND of profit before tax.

- Prices for input materials such as sand and stone fluctuate frequently, and supply is scarce, which affects the company's progress in supplying concrete to customers and consequently impacts the company's financial situation.

2. JOINT VENTURES AND ASSOCIATES:

- The Company's capital investment in Chu Lai Joint Stock Company faced significant challenges during 2025: the company's mining license expired and the City has yet to renew it, forcing a suspension of production since April 2022. This has pushed the company into financial distress; tax liabilities (5.23 billion VND), as well as debts to banks and customers (4.05 billion VND), have become overdue. With no available cash for repayment, the company has faced freezing of assets by tax authorities and banks, the revocation of its business license, the cancellation and non-renewal of its land lease agreement, and a travel ban imposed on its legal representative. Additionally, the company has outstanding salary and social insurance arrears (977 million VND), and faces severe difficulties in securing its assets. The resulting operating losses have impacted the capital contribution of Intimex - Hoa Cam Concrete Joint Stock Company, necessitating provisions. As of December 31, 2025, the cumulative provision made amounted to 3,771,448,475 VND (with a remaining unprovided

balance of 1,164,811,525 VND). Furthermore, these issues have disrupted the Company's ability to ensure a stable supply of 1x2 stone for its Danang plant.

3. ORGANIZATION - ADMINISTRATION:

- In 2025, the company recruited 27 additional employees (mainly drivers, technicians, and concrete pipeline workers) and terminated 19 labor contracts. The total number of employees as of December 31, 2025, was 188, a 102.7% increase compared to the beginning of the year (183 employees). The reason is that income has not yet been secured for some employees.

- The total salary expense for 2025 is 47.59 billion VND (including 4.1 billion VND for the 13th and 14th-month bonuses for employees), which is 192.6% of the 2025 target (24.7 billion VND). This increase is due to the company's salary being calculated based on the unit-price contract approved by the Board of Directors and in accordance with the Company's Salary Policy. In 2025, revenue and profit before tax both increased and exceeded the target by more than twofold.

- Administration (clerical work, fire prevention and fighting, occupational safety, security, assets, etc.):

+ Clerical work is well-executed, with complete and compliant dispatch, receipt, and archiving of documents, ensuring efficient service for the company's operations.

+ Fire prevention and occupational safety are implemented effectively, preventing fires at the unit and ensuring safety for production and business activities. Biannually, the Fire Prevention and Rescue Police conduct inspections and assessments at the company, consistently rating it as good and meeting requirements.

+ In 2025, fire prevention, search, and rescue training and drills were conducted. Occupational safety was ensured, and no regrettable occupational accidents occurred.

+ Asset protection and management were rigorously implemented, and no loss of company assets occurred.

4. OTHER ACTIVITIES (Party, Trade Union, Youth Union, IT, etc.):

- In 2025, the Party Cell was inspected and rated highly by the Party Committee of Ban Thach Ward, receiving a classification of Excellent Completion of Tasks; the Trade Union and Youth Union were also rated as having achieved Excellent Completion of Tasks

- The company's leadership, staff, and workers maintain unity and consensus. The company's leadership consistently provides support and facilitates favorable conditions for the operation of mass organizations.

- The Youth Union received close attention from the Party Cell and significant support from the company's leadership and factories, including time allocation and financial assistance for activities.

II. DIRECTION AND MEASURES FOR PLAN FULFILLMENT:

In 2026, the global economic is projected to remain complex due to international geopolitical conflicts, rising energy prices, and persistent inflation. These factors will continue to exert a negative influence on the national economy and the operational and business activities of domestic enterprises. Consequently, the Company will endeavor to overcome these challenges by leveraging market opportunities in Da Nang and proactively proposes the following 2026 plan and implementation measures for the approval of the Board of Directors:

No.	Item	Unit	2026 Plan
1	Concrete	m3	310,000
2	Revenue:	billion VND	415
3	Salary Fund	billion VND	32.38
4	Personnel	people	208
5	Profit before tax	billion VND	30
6	Capital Limit	Billion VND	120

