



CÔNG TY CỔ PHẦN  
KIM KHÍ MIỀN TRUNG

SOCIALIST REPUBLIC OF VIET NAM  
Independence – Freedom - Happiness

No.: 165/KKMT

Da Nang, 25/3/2025

Re: Announcement of the 2024 Annual Report

To: - Ha Noi Stock Exchange

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

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

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

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

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

Recipients:

- As stated above
- Archived: DC, AFD



SPOKESMAN

Nguyen Dang Loan



**CENTRAL VIET NAM  
METAL CORPORATION**



Da Nang, 25 March 2025.

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

**To: The Valued Shareholders of Central Viet Nam Metal Corporation**

Company Name: Central Viet Nam Metal Corporation.

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

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

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

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

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

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

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

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

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

Please send the Confirmation Form/Proxy Form to:

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

Recipient: Mr. Huynh Ngoc Tuan, Secretary

Phone: 0236.3565484

Fax: 0236.3823306

Mobile: 0905168757

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

We look forward to welcoming our valued shareholders.

Sincerely./.

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

**Huynh Trung Quang**

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Independence – Freedom - Happiness



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

To: Board of Directors of Central Viet Nam Metal Corporation

Shareholder/Organization Name: .....

ID Card No./Business Registration Certificate No: .....

Date of issue: ..... Place of issue: .....

Address: .....

Phone No.: .....

Number of Shares Owned/Represented: ..... shares.

(In words: .....

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

....., date .....month ..... year 2025

**REGISTERED SHAREHOLDER/ ORGANIZATION**

*(Signature, full name, and seal if*

*applicable)*

SOCIALIST REPUBLIC OF VIETNAM

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**SHAREHOLDER PROXY FORM**

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

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



**I. MANDATOR:**

Shareholder/Organization Name: .....

Address: .....

ID Card No./Business Registration Certificate No: .....

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

Number of Shares Owned/Represented: ..... shares.

**II. AUTHORIZED PARTY:**

Name of the authorized Individual/Organization: .....

Address: .....

ID Card No./Business Registration Certificate No: .....

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

Number of authorized shares: ..... shares.

**III. SCOPE OF AUTHORIZATION:**

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

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

**IV. COMMITMENT**

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

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

**AUTHORIZED PARTY**

(Signature, full name, and seal if applicable)

....., .....March 2025  
**MANDATOR**

(Signature, full name, and seal if applicable)



CÔNG TY CỔ PHẦN  
KIM KHÍ MIỀN TRUNG



## MEETING AGENDA

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

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

11:35 - 11:45 AM

The Closing

Chairperson



## WORKING REGULATIONS AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS OF CENTRAL VIET NAM METAL CORPORATION

Pursuant to the Enterprise Law dated June 17, 2020;

Pursuant to the Charter of Central Viet Nam Metal Corporation,

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

### I – VOTING ON ISSUES DURING THE MEETING

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

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

#### 3. Voting Rules:

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

### II – STATEMENTS AND COMMENTS AT THE MEETING

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

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

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

### III – RESPONSIBILITIES OF THE CHAIRPERSON

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

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

**3.** Address arising issues throughout the meeting.

### IV – RESPONSIBILITIES OF THE SECRETARIAT

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

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

**V – RESPONSIBILITIES OF THE VOTE COUNTING COMMITTEE**

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

**VI – RESPONSIBILITIES OF THE ELECTION COMMITTEE**

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

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

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

**Huynh Trung Quang**



**CENTRAL VIET NAM  
METAL CORPORATION**

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

No.: 150/BC-KKMT

Danang, 21 March, 2025



**ANNUAL REPORT  
2024**

To: - State Securities Commission of Vietnam  
- Stock Exchange

**I. General Information**

**1. Overview**

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

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

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

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

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

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

- Other events: None.

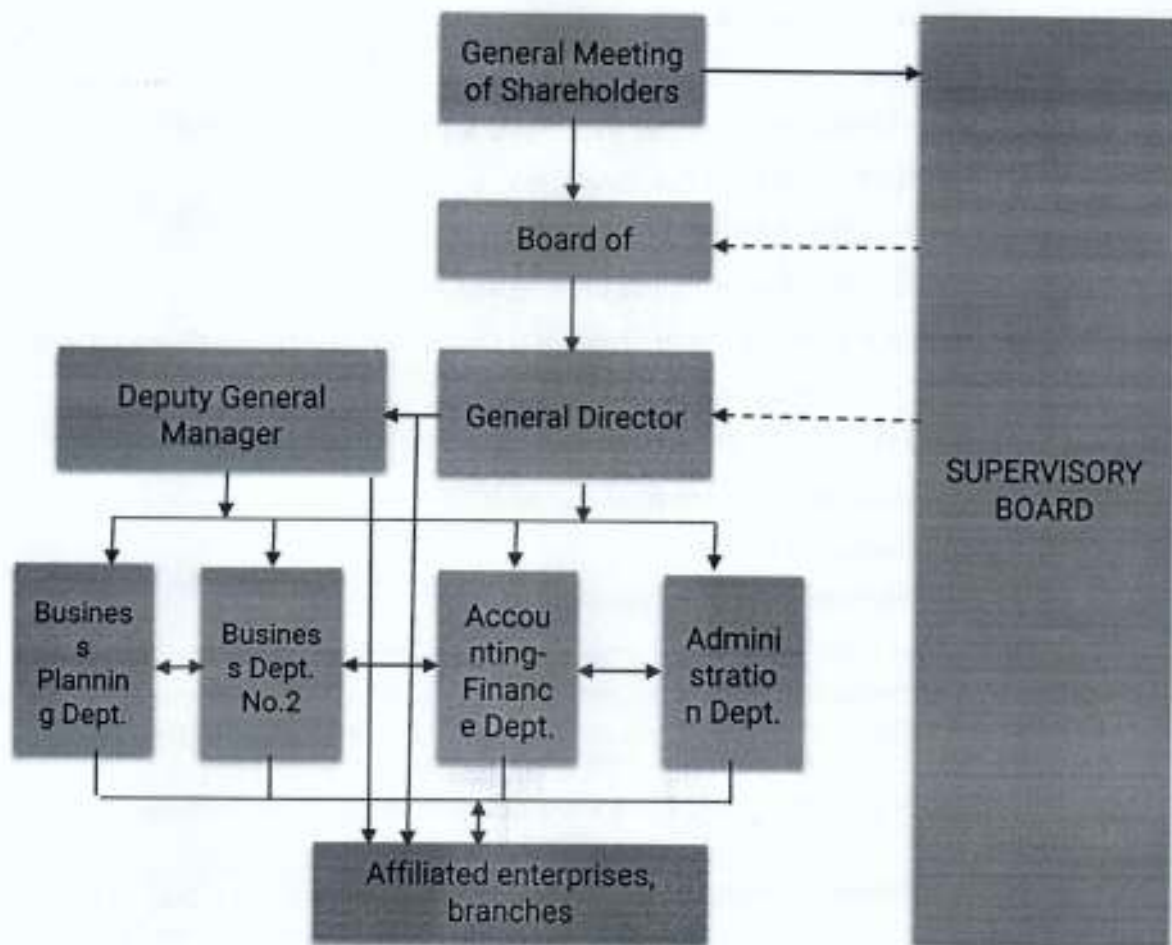
**2. Business Sectors and Locations:**

- Business Sectors:

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

- Business locations: All provinces and cities nationwide.

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



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

**+ General Meeting of Shareholders:**

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

**+ Board of Directors:**

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

**+ Supervisory Board :**

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

**+ Board of Executives:**

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

**- Organizational structure:**

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

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

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

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

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

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

**+ Board of Directors: No changes.**

**+ Supervisory Board: Changes have occurred..**

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

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

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

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

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

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

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

– The affiliated units include:

**+ Metal Trading Enterprise No. 1**

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

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

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

**+ Metal Trading Enterprise No. 7**

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

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

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

**+ Material Trading Enterprise**

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

**+ Ho Chi Minh Branch**

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

**+ Dak Lak Branch**

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

**+ Central Branch in Khanh Hoa**

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

**+ Gia Lai Branch**

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

#### **+ Quang Ngai Branch**

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

- Subsidiaries and affiliated companies: None.

#### **4. Development Orientation:**

- The Company's Key Objectives:

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

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

- Medium- and Long-Term Development Strategy

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

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

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

#### **5. Risks:**

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

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

## **II. Business Performance During the Year**

### **1. Business Operations Performance:**

- Business Performance Results for the Year:

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

In a challenging market environment, the Company adapted its business

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

- Performance Compared to the Plan:

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

2. Organization and Human Resources:

- List of the Executive Board and Chief Accountant:

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

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

3. Investment Situation and Project Implementation Status:

a) Major Investments:

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

| No. | Item | Total Investment Amount | Annual Disbursement Plan | Actual Implementation for the |
|-----|------|-------------------------|--------------------------|-------------------------------|
|-----|------|-------------------------|--------------------------|-------------------------------|

|   |  |              | 2024         | Year 2024    |
|---|--|--------------|--------------|--------------|
| 1 | Construction project of a Business Service Point at 410 2/9 Street, Hai Chau District, Da Nang City                | 7,000        | 7,000        | 0            |
| 2 | Project: Office Tower for Lease at 16 Thai Phien, Da Nang City ( <i>Investment Preparation - Market Research</i> ) | 500          | 500          | 0            |
| 3 | Purchase 01 car  | 1,500        | 1,500        | 1,410        |
|   | <b>TOTAL</b>   | <b>9,000</b> | <b>9,000</b> | <b>1,410</b> |

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

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

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

b) Subsidiaries, affiliated companies: None.

4. *Financial situations:*

a) *Financial situations:*

Unit: VND 1,000

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

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

b) Key financial indicators:

| Indicators | Unit | Year 2023 | Year 2024 |
|------------|------|-----------|-----------|
|------------|------|-----------|-----------|

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

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

a) Shares:

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

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

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

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



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

\* Major shareholder list:

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

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

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

d) Treasury stock transactions: None.

e) Other securities: Yes.

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

6. Company's Environmental and Social Impact Report:

6.1. Water consumption:

The company has implemented measures to handle and complete the drainage system, and has signed a contract for the supply of domestic water with a competent and reputable provider, ensuring no environmental impact. The amount of water consumed for the Cevimetal Building in 2024 was 2,373 m<sup>3</sup>, supplied by Da Nang Water Supply Joint Stock Company (Dawaco), with water quality meeting hygiene and safety standards as regulated by the Ministry of Health..

### 6.2. Compliance with environmental protection laws

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

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

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

### 6.3. Labor-related policies

a) Number of employees, average salary for employees:

\* Number of employees:

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

\* Average income:

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

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

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

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

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

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

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

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

c) Employee training activities:

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

#### *6.4. Report on corporate social responsibility to the local community*

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

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

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

#### *1. Evaluation of Business Performance Results:*

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

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

**- Company's achievements:**

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

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

**2. Financial situation:**

**a) Asset status:**

(Unit: VND 1,000)

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

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

**b) Liabilities Status:**

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

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

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

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

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

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

#### **4. Future Development Plan:**

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

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

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

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

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

##### **a. Assessment related to environmental indicators:**

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

##### **b. Assessment related to labor issues:**

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

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

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

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

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

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

*assessments related to environmental and social responsibilities.*

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

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

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

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

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

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

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

*\* Challenges and limitations in the past year:*

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

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

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

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

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

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

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

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

### *3. Plans and orientations of the Board of Directors*

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

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

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



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

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

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

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

## V. Corporate governance

### 1. Board of Directors

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

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

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

+ Year of birth: 1957

+ Professional qualification: Electrical Engineer

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

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

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

+ Year of birth: 1969

+ Professional qualification: Bachelor of Economics

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

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

+ Positions held at other organizations: None

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

+ Year of birth: 1978

+ Professional qualification: Metallurgical Engineer

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

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

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

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

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

+ Year of birth: 1972

+ Professional qualification: Bachelor of Economics

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

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

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

+ Year of birth: 1979

+ Professional qualification: Bachelor of Economics

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

+ Positions held at other organizations: None.

b) Subcommittees of the Board of Directors:

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

c) Activities of the Board of Directors:

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

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

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

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

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

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

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

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

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

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

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

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

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

**2. Supervisory Board:**

**a) Members and structure of the Supervisory Board:**

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

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

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

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

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

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

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

**b) Activities of the Supervisory Board:**

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

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

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

a) Salary, bonus, remuneration, and benefits:

(Unit: Dong)

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

b) Shares transactions of internal persons: None.

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

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

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

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

d) Assessment of implementation of corporate governance regulations:

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

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

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

## VI. Financial Statements

### 1. Auditor's Opinion:

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

### 2. Audited financial statements:

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



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

**PART I**

**Assessment of the Board of Directors' Operations in 2024**

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

**1. Business performance assessment:**

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

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

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

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

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

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

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

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

**2. Assessment of Board of Directors' performance:**

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





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

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

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

**\* Other key activities:**

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

**3. Assessment of the Executive Board's Activities:**

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

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

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

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

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

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

## II – BOARD OF DIRECTORS' OPERATIONS IN 2024

### 1. Members and structure of the Board of Directors:

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

### 2. Activities of the Board of Directors:

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

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

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

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

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

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

### IV – REPORT ON TRANSACTIONS BETWEEN THE COMPANY AND RELATED PARTIES

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

### V – ACTIVITIES OF SUBCOMMITTEES UNDER THE BOARD OF DIRECTORS

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

### VI – SUPERVISION RESULTS TO THE GENERAL DIRECTOR

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

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

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

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

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

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

## **VII – PLAN OF THE BOARD OF DIRECTORS IN 2025**

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

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

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

## **PART II**

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

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

##### **1. Members of the Board of Directors:**

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

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

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

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

### 2.1. General assessment:

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

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

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

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

### 2.2. Performance results of key targets:

#### a) Business results:

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

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

*b) Investment results: Refer to the attached Appendix*

### **2.3. Evaluation of the Board of Directors' Management:**

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

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

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

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

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

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

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

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

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

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

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

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

#### *2.4. Supervision of the Executive Board's activities:*

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

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

### **1. General Situation:**

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

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

### **2. Goals for the 2025-2030 term:**

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

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

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



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

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

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

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

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

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

Respectfully submitted./.

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

**Recipients:**

- Company shareholders;
- Archived: DC, BOD.

**Huynh Trung Quang**



CÔNG TY CỔ PHẦN  
KIM KHÍ MIỀN TRUNG

No.: 157/TTr-KKMT

Da Nang, 24 March 2025



## PROPOSAL

Re: Approval of Plan 2025

To: The General Meeting of Shareholders of Central Viet Nam Metal Corporation

Pursuant to the Charter of Central Viet Nam Metal Corporation,

The Board of Directors of Central Viet Nam Metal Corporation respectfully reports and submits to the General Meeting of Shareholders for consideration and approval of the business, investment, and dividend plan for 2025 as follows:

### 1. Business plan:

- Consumption Volume : 364,000 tons;
- Profit before tax : 14 billion VND

### 2. Investment plan:

Unit: million VND

| No. | Category   | Total Investment Capital | Disbursement Plan 2025 | Capital Sources |
|-----|--|--------------------------|------------------------|-----------------|
| 1   | Market research and project development for the Office Tower for Lease at 16 Thai Phien, Da Nang City. | 500                      | 500                    | Owner's Equity  |
|     | <b>TOTAL</b>   | <b>500</b>               | <b>500</b>             |                 |

### 3. Dividend Plan:

- Proposed Dividend Rate: 6%.