1. Measures for plan fulfillment:

- Focus on exploiting the concrete demand of numerous real estate projects in the Da Nang market, intensifying business activities to secure contracts with major construction contractors awarded large projects, generating revenue for the company.
- Negotiate pricing with concrete suppliers, and establish a trading company to identify and contract with competent suppliers to secure input supplies.
- Continue to improve existing and implement new software for material import-export management, equipment and vehicle management, and human resource management to meet digital management requirements.
- Implement cost-cutting solutions and practice thriftiness to reduce production costs, enhance price competitiveness, and bring efficiency to the company.
- Continue to apply unit price-based salary contracts for factories to establish accountability, strengthen marketing efforts, promote all business measures to increase revenue, and redistribute unit price-based salary contracts reasonably, increasing output levels to motivate drivers and general laborers.
- Organize an assessment to review and propose the liquidation of equipment and vehicles that are too old, frequently damaged, fuel-inefficient, and incur high costs.
- Organize and manage production and supply operations effectively, ensuring quality and quantity to build customer trust and supply more concrete.
- Strengthen capital management to improve capital use efficiency. In addition, collaborate with specialized departments to control and implement decisive measures in urging and collecting debts.

3. PROPOSALS AND RECOMMENDATIONS:

With the difficulties and practical solutions for the 2026 plan, the Board of Management proposes the following to the Board of Directors and General Meeting of Shareholders:

- Currently, the company's office headquarters and Da Nang factory are located on two leased plots of land from the city. Plot 1: 6243m2 (mainly office space, garage, workshop, aggregate yard) expired in December 2018 and was not renewed. Plot 2: 5460m2 (mixing station area, waste treatment tank) expires in March 2026. The company has repeatedly

submitted proposals and official letters requesting lease extensions and new land leases, but the city has not resolved the issue. This poses many problems with legal procedures with authorities for the company's business activities. The company proposes to the General Meeting to authorize the Board of Directors to direct the Board of Management to find partners with land for joint ventures, partnerships, or lease new land for the company's alternative concrete production plant.

- The application for a license renewal at Chu Lai Joint Stock Company has been delayed for over four years without resolution from the city, causing the company to face the difficulties mentioned above. Even if the license is reissued, there is no money to pay tax debts to resume operations. Prolonged delays will gradually deplete the company's capital and lead to bankruptcy. Therefore, it is proposed that the Board of Directors consult shareholders to find individuals or organizations interested in buying shares and recovering the capital contribution at Chu Lai company. Alternatively, the company could use its capital to support Chu Lai company's operations (estimated at approximately 8-10 billion) when the license is granted and recover the funds through the sale of quarry stones or finished stone products.

- Although the company's equipment has been reinforced and newly invested recently, it mainly involves replacing old equipment and vehicles. In 2026, depending on market demand, the company will compile an inventory of long-operating equipment and propose to the Board of Directors:

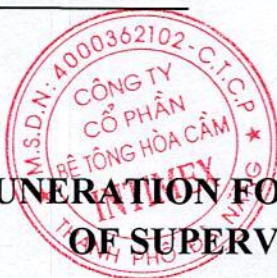
- + Liquidate equipment older than 10 years and experiencing frequent severe damage.

- + Purchase pump truck; 5 concrete transport trucks; The estimated investment value is approximately 10 billion VND; we are seeking to lease land for the installation of a concrete batching plant, with an estimated investment of 10 billion VND, to replace the current site for which the lease has expired. A detailed plan will be submitted to the Board of Directors and the General Meeting of Shareholders.

GENERAL DIRECTOR

1.C.P

Da Nang, April 17, 2026



REPORT

REMUNERATION FOR THE BOARD OF DIRECTORS AND THE BOARD OF SUPERVISORS FOR 2025 AND BUDGET FOR 2026

I. Remuneration for the Board of Directors and the Board of Supervisors for 2025

At the Annual General Meeting of Shareholders on April 19, 2025, the remuneration for the members of the Board of Directors and the Board of Supervisors was approved as follows:

❖ **Board of Directors:**

- Number of Board of Directors members: 03 people (01 Chairman, 02 members)
- Chairman of the Board of Directors: 10,000,000 VND/person/month
- Board of Directors members: 6,000,000 VND/person/month

❖ **Board of Supervisors:**

- Number of Board of Supervisors members: 03 people (01 Head, 02 members)
- Head of the Board of Supervisors: 5,000,000 VND/person/month
- Board of Supervisors members: 3,500,000 VND/person/month

❖ **Remuneration paid in 2025:**

- Total remuneration of the Board of Directors in 2025: 286,000,000 VND
 - Total remuneration of the Board of Supervisors in 2025: 156,000,000 VND
- * Including 12 months' remuneration and 01 month's remuneration for the Lunar New Year 2026.