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

#### Recipients:

- As stated above;
- Archived: DC, BOD.

ON BEHALF OF BOARD OF DIRECTORS  
CHAIRMAN

Huynh Trung Quang



## SUPERVISORY BOARD REPORT

Submitted to the 2025 Annual General Meeting of Shareholders

Pursuant to :

- The current Charter of Central Viet Nam Metal Corporation;
- The Supervisory Board's Operating Regulations approved by the General Meeting of Shareholders on April 16, 2021.;
- The Supervisory Board's Control Plan dated on April 10, 2024;
- The Board of Directors' Activity Report, the General Director's Report, the Company's Financial Statements as of December 31, 2024, and the Audit Report prepared by AASC Auditing Firm Co., Ltd.;
- Inspection and supervision results of the Supervisory Board in 2024 and the 2020-2025 term;

The Supervisory Board respectfully submits to the General Meeting of Shareholders the report of the Supervisory Board for the fiscal year 2024 and the 2020-2025 term, with the following contents:

### I/ Supervisory Board Activity Report:

#### 1. Structure and Meetings of the Supervisory Board in 2024:

The Company's Supervisory Board includes 03 members, each member was assigned specific responsibilities for different tasks during the meetings throughout the year. The Supervisory Board meetings are conducted under the leadership of the Chairman, with all members participating in discussions and providing opinions on the outlined matters; all members have successfully fulfilled their assigned duties after the evaluation.

#### \* Supervisory Board's Meetings:

| No. | Members                              | Number of meeting attended | Attendance Rate | Voting Rate | Reason for Absence |
|-----|--------------------------------------|----------------------------|-----------------|-------------|--------------------|
| 1   | Mr. Tran Nguyen Hoang Nam Thanh Tuan | 07                         | 100%            | 100%        |                    |
| 2   | Ms. Nguyen Thi Huyen                 | 07                         | 100%            | 100%        |                    |
| 3   | Mr. Le Van Chau                      | 07                         | 100%            | 100%        |                    |

#### \* Content of the Supervisory Board Meetings in 2024:

| No. | Content   | Number of attendees | Agreement rate | Meeting date |
|-----|---|---------------------|----------------|--------------|
| 01  | Approval of the Supervisory Board's report for the fiscal year 2023 | 03                  | 100%           | 23/02/2024   |
| 02  | Implementation of the 2024 Control Plan                             | 03                  | 100%           | 10/04/2024   |

|    |   |    |      |            |
|----|---|----|------|------------|
| 03 | Proposal for selecting the audit firm for 2024  | 03 | 100% | 20/05/2024 |
| 04 | Implementation of the review process for the six months of 2024   | 03 | 100% | 22/06/2024 |
| 05 | Approval of the review report for the six months of 2024  | 03 | 100% | 22/07/2024 |
| 06 | Implementation of the control activities for Q3/2024  | 03 | 100% | 30/09/2024 |
| 07 | Implementation of control activities for 2024; Evaluation of control work for the 2020-2025 term in preparation for the 2025 Annual General Meeting of Shareholders | 03 | 100% | 24/12/2024 |

The Supervisory Board has fully performed its functions and duties in accordance with the Company's Charter and the Supervisory Board's Operating Regulations. Additionally, the Supervisory Board also attends Board of Directors meetings when invited. During these meetings, representatives of the Supervisory Board provide feedback to the Board of Directors and the General Director on management issues related to the Company's operations.

#### **2. Report on remuneration, expenses, and other benefits of the Supervisory Board**

The total remuneration, salary, and other benefits of each member of the Company's Supervisory Board have been detailed in the Company's 2024 annual report and financial statements.

#### **3. Report on transactions between the company and related parties**

In 2024, the Company engaged in transactions for the purchase and sale of goods with companies related to major shareholders (Vietnam Steel Corporation - JSC) and transactions with persons related to insiders. These transactions were approved by the General Meeting of Shareholders or the Board of Directors within their authority and were listed in the Company's corporate governance report and 2024 financial statements.

#### **4. Results of the supervision of the Board of Directors' activities:**

Based on legal regulations, the Company's Charter, and Governance Regulations, the Supervisory Board finds that the Board of Directors has fully performed its functions, duties, and authority in supervising and directing the Executive Board; has issued Resolutions and Decisions in accordance with the Charter and in line with the spirit of the General Meeting of Shareholders' directives, serving as a foundation for the Executive Board to implement its tasks.

In 2024, the Board of Directors issued 22 Resolutions and Decisions related to the Company's operations; The Resolutions and Decisions issued by the Board of Directors were in compliance with legal regulations and the Company's current Charter.

The Company's Board of Directors held quarterly meetings to evaluate the Company's performance based on the issued Resolutions and to set targets for the next period. Additionally, the Board of Directors also held extraordinary meetings as required for corporate governance matters.

##### *\* Other activities:*

- Successfully directed the organization of the 2024 Annual General Meeting of Shareholders of the Company;

- Approved and authorized the Executive Board to sign credit limit agreements with banks, including Da Nang BIDV, Da Nang Vietcombank, Da Nang Vietinbank, Da Nang Techcombank, etc. Granted authority to the General Director to sign and execute purchase and sale contracts between the Company and related companies, as well as goods trading contracts with outstanding balances exceeding 50% of the charter capital, in accordance with current management regulations.

- Approved the selection of AASC Auditing Firm Co., Ltd. as the entity to conduct the semi-annual financial statement review and the annual financial statement audit for 2024, as authorized by the Company's General Meeting of Shareholders and based on the recommendation of the Supervisory Board.

#### 5. Results of the supervision of the Executive Board's activities:

- The Executive Board has organized and implemented the Company's activities to meet the objectives set by the Board of Directors and the General Meeting of Shareholders. Particularly in business operations, amidst the unpredictable market fluctuations, the General Director has effectively analyzed and forecasted market trends, capitalized on business opportunities, and achieved or exceeded the profit targets set by the General Meeting of Shareholders and the Board of Director;

- Executive management: The General Director has organized monthly briefing meetings to evaluate and review the planned tasks and implement the next period's activities. The General Director has also directed affiliated units within the system to promptly execute the Board of Directors' orientations by assessing monthly/quarterly business performance. As a result, in 2024, all affiliated units have been profitable;

- Regularly communicate and report to the Board of Directors on business performance, financial status, debt management, investment activities, etc., enabling the Board to have a comprehensive understanding of the Company's operations. This facilitates timely and effective decision-making and the development of appropriate business strategies;

- The Executive Board has complied with information disclosure requirements, ensuring accuracy and timeliness in accordance with Circular No. 96/2020/TT-BTC dated on 16/11/2020, issued by the Ministry of Finance, which provides guidelines on information disclosure in the securities market.

#### 6. Coordination between the Board of Directors, the General Director, and the Supervisory Board:

- The Board of Directors has provided the Supervisory Board with completed information on Resolutions and Decisions to ensure they are fully informed of the Board's directives regarding the company's operations

- The control plan and monitoring results are fully provided by the Supervisory Board to the members of the Board of Directors and the General Director for consultation before issuance;

- Representatives of the Supervisory Board were invited to attend all key meetings of the Board of Directors and the Executive Board regarding the company's business operations. The Board of Directors and the General Director have facilitated the Supervisory Board in successfully fulfilling their duties in 2024.