II. Estimated remuneration for 2026

Proposed remuneration for the Board of Directors and the Board of Supervisors for 2026 is as follows:

❖ **Board of Directors (03 members):**

- Chairman of the Board of Directors: 10,000,000 VND/person/month
- Board of Directors members: 6,000,000 VND/person/month

❖ **Board of Supervisors (03 people):**

- Head of the Board of Supervisors: 5,000,000 VND/person/month
- Board of Supervisors members: 3,500,000 VND/person/month

❖ **Estimated remuneration for 2026** (including 12 months' remuneration and 01 month's remuneration for the Lunar New Year 2027).

- Total remuneration of the Board of Directors in 2026: 286,000,000 VND
- Total remuneration of the Board of Supervisors in 2026: 156,000,000 VND

Respectfully submitted to the General Meeting of Shareholders for approval.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN

Do Ha Nam



Da Nang, April 17, 2026

PROPOSAL

Regarding: Selection of auditing company for the year 2026

Respectfully submitted to: The General Meeting of Shareholders.

Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, of the National Assembly of the Socialist Republic of Vietnam;

Pursuant to the current Charter on Organization and Operations of Intimex - Hoa Cam Concrete Joint Stock Company;

The Board of Supervisors of Intimex - Hoa Cam Concrete Joint Stock Company respectfully submits the General Meeting of Shareholders to approve the list of auditing companies to audit the 2026 Financial Statements as follows:

1. Criteria for selecting an independent auditing company:

- A company operating legally in Vietnam and approved by the State Securities Commission to conduct audits for public interest entities in 2026;
- Having experience auditing companies in Vietnam;
- Having a reputation for audit quality;
- A team of highly qualified and experienced auditors;
- Meeting the needs of Intimex - Hoa Cam Concrete Joint Stock Company in terms of audit scope and progress;
- Having a reasonable audit fee commensurate with the quality and scope of the audit.

2. List of proposed auditing companies:

1 - AAC Auditing and Accounting Co., Ltd.

Address: No. 218, 30 Thang 4 Street, Hoa Cuong Ward, Da Nang City

2 - AFC Vietnam Auditing Company Limited

Address: 4 Nguyen Dinh Chieu Street, Tan Dinh Ward, Ho Chi Minh City.

3 - ECOVIS AFA Auditing - Valuation and Consulting Company Limited

Address: 142 Xo Viet Nghe Tinh Street, Hoa Cuong District, Da Nang City

3. Proposal on the selection of an auditing company:

- Respectfully submit the General Meeting of Shareholders to approve the selection criteria and the list of proposed auditing companies mentioned above;
- Propose that the General Meeting of Shareholders authorized the Board of Directors to select one of the proposed auditing companies mentioned above to audit the 2026 Financial Statements of Intimex - Hoa Cam Concrete Joint Stock Company.

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

**ON BEHALF OF THE BOARD OF SUPERVISORS
HEAD OF THE BOARD**

Phan Hong Hue



No: 4000362102/NQ-ĐHĐCĐ-HCC

Da Nang, April 17, 2026

RESOLUTION
2026 ANNUAL GENERAL MEETING OF SHAREHOLDERS
INTIMEX - HOA CAM CONCRETE JOINT STOCK COMPANY

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

Pursuant to the current Charter on Organization and Operation of Intimex - Hoa Cam Concrete Joint Stock Company;

Pursuant to the Minutes of the 2026 Annual General Meeting of Shareholders of Intimex - Hoa Cam Concrete Joint Stock Company held on April 17, 2026;

Pursuant to the content and agenda of the 2026 Annual General Meeting of Shareholders,

After listening to the reports and discussions of the shareholders, the Annual General Meeting of Shareholders of Intimex - Hoa Cam Concrete Joint Stock Company voted unanimously to approve:

RESOLVES:

- 1/ Approve the 2025 Board of Directors' report and the operational direction for 2026;
- 2/ Approve the Board of Management's report on business performance in 2025 and the business plan for 2026;
- 3/ Approve the audited financial statements for 2025;
- 4/ Approve the Board of Supervisors' report of activities in 2025 and the appraisal report on the audited financial statements of 2025;
- 5/ Approve the remuneration report of the Board of Directors and the Board of Supervisors for 2025 and the estimated remuneration of the Board of Directors and the Board of Supervisors for 2026;
- 6/ Approve Proposal on profit distribution in 2025;
- 7/ Approve Proposal regarding the selection of an auditing company for 2026;
- 8/ Approve Proposal on the plan to issue shares to pay dividends for 2025;
- 9/ Approve the contents of the Minutes of the 2026 Annual General Meeting of Shareholders.