### II. Assessment Report on Business Performance Result and Financial Situation of the Company in 2024:

#### 1. Business Performance Results:

| Key Indicators                | Plan 2024<br>(million VND) | Archived in 2024<br>(million VND) | Plan<br>Completion<br>Rate (%) |
|-------------------------------|----------------------------|-----------------------------------|--------------------------------|
| <b>1. Revenue</b>             |                            | <b>4,576,289</b>                  |                                |
| - Commercial Revenue          |                            | 4,564,970                         |                                |
| - Service Revenue             |                            | 11,319                            |                                |
| <b>2. Sales Volume (tons)</b> | <b>306,000</b>             | <b>382,145</b>                    | <b>124.9%</b>                  |



|   |               |               |               |
|---|---------------|---------------|---------------|
| <b>3. Profit Before Tax</b>                   | <b>12,000</b> | <b>14,937</b> | <b>124.5%</b> |
| - Profit from Commercial Business Activities: |               | 12,884        |               |
| - Profit from Service Activities:             |               | 2,053         |               |
| <b>4. Profit After Tax</b>                    |               | <b>10,724</b> |               |
| <b>5. Dividends</b>                           | <b>6%</b>     |               |               |

**2. Financial Situation:** The consolidated financial statements of the Company for the fiscal year ended 31/12/2024, have been audited by AASC Auditing Firm Co. Ltd., After reviewing the reports, the Supervisory Board agrees with the audited figures, specifically as follows:

| Key Indicators                                 | 31/12/2023<br>(Million VND) | 31/12/2024<br>(Million VND) | Increase (+),<br>decrease(-)<br>(Million VND)) |
|--|-----------------------------|-----------------------------|--|
| <b>A. Total Assets</b>                         | <b>801,169</b>              | <b>793,301</b>              | <b>-7,868</b>                                  |
| <b>1. Current assets</b>                       | <b>725,682</b>              | <b>718,554</b>              | <b>-7,128</b>                                  |
| 1.1. Cash & Cash Equivalents                   | 2,467                       | 10,275                      |  |
| 1.2. Short-term Financial Investments          | 1,000<br>661,356            | 8,347<br>658,026            |  |
| 1.3 . Current Receivables:<br><i>Of which:</i> | 640,836                     | 651,265                     |  |
| - Receivables from Sales                       | (22,612)                    | (18,502)                    |  |
| - Provision for debts                          |                             |                             |  |
| 1.4. Inventories                               | 57,648                      | 41,308                      |  |
| 1.5. Other current assets                      | 3,211                       | 598                         |  |
| <b>2. Non-current assets</b>                   | <b>75,487</b>               | <b>74,747</b>               | <b>- 740</b>                                   |
| <b>B. Resources</b>                            | <b>801,169</b>              | <b>793,301</b>              | <b>-7,868</b>                                  |
| 1. Owner's Equity                              | 134,687                     | 138,703                     | + 4,016  |
| 2. Liabilities                                 | 666,482                     | 654,598                     | -11,884  |
| <i>Of which:</i>                               |                             |                             |  |
| - Payables to Banks                            | 581,022                     | 583,208                     |  |
| - Payables to Suppliers                        | 51,707                      | 1,766                       |  |
| - Other Payables                               | 33,753                      | 69,624                      |  |
| <b>C. Earnings/Share</b>                       | <b>901 VND/share</b>        | <b>1,089 VND/share</b>      | <b>+188 VND/share</b>                          |

**3. Overall Assessment of Business Performance Result and Financial Situation in 2024:**

**3.1. Business Performance Result:**

- Amid the impacts of the global economy and the constantly fluctuating domestic market, the Company has made great efforts to adapt, seize business opportunities, and flexibly implement sales policies, continued the policy of immediate cash collection upon sales to ensure cash flow circulation as well as increasing capital turnover, balance the payment of due debts. These efforts have yielded positive results, specifically:

+ Profit before tax exceeded the target by 24.5% (achieved 14.9 billion VND / planned 12 billion VND)

+ Profit after tax reached 10.72 billion VND, an increase of approximately 21% compared to the same period in 2023.

### 3.2. Financial Situation:

- Revenue scale increased significantly: reaching 4,576 billion VND, an increase of 16.4% over the same period in 2023 (3,930 billion VND)

- Regarding to payable liabilities: The Company has ensured cash flow circulation and balanced timely payments of due debts, preventing any overdue liabilities;

- Regarding to receivable liabilities: Although revenue increased significantly during the year, the outstanding receivables at the end of the year rose slightly compared to the beginning of the year; specifically, trade receivables as of December 31, 2024, amounted to VND 651.266 billion, compared to VND 640.836 billion at the beginning of the year, reflecting an increase of VND 10.4 billion (1.6%). Additionally, the overdue debt ratio showed a downward trend compared to the same period last year. Notably, large and long-overdue receivables have seen positive developments due to various measures, including active collection efforts, sales strategies, debt rotation, and a gradual reduction in outstanding balances....

- For bad debts, according to the assessment report of the Company's Debt Handling Council:

+ The outstanding debt balance was VND 18.808 billion as of December 31, 2024, a decrease of VND 4.36 billion compared to the beginning of the year.

+The provision for doubtful debts was VND 18.502 billion as of December 31, 2024, accounting for 98.4% of total bad debts. The provisioning was made based on debt aging classification and the nature of each debt, ensuring compliance with current regulations.

- Regarding purchase and sale transactions with related parties, the Company must comply with the Board of Directors' resolutions on the approved revolving credit limits.

### III. Assessment report on Corporate Governance, Management, Business Performance Results, and Financial Situation of the Company for the 2020-2025 Term

#### 1. Corporate Governance:

As stated in the Supervisory Board's report at the Annual General Meetings of Shareholders, the Board of Directors (BOD) and the Executive Board have complied with the current legal regulations and the Company's Charter;

During the past term, the Company has effectively implemented corporate governance by amending and updating the Charter, Corporate Governance Regulations, Information Disclosure Regulations, Financial Business Regulations, and Debt Management Regulations, etc... in compliance with current legal provisions, to enhance corporate management and operational efficiency.

Fully and promptly implemented the contents assigned by shareholder resolutions and carried out dividend payments according to the approved plan

Ensured the disclosure of information in accordance with regulations for listed companies.

#### 2. Business Performance Results and Financial Situation:

| Indicators        | Unit    | 2020      | 2021      | 2022      | 2023      | 2024      |
|-------------------|---------|-----------|-----------|-----------|-----------|-----------|
| Total asset value | Mil VND | 692,303   | 761,703   | 761,400   | 801,169   | 793,301   |
| Revenue           | Mil VND | 1,914,521 | 2,523,925 | 2,836,310 | 3,930,816 | 4,576,289 |
| Sales Volume      | Tons    | 199,255   | 202,230   | 206,731   | 299,120   | 382,145   |

|                              |               |         |         |         |         |         |
|------------------------------|---------------|---------|---------|---------|---------|---------|
| Receivables at end of period | Mil VND       | 531,528 | 625,512 | 577,444 | 640,835 | 651,265 |
| Profit before Tax            | Mil VND       | 10,065  | 17,173  | 17,397  | 14,000  | 14,937  |
| Profit After Tax             | Mil VND       | 6,076   | 11,950  | 12,140  | 8,868   | 10,724  |
| Earnings/share               | VND/Share     | 617     | 1,213   | 1,233   | 901     | 1,089   |
| Dividend                     | %             | 6%      | 7%      | 8%      | 6%      | 8%      |
| Debt-to-Equity Ratio         |               | 4.5     | 4,6     | 4.7     | 4.9     | 4.7     |
| Average Employee Income      | Mil VND/month | 11,040  | 12,700  | 15,200  | 15,300  | 16,500  |

- Overall Assessment: The Company has successfully achieved the objectives set by the General Meeting of Shareholders; annual revenue growth ranged from 12.5% to 38%; profits met or exceeded the targets assigned by shareholders; dividend payments were made in accordance with the resolutions of the General Meeting of Shareholders
- Regarding Project Investment and Development, it faced several limitations due to the stagnant real estate market over the past five years, impacted by the pandemic and regulatory challenges related to land policies at the local level, therefore the Company has suspended project implementation.

### III. Comments:

1. Regarding Business Operation : The Company needs to focus on customer credit assessment to minimize bad debt risks, continues to promote immediate payment sales policies to ensure cash flow circulation; at the same time, strengthen efforts in handling and recovering outstanding debts to contribute to the Company's overall efficiency;

2. Continue exploring the transfer of assets and real estate acquired through debt recovery to supplement business capital as soon as the market recovers.

3. In the upcoming term, the Company should study a capital increase plan to strengthen resources for business development while gradually reducing reliance on borrowed funds

This is the Supervisory Board's report for the year 2024 and the 2020-2025 term of Central Viet Nam Metal Corporation. Respectfully submitted to the General Meeting of Shareholders ./

#### Recipients:

- Shareholders;
- BOD, GD;
- SB Members;
- Archived: DC, SB

**ON BEHALF OF SUPERVISORY BOARD  
HEAD OF SUPERVISORY BOARD**

**Tran Thanh Tuan**





**PROPOSAL**

**Re: Selection of auditing firms for Financial Statements in 2025**

To: General Meeting of Shareholders of Central Viet Nam Metal Corporation

- Pursuant to Securities Law dated November 26, 2019;
- Pursuant to Enterprises Law dated June 17, 2020;
- Pursuant to Circular No. 183/2013/TT-BTC dated on 4/12/2013, issued by the Minister of Finance on independent auditing for public interest entities;
- Pursuant to The Charter of Central Viet Nam Metal Corporation;

The Supervisory Board of Central Viet Nam Metal Corporation respectfully submits to the General Meeting of Shareholders for consideration and approval of "Authorization for the Board of Directors to select one of the auditing firms from the list announced and authorized by the State Securities Commission to audit listed companies, based on the recommendation of the Supervisory Board, to conduct the audit of the 2025 Financial Statements".

1. AASC Auditing Firm Company Limited (AASC).
2. AAC Auditing and Accounting Company Limited (AAC).
3. PWC (Vietnam) Company Limited (PWC).

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

**Recipients:**

- As above;
- Archived: DC, SD

**ON BEHALF OF THE SUPERVISORY BOARD  
HEAD OF THE BOARD**

**Tran Nguyen Hoang Nam Thanh Tuan**



CÔNG TY CỔ PHẦN  
KIM KHÍ MIỀN TRUNG

No.: ...152.../TTr-KKMT

Da Nang, 21 March 2025



**PROPOSAL**

**Re: Approval of the 2024 Audited Financial Statements**

To: General Meeting of Shareholders of Central Viet Nam Metal Corporation

Pursuant to the Enterprises Law dated June 17, 2020;

Pursuant to the Charter of Central Viet Nam Metal Corporation;

Pursuant to the 2024 Financial Statements of Central Viet Nam Metal Corporation audited by AASC Auditing Firm Company Limited;

The Board of Directors of Central Viet Nam Metal Corporation respectfully submits to the General Meeting of Shareholders for consideration and approval of the 2024 Financial Statements of Central Viet Nam Metal Corporation audited by AASC Auditing Firm Company Limited, including:

- Executive Board Report;
- Independent Auditor Report;
- Audited Financial Statements;
- Balance Sheet;
- Income Statement;
- Cash Flow Statement;
- Notes to the Financial Statements.

The details of the 2024 Audited Financial Statements of Central Viet Nam Metal Corporation have been disclosed in accordance with legal regulations and published on the website: <https://cevimetal.com.vn/quanhecodong/baocaotaichinh>.

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

**Recipients:**

- As stated above;
- Archives: DC, BOD

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

**Huynh Trung Quang**



CÔNG TY CỔ PHẦN  
KIM KHÍ MIỀN TRUNG

No.: 160/TTP-KKMT

Da Nang, 29 March 2025.



## PROPOSAL

**Re: Profit Distribution, Fund Allocation, and Dividend Payment for 2024**

To: The General Meeting of Shareholders of Central Viet Nam Metal Corporation

Pursuant to the Enterprise Law dated on June 17, 2020;

Pursuant to the current Corporate Income Tax Law;

Pursuant to the Charter of Central Viet Nam Metal Corporation;

Pursuant to the 2024 business results according to the audited financial statements by AASC Auditing Firm Co., Ltd,

The Board of Directors of Central Viet Nam Metal Corporation respectfully submits to the General Meeting of Shareholders for consideration of the profit distribution, fund allocation, and dividend payment plan for the 2024 fiscal year as follows:

### I. Relized profit in 2024:

- |                              |                       |
|------------------------------|-----------------------|
| 1. Profit Before Tax         | : 14,936,893,169 VND. |
| 2. Corporate Income Tax      | : 4,212,528,002 VND.  |
| 3. Profit After Tax (PAT)    | : 10,724,365,167 VND. |
| 4. Undistributed PAT         | : 13,365,888,559 VND. |
| 5. Total Remaining PAT (3+4) | : 24,090,253,726 VND. |

### II. Fund allocation and dividend payment:

- |                            |  |
|----------------------------|--|
| 1. Reward and Welfare Fund | : 900,000,000 VND  |
| 2. Dividend Payment        | : The proposed dividend payout ratio is 8% (800 VND/share), equivalent to 7,877,249,600 VND, with the payment expected in July 2025. |

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

#### Recipients:

- As stated above;
- Archived: DC, BOD.

ON BEHALF OF BOARD OF DIRECTORS  
CHAIRMAN

Huynh Trung Quang



**REPORT**

**Salaries and Remuneration of the Board of Directors and the Supervisory Board in 2024  
Salary and Remuneration Plan for the Board of Directors and the Supervisory Board in 2025**

Pursuant to the Charter of Central Viet Nam Metal Corporation;

Pursuant to Resolution No. 175/NQ-ĐHĐCĐ dated March 22, 2024, of the General Meeting of Shareholders regarding the approval of the 2024 plan;

Pursuant to the 2024 business performance of Central Viet Nam Metal Corporation, as audited by AASC Auditing Firm Company Limited,

The Board of Directors of Central Viet Nam Metal Corporation respectfully reports and submits to the General Meeting of Shareholders for consideration of the payment of salaries, remuneration, and bonuses for the Board of Directors (BOD) and the Supervisory Board (SB) in 2024, as well as the proposed salary and remuneration plan for BOD and SB members in 2025, as follows:

**1. Salaries and Remuneration of the BOD and the SB in 2024:**

a) Salaries and Remuneration of the BOD and the SB: (According to Resolution No. 175/NQ-ĐHĐCĐ dated March 22, 2024, of the General Meeting of Shareholders)

| No       | Position                             | Unit             | Salary     | Remuneration |
|----------|--------------------------------------|------------------|------------|--------------|
| <b>A</b> | <b>Board of Directors</b>            |                  |            |              |
| 1        | Chairman                             | VND/month        | 50,000,000 |              |
| 2        | Board Member, General Director       | VND/month        | 47,000,000 |              |
| 3        | Full-time Board Member               | VND/month        | 19,500,000 |              |
| 4        | Concurrent Board Member (02 persons) | VND/person/month |            | 8,000,000    |
| <b>B</b> | <b>Supervisory Board</b>             |                  |            |              |
| 1        | Head of SB                           | VND/month        | 21,000,000 |              |
| 2        | Concurrent Board Member (02 persons) | VND/person/month |            | 5,500,000    |

b) Bonuses for the BOD and the SB:

Based on the Company's 2024 business performance, the General Meeting of Shareholders is requested to approve a bonus of VND 200,000,000 (Two hundred million dong) for the Board of Directors and the Supervisory Board for successfully fulfilling the tasks assigned by the shareholders.