**ON BEHALF OF THE GENERAL MEETING
OF SHAREHOLDERS
CHAIRPERSON**

Do Ha Nam

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom – Happiness



2026, April

POWER OF ATTORNEY
Regarding attendance at the 2026 Annual General Meeting of Shareholders
Intimex - Hoa Cam Concrete Joint Stock Company.

Authorizing Individual/Organization:
Address:
Telephone, Fax, Email
ID No./Enterprise Registration No.:
Number of shares owned:

Due to unforeseen circumstances preventing direct participation in the 2026 Annual General Meeting of Shareholders of Intimex - Hoa Cam Concrete Joint Stock Company, I/we hereby

AUTHORIZE

Mr./Ms.
Address
ID No....., date of issue, place of issue
Telephone, Fax, Email

To represent me/us and vote at the 2026 Annual General Meeting of Shareholders of Intimex - Hoa Cam Concrete Joint Stock Company as a representative for all the shares that I/we currently own.

The authorized Mr./Ms. above is obligated to strictly adhere to the regulations of the General Meeting, is not permitted to re-authorize this power to another individual, and is responsible for reporting the meeting results to the authorizing party.

This Power of Attorney is valid only for the 2026 Annual General Meeting of Shareholders of Intimex - Hoa Cam Concrete Joint Stock Company; it is made in 02 copies, each party retains one copy, and both copies have equal legal validity.

Authorized Person
Signature & Full Name

Authorizing Party
Signature & Seal (If any)

Note:

- If the shareholder is an organization, please state the organization's name, address, and have the head of the unit sign and stamp.
- The authorized person attending the General Meeting must bring this Power of Attorney and Citizen Identity Card to present to the shareholder verification committee.

Please send or fax this Power of Attorney to the Organizing Committee before April 15, 2026 (02 days before the General Meeting) to fax number: 0236 3672516 or contact Mr. Nguyen Xuan Hien at telephone number: 0982404237.

Da Nang, April 17, 2026

**WORKING REGULATION
OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2026**



Article 1. General Provisions:

- 1.1. The working regulation of the Annual General Meeting of Shareholders apply to the organization of the 2026 Annual General Meeting of Shareholders of Intimex - Hoa Cam Concrete Joint Stock Company.
- 1.2. These regulations specify the rights and obligations of the parties participating in the General Meeting, the conditions, and the procedures for conducting the General Meeting.
- 1.3. Shareholders and participating parties are responsible for complying with the provisions of these regulations.

Article 2. Chairperson, rights and obligations of the Chairperson:

- 2.1. The Chairperson is the person who presides over the General Meeting. The Chairman of the Board of Directors of the Company is the Chairperson of the General Meeting of Shareholders.
- 2.2. Duties of the Chairperson:
 - Preside over the 2026 Annual General Meeting of Shareholders
 - Guide the General Meeting discussions.
 - Present drafts and conclude on matters requiring a vote by the General Meeting.
 - Respond to matters raised by the General Meeting.
 - Work according to the principles of collectiveness, centralized democracy, conduct the General Meeting of Shareholders in a lawful and orderly manner, and reflect the wishes of the majority of shareholders and shareholder representatives in attendance.

Article 3. Secretary, rights and obligations of the Secretary:

- 3.1. The Secretary is introduced by the Chairperson and is responsible to the Chairperson and the General Meeting of Shareholders for his/her duties.
- 3.2. Duties of the Secretary:
 - Fully and truthfully record the contents of the General Meeting.
 - Assist the Chairperson in announcing draft documents, conclusions, Resolutions of the General Meeting of Shareholders, and notices from the Chairperson to shareholders upon request.

Article 4. Vote Counting Committee, rights and obligations of the Vote Counting Committee:

- 4.1. The Vote Counting Committee is nominated by the Chairperson and approved by the General Meeting of Shareholders. Members of the Vote Counting Committee may be shareholders.
- 4.2. The Vote Counting Committee has the following duties:
 - Check and supervise the voting of shareholders and shareholder representatives.
 - Organize vote counting.
 - Prepare the Vote Counting Minutes and announce them before the General Meeting of Shareholders.
 - Hand over the Minutes and all voting records to the Chairperson of the General Meeting.