**2. Salary and Remuneration Plan for the BOD and the SB Members in 2025:**

| No       | Position                  | Unit      | Salary     | Remuneration |
|----------|---------------------------|-----------|------------|--------------|
| <b>A</b> | <b>Board of Directors</b> |           |            |              |
| 1        | Chairman                  | VND/month | 54,000,000 |              |

|          |                                       |                   |            |           |
|----------|---------------------------------------|-------------------|------------|-----------|
| 2        | Board Member, General Director        | VND/month         | 50,000,000 |           |
| 3        | Full-time Board Member                | VND/month         | 21,000,000 |           |
| 4        | Concurrent Board Members (02 persons) | VND/person /month |            | 9,000,000 |
| <b>B</b> | <b>Supervisory Board</b>              |                   |            |           |
| 1        | Head of SB                            | VND/month         | 25,000,000 |           |
| 2        | Concurrent Board Member (02 persons)  | VND/person /month |            | 6,000,000 |

*Note:* For personnel participating in the Board of Directors, Executive Board, or Supervisory Board who work directly and receive a monthly salary from the Company, no additional remuneration is provided for concurrent positions. In cases where a Supervisory Board member holds a concurrent role and receives a salary for professional duties, they will receive remuneration according to regulations

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

**Recipients:**

- Shareholders;
- Archived: DC, BOD

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

**Huynh Trung Quang**



CÔNG TY CỔ PHẦN  
KIM KHÍ MIỀN TRUNG

No.: 163/TT-KKMT

Da Nang, 29. March 2025



## PROPOSAL

**Re: Introduction and Nomination of Personnel for the Board of Directors  
and the Supervisory Board  
Term 2025-2030**

To: The General Meeting of Shareholders of Central Viet Nam Metal Corporation

Pursuant to the Enterprise Law dated on June 17, 2020;

Pursuant to the Charter of Central Viet Nam Metal Corporation,

The Board of Directors of Central Viet Nam Metal Corporation (Cevimetal) respectfully reports and submits to the General Meeting of Shareholders for consideration as follows:

The 2025 Annual General Meeting of Shareholders marks the final year of the 2020-2025 term for members of the Board of Directors (BOD) and the Supervisory Board. At this meeting, the company must elect a new Board of Directors (including one independent BOD member), and a new Supervisory Board for the new term (2025-2030 term). Therefore, the Board of Directors of Cevimetal respectfully requests that shareholders/shareholder groups nominate and introduce candidates who meet the eligibility criteria and qualifications as outlined in the attached election regulations for electing the Board of Directors and Supervisory Board of the 2025-2030 term.

Nomination and application dossiers should be submitted by shareholders/shareholder groups to the below address before April 14, 2025:

CENTRAL VIET NAM METAL CORPORATION

No. 69 Quang Trung Street, Hai Chau Ward, Hai Chau District, Da Nang City.

Phone: 02363.565484 – Fax: 02363.823306

Email: info@cevimetal.vn

Based on the introduction and nomination/self-nomination dossiers of shareholders/ shareholder groups, the Board of Directors will select candidates who meet the qualifications and requirements as stipulated in the Election Regulations to be included in the voting list for the Board of Directors and Supervisory Board members for the 2025-2030 term at the 2025 Annual General Meeting of Shareholders

The nomination/self-nomination dossier includes: Nomination/Self-nomination Application Form for member of the Board of Directors (BOD)/Supervisory Board (SB); Commitment Letter for participating in the BOD/SB; Candidate Information for the BOD/SB; Information Disclosure Form; Curriculum Vitae certified by the local authority or relevant organization/agency as per the attached template; and notarized copies of diplomas and certificates of the nominee/candidate.

With respect and thanks,

**Recipients:**

- As stated above;
- Archived: DC, BOD.

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

**Huynh Trung Quang**



No.: 16.3/2025/QC-KKMT

Da Nang, 24/3/2025

**ELECTION REGULATIONS  
FOR BOARD OF DIRECTORS AND SUPERVISORY BOARD MEMBERS  
OF CENTRAL VIET NAM METAL CORPORATION FOR THE TERM 2025-2030  
AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Pursuant to Securities Law dated November 26, 2019;

Pursuant to Enterprise Law dated June 17, 2020;

Pursuant to Government Decree No. 155/2020/ND-CP dated December 31, 2020, detailing the implementation of several articles of the Securities Law;

Pursuant to Government Decree No. 47/2021/ND-CP dated April 1, 2021, detailing several provisions of the Enterprise Law;

Pursuant to Charter of Central Viet Nam Metal Corporation;

The 2025 Annual General Meeting of Shareholders of Central Viet Nam Metal Corporation organized the election of the members of Board of Directors and the members of Supervisory Board for the term 2025-2030 with the following details:

**Article 1: Eligible Voters**

Shareholders owning voting shares and authorized representatives of shareholders holding voting shares presented at the General Meeting (according to the shareholder list finalized by the Vietnam Securities Depository and Clearing Corporation - VSDC as of March 10, 2025).

**Article 2: Standards and conditions for Members of the Board of Directors (BOD), Independent members of the Board of Directors and Members of the Board of Supervisors (BOS)**

**1. Standards for BOD members:** Members of the Board of Directors must meet the following standards and conditions:

- Not subject to the provisions in Clause 2 of Article 17 of the Law on Enterprise;
- Having professional qualifications and experience in business administration or in the Company's industry, business sector or field, and not necessarily being a shareholder of the Company;
- A member of the Board of Directors may concurrently be a member of the BOD in up to 05 (five) other companies;

**2. Standards for independent BOD members:** Independent members of the Board of Directors must meet the following standards and conditions:

- Not a person currently working for the Company, its parent company or subsidiaries; not a person who has worked for the Company, its parent company or subsidiaries for at least the previous 03 (three) consecutive years;
- Not a person receiving salary or remuneration from the company, except for allowances that members of the Board of Directors are entitled to according to regulations;
- Not a person whose spouse, biological father, adoptive father, biological mother, adoptive mother, biological child, adopted child, biological brother, biological sister, or younger sibling is a major shareholder of the Company; is the manager of the Company or a subsidiary of the Company;
- Not a person who directly or indirectly owns at least 1% of the company's total voting shares;

e) Not a person who has previously served as a member of the Board of Directors or Supervisory Board of the Company for at least the previous 05 (five) consecutive years, except for cases of being continuously appointed for two (2) consecutive terms.

**3. Standards for BOS members:** Members of the Board of Supervisors must meet the following standards and conditions:

- a) Not subject as prescribed in Clause 2 of Article 17 of the Law on Enterprise;
- b) Be trained in one of the majors in economics, finance, accounting, auditing, law, business administration or a major suitable to the business activities of the enterprise;
- c) Not a family member of a member of the Board of Directors, General Director and other managers;
- d) Not a company manager; not necessarily a shareholder or employee of the Company;
- e) Not work in the finance or accounting departments of the Company;
- f) Not a member or employee of an independent auditing company that audited the Company's financial statements in the previous 03 (three) consecutive years.

**Article 3: Nomination, Candidacy for the BOD, BOS members, and number of elected members**

**1. Conditions for nomination of the Member of BOD and BOS:**

**a) Board of Directors:** A shareholder or Group of shareholders holding at least 10% of the total common shares have the right to nominate candidates to the Board of Directors as per the Enterprise Law and the Company Charter. A shareholder or group of shareholders holding voting shares from 10% to less than 20% of the total voting shares can nominate a maximum of 01 (one) candidate; from 20% to less than 30% can nominate a maximum of 02 (two) candidates; from 30% to less than 40% can nominate a maximum of 03 (three) candidates; from 40% to less than 50% can nominate a maximum of 04 (four) candidates; from 50% to less than 60% can nominate a maximum of 05 (five) candidates; from 60% to less than 70% can nominate a maximum of 06 (six) candidates; from 70% to less than 80% can nominate a maximum of 07 (seven) candidates; from 80% to less than 90% can nominate a maximum of 08 (eight) candidates.

If the number of candidates for the Board of Directors nominated and self-nominated does not meet the required number as stipulated in Clause 5, Article 115 of the Enterprise Law, the incumbent Board of Directors may introduce additional candidates or organize nominations in accordance with the Company Charter, Internal governance regulations, and the Board of Directors' Operational regulations. Any additional candidates introduced by the incumbent Board of Directors must be clearly disclosed before the General Meeting of Shareholders votes to elect members of the Board of Directors, as required by law.

**b) Board of Supervisors:** A shareholder or Group of shareholders holding at least 10% of the total common shares have the right to nominate candidates to the Board of Supervisors as per the Enterprise Law and Company Charter. A shareholder or group of shareholders holding voting shares from 10% to less than 20% of the total voting shares can nominate a maximum of 01 (one) candidate; from 20% to less than 30% can nominate a maximum of 02 (two) candidates; from 30% to less than 40% can nominate a maximum of 03 (three) candidates; from 40% to less than 50% can nominate a maximum of 04 (four) candidates; from 50% to less than 60% can nominate a maximum of 05 (five) candidates; from 60% to less than 70% can nominate a maximum of 06 (six) candidates; from 70% to less than 80% can nominate a maximum of 07 (seven) candidates; from 80% to less than 90% can nominate a maximum of 08 (eight) candidates.

If the number of candidates for the Board of Supervisors nominated and self-nominated does not meet the required number, the incumbent Board of Supervisors may introduce additional candidates or organize nominations in accordance with the Company Charter, Internal governance regulations, and the Board of Supervisors' Operational regulations. Any additional candidates



introduced by the incumbent Board of Supervisors must be clearly disclosed before the General Meeting of Shareholders votes to elect members of the Board of Supervisors, as required by law.

**2. Number of elected members of the BOD and BOS:**

- Number of elected members of the BOD is 05 (five) members, including 01 (one) independent member;
- Number of elected members of BOS is 03 (three) members.

**3. Term of BOD and BOS:**

- Term of BOD is 05 (five) years;
- Term of BOS is 05 (five) years.

**Article 4: Guidelines for submission of application for candidate nomination, candidacy and selection**

Qualified candidates for nomination and candidacy for members of BOD and BOS of Central Viet Nam Metal Corporation for the 2025-2030 term must submit Nomination/ Candidacy Form to:

*Central Viet Nam Metal Corporation*

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

Phone: 02363.565.484

Fax: 0236.3823306

Receiver: Mr. Huynh Ngoc Tuan, Secretary. Mobil phone: 0905168757.

\* Deadline for receiving documents: before 14/4/2025.

\*Application documents include: Nomination/Candidacy Form for BOD/BOS member; Commitment Letter; Candidate Information; Curriculum Vitae with verification from an organization (for a legal entity) or local authority (for individual); Certified copies of degrees and professional certificates (if applicable).

**Article 5. Election method**

The election of members of the Board of Directors and the Supervisory Board of Central Viet Nam Metal Corporation for the 2025-2030 term shall be conducted by secret ballot.

**Article 6: Election of members of BOD, BOS and election principles**

**1. Election of BOD members:** The voting for electing members of the Board of Directors (BOD) shall be conducted using a cumulative voting method, accordingly each shareholder has a total number of votes corresponding to the total number of owned shares multiplied (x) by the number of elected members of the BOD, and attending shareholders have the right to cast all their votes for 01 (one) or more candidates.

**\* Election principles:**

- The elected members of the BOD are determined by the number of votes cast from highest to lowest, starting from the candidate with the highest number of votes until the required number of members is reached, as stipulated in Clause 2, Article 3 of this regulation.

- In case there are 02 (two) or more candidates with the same number of votes cast for the last member of the BOD, preference is given to the candidate owning or representing more shares. If the number of shares owned or represented is equal, a re-election will be conducted among these candidates.

**2. Election of BOS members:** The voting for electing members of the BOS shall be conducted using a cumulative voting method, accordingly each shareholder has a total number of votes corresponding to the total number of owned shares multiplied (x) by the number of elected members of the BOS, and attending shareholders have the right to cast all their votes for 01 (one) or more candidates.



**\* Election principles:**

- The elected members of the BOS are determined by the number of votes cast from highest to lowest, starting from the candidate with the highest number of votes until the required number of members is reached, as stipulated in Clause 2, Article 3 of this regulation.

- In case there are 02 (two) or more candidates with the same number of votes cast for the last member of the BOS, preference is given to the candidate owning or representing more shares. If the ties persist, a re-election will be conducted among these candidates.

**Article 7: Election committee, voting and vote counting procedures**

**1. Election committee**

- Election committee is nominated by the Chairperson and approved by the General Meeting;

- Responsibilities of Election committee:

+ Introduce and distribute voting ballots;

+ Conduct vote counting;

+ Announce results at the General Meeting.

- Members of the Election Committee shall not be included in the list of nominees and candidates for the BOD, independent member of BOD, and the BOS members.

**2. Voting and vote counting principles**

- Ballot boxes are inspected publicly by the Election committee in the presence of the Shareholders;

- The voting process is commenced once the distribution of voting ballots is completed and ended when the last shareholder has cast their vote into the ballot box.

- The vote counting is conducted immediately after voting ends;

- The vote counting results are recorded in a written report and announced by the Head of the Election Committee before the General Meeting.

**Article 8: Preparation and announcement of the vote counting report**

After vote counting, the Election Committee must prepare a Voting counting report. The content of the Voting counting report must clearly specify: Time, location of vote counting, members of the Vote counting committee; Total number of attending shareholders; Total number of voting shares present at the General Meeting; Total voting ballots issued and collected; Total valid or invalid voting ballots; Total votes in favor, against, or abstaining; Number of shares voted for each candidate for BOD and BOS; List of elected candidates and signatures of the Vote Counting Committee members.

The full text of the Vote counting report must be presented before General Meeting.

**Article 9:** Any complaints regarding the election and vote counting shall be resolved by the Chairperson of the meeting and recorded in the Minutes of the General Meeting of Shareholders.

These regulations consist of 09 articles, read publicly at the 2025 Annual General Meeting on April 17, 2025, and take effect immediately upon approval by Shareholders owning over 50% of the total voting rights of all attending shareholders.

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

**Huynh Trung Quang**



CÔNG TY CỔ PHẦN  
KIM KHÍ MIỀN TRUNG

No.: 16.4/TT-KKMT

Da Nang, date: 24 month 3 year 2025

## PROPOSAL

**Re: Approval of transactions valued at 35% or more of the total assets recorded in the latest financial statements between the company and the entities specified in Article 293 of Decree No. 155/2020/NĐ-CP on 31/12/ 2020 by the Government**

To: The General Meeting of Shareholders of Central Viet Nam Metal Corporation

Pursuant to the Securities Law dated on November 26, 2019;

Pursuant to the Enterprise Law dated on June 17, 2020;

Pursuant to Decree No. 155/2020/NĐ-CP dated on 31/12/2020, of the Government, detailing the implementation of certain provisions of the Securities Law;

Pursuant to the Charter of Central Viet Nam Metal Corporation;

Pursuant to the Company's 2025 Business Plan,

The Board of Directors of Central Viet Nam Metal Corporation (Cevimetal) respectfully submits to the General Meeting of Shareholders for consideration as follows:

Tay Do Steel Co., Ltd. and Nine Dragons Import Export Trade Services Co., Ltd. have been long-standing customers of Central Viet Nam Metal Corporation (Cevimetal) for many years, whose primary transactions involve the purchase and sale of finished steel products, steel billets, and steel scrap... They have consistently made full payments, maintained smooth cash flow, and contributed to the company's profitability. To proactively facilitate transactions between Cevimetal and Tay Do Steel Co., Ltd. and Nine Dragons Import Export Trade Services Co., Ltd in 2025 in compliance with Article 293 of Decree No. 155/2020/NĐ-CP, dated December 31, 2020, issued by the Government, the Board of Directors of Cevimetal respectfully proposes that the General Meeting of Shareholders consider and approve the following:

1. Approve Central Viet Nam Metal Corporation (Cevimetal) to enter into contracts/transactions valued at 35% or more, or transactions that lead to a total transaction value arising within 12 (twelve) months from the first transaction, reaching 35% or more of the total assets recorded in the latest financial statement between Cevimetal and Tay Do Steel Co., Ltd. and Nine Dragons Import Export Trade Services Co., Ltd.