Article 5. Rights and obligations of the Eligibility Verification Committee:

- 5.1. The Shareholder Eligibility Verification Committee for the General Meeting of Shareholders is nominated by the Board of Directors.
- 5.2. The Shareholder Eligibility Verification Committee for the General Meeting verifies the eligibility of attending shareholders, distributes relevant documents for the General Meeting, and reports to the General Meeting on the results of the shareholder eligibility verification.

Article 6. Rights and obligations of shareholders attending the General Meeting of Shareholders

6.1. Conditions for participation:

Shareholders or shareholder representatives owning voting shares of the Company as of the record date (March 12, 2023) are entitled to participate in the 2026 Annual General Meeting of Shareholders.

6.2. Rights and obligations of eligible shareholders when attending the General Meeting:

- Each shareholder or shareholder representative, upon arrival at the General Meeting, must bring personal identification documents (Citizen Identity Card or Passport, etc.) and the invitation letter to submit to the Shareholder Eligibility Verification Committee for verification.
- Each shareholder attending the meeting will receive meeting materials including reading materials, ballots, blank paper, and pens. The ballots will state the code and number of shares owned; shareholders are responsible for immediately informing the Shareholder Eligibility Verification Committee of any errors related to their information.
- During the General Meeting, shareholders who need to leave the hall for personal reasons are requested to maintain order to avoid disturbing other shareholders and interrupting the meeting's proceedings and the Chairperson's work.
- Authorized representatives attending the General Meeting are not permitted to re-authorize their attendance to another individual.
- Throughout the General Meeting, shareholders are required to comply with the Chairperson's instructions, maintaining civilized and polite conduct, and refraining from causing disorder.
- Shareholders are obligated to maintain confidentiality, adhere to speaking regulations, and properly handle and safeguard documents.

- Shareholders and authorized representatives participating in the General Meeting must strictly adhere to the Meeting's Working Regulations. Shareholders violating these regulations will be subject to review by the Chairperson and potential disciplinary actions as stipulated by the Law on Enterprises, depending on the severity of the violation.
- Shareholders arriving late to the General Meeting retain the right to register immediately upon arrival and participate in voting. However, the Chairperson is not obligated to halt the proceedings for their registration, and the validity of previously conducted voting rounds shall remain unaffected.

Article 7. Conducting the General Meeting

The General Meeting of Shareholders shall commence with the presence of shareholders representing at least 51% of the total voting shares, as per the shareholder list finalized on March 12, 2026.

Article 8. Expressing opinions at the General Meeting

Shareholders wishing to contribute opinions, participate in discussions, or engage in debate shall raise their hand. Speaking is permitted only upon invitation by the Chairperson. Each shareholder's speaking time is limited to a maximum of 03 minutes, and contributions should be concise, succinct, and avoid repetition.

Article 9. Rules of Voting

- 9.1. Shareholders and authorized representatives shall cast their votes on matters presented at the General Meeting by raising their voting ballots.
- 9.2. All shareholders and representatives of shareholder groups entitled to participate in the General Meeting possess the right to vote on matters within the Meeting's authority, corresponding to their owned shares and authorized shares.
- 9.3. Matters presented for voting at the General Meeting are considered approved when:
They attain at least 51% of the total voting shares of all attending shareholders in favor, in accordance with the provisions of the Company Charter.

Article 10. Minutes of the General Meeting of Shareholders

- The Meeting Secretary is responsible for recording the contents of the Meeting Minutes.
- The Meeting Minutes must be read and approved prior to the closing of the General Meeting.

Article 11. Circumstances leading to an Unsuccessful General Meeting

- If the first meeting fails to meet the requirements as specified in Article 7 of these Regulations, a second meeting must be convened within 30 days from the intended date of conducting the first meeting.
- The second General Meeting of Shareholders shall be held when the number of shareholders or their representatives attending the meeting represents at least 51% of the total shares with voting rights of the Company.

- If the second meeting does not meet the requirements as specified in this article, a third meeting may be convened within 20 days from the intended date of the second meeting. In this case, the General Meeting of Shareholders shall be held regardless of the total voting shares represented by the attending shareholders.

Article 12. Implementation term

- These are the Working Regulations for the 2026 Annual General Meeting of Shareholders of Intimex - Hoa Cam Concrete Joint Stock Company, comprising 12 articles.

**ON BEHALF OF THE
ORGANIZING COMMITTEE
CHAIRPERSON**

Do Ha Nam