2. Authorize Cevimetal Board of Directors to direct and supervise the General Director in signing and executing contracts/transactions between Cevimetal and the aforementioned companies, in compliance with legal regulations and the Company's Charter.

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

**Recipients:**

- As stated above;
- Archived: DC, BOD

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

**Huynh Trung Quang**



## LIST OF CONTRACTS/TRANSACTIONS SUBMITTED TO SHAREHOLDERS' GENERAL MEETING FOR APPROVAL

(Attached is Proposal No. 164/TTr-KKMT dated 24/3/2025 from the Board of Directors)

| No. | Name of Organization/Individual  | Relationship with the Company (Cevimetal)  | Head Office Address/Contact Address   | Estimated Quantity and Total Transaction Value (tons/billion VND) | Contract/Transaction Validity Period   |
|-----|--|--|---|---|--|
| 1   | Tay Do Steel Company Limited<br>(Business Registration Number: 1800156657)                           | The legal representative of the Company is a related party to a Member of the Board of Directors of Central Viet Nam Metal Corporation | Lot No. 45, Street No. 2, Tra Noc 1 Industrial Park, Tra Noc Ward, Binh Thuy District, Can Tho City | 22,000 tons<br>300 billion VND                                    | From the date approved by the General Meeting of Shareholders through voting by non-related interest shareholders until the 2026 General Meeting of Shareholders (01 day before) or until a replacement resolution is issued by the General Meeting of Shareholders. |
| 2   | Nine Dragons Import-Export Trade Services Limited Company (Business Registration Number: 1801556739) | The legal representative of the Company is a related party to a Member of the Board of Directors of Central Viet Nam Metal Corporation | 27 Le Hong Phong, Tra An Ward, Binh Thuy District, Can Tho City.                                    | 22,000 tons<br>300 billion VND                                    | From the date approved by the General Meeting of Shareholders through voting by non-related interest shareholders until the 2026 General Meeting of Shareholders (01 day before) or until a replacement resolution is issued by the General Meeting of Shareholders. |



**RESOLUTIONS (Draft)**

**2025 Annual General Meeting of Shareholders  
Central Viet Nam Metal Corporation**

**GENERAL MEETING OF SHAREHOLDERS OF CENTRAL VIETNAM METAL CORPORATION**

Pursuant to the Securities Law dated November 26, 2019;  
Pursuant to the Enterprise Law dated June 17, 2020;  
Pursuant to the Charter of Central Vietnam Metal Corporation;  
Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders of Central Vietnam Metal Corporation dated April 17, 2025.

**RESOLVES:**

**Article 1.** Approval of the 2024 Annual Report and the 2025 Business and Investment Plan of Central Vietnam Metal Corporation.

1. Business Performance Results in 2024:

- Total revenue : 4,576,289,366,558 VND;
- Total Sales Volume : 382,145 tons;
- Profit Before Tax : 14,936,893,169 VND.

2. Investment Results: Total investment implemented in 2024: 1.410 billion VND.

3. Plan in 2025:

a) *Business plan:*

- Total Sales Volume : 364,000 tons;
- Profit Before Tax : 14 billion VND;

b) *Investment plan* : 0,5 billion VND.

c) *Dividend plan* : 6%.

**Article 2.** Approval of the Report on the Performance of the Board of Directors in 2024 and the 2020-2025 Term

**Article 3.** Approval of the Supervisory Board's Report on Business Results and the Report on the Performance of the Supervisory Board in 2024 and the 2020-2025 Term.

**Article 4.** Approval of the Proposal for Selecting the Audit Firm for the 2025 Financial Statements of Central Vietnam Metal Corporation.

**Article 5.** Approval of the Audited 2024 Financial Statements.

**Article 6.** Approval of the Proposal on Profit Distribution, Fund Allocation, and Dividend Payment for 2024.



1. Profit After Tax (PAT) for 2024 : 10,724,365,167 VND.
2. Undistributed PAT from Previous Years : 13,365,888,559 VND.
3. Total Undistributed PAT (1+2) : 24,090,253,726 VND.
4. Allocation to Bonus and Welfare Fund : 900,000,000 VND.
5. Dividend Payment in Cash at a Rate of 7% (700 VND/share), equivalent to a total payout of 6,892,593,400 VND.
6. Dividend Payment Schedule: Within July 2025.

**Article 7.** Approval of the Report on Salaries, Remuneration, and Bonuses for the Board of Directors (BOD) and the Supervisory Board (SB) in 2024, as well as the Salary and Remuneration Plan for BOD and SB Members in 2025.

1. Salaries, Remuneration, and Bonuses for the Board of Directors and the Supervisory Board in 2024
  - a) *Salaries for Members of the Board of Directors and the Supervisory Board:*
    - Chairman of the Board of Directors (Full-time): 50,000,000 VND/month;
    - Board Member cum General Director : 47,000,000 VND/month;
    - Non-executive Board Member : 19,500,000 VND/month;
    - Head of the Supervisory Board : 23,000,000 VND/month.
  - b) *Remuneration for Members of the Board of Directors and the Supervisory Board:*
    - Board Member (Concurrent Position, 2 persons): 8,000,000 VND/person/month
    - SB Member (Concurrent Position, 2 persons) : 5,500,000 VND/person/month.
  - c) *Bonuses for the Board of Directors and the Supervisory Board:*

Approval of a bonus of 200,000,000 VND (Two hundred million VND) for the Board of Directors and the Supervisory Board for successfully fulfilling the tasks assigned by the shareholders..

2. Salary and Remuneration Plan for Members of the Board of Directors and the Supervisory Board in 2025:

- a) *Salaries for Members of the Board of Directors and the Supervisory Board:*
  - Chairman of the Board of Directors (Full-time): 54,000,000 VND/month;
  - Board Member cum General Director : 50,000,000 VND/month;
  - Non-executive Board Member : 21,000,000 VND/month;
  - Head of the Supervisory Board : 25,000,000 VND/month.
- b) *Remuneration for Members of the Board of Directors and the Supervisory Board:*
  - Board Member (Concurrent Position, 2 persons): 9,000,000 VND/person/month
  - SB Member (Concurrent Position, 2 persons) : 6,000,000 VND/person/month

For personnel participating in the Board of Directors, Executive Board, and Supervisory Board who work directly and receive a monthly salary from the Company, no additional remuneration is provided for concurrent positions. In the case of a Supervisory

Board member holding a concurrent position and receiving a professional salary, remuneration will be granted according to regulations.

**Article 8.** Approval of the List of Candidates and Election Results for the Board of Directors and Supervisory Board Members of Central Vietnam Metal Corporation for the 2025-2030 Term.

1. Approval of the proposal from shareholders/shareholder groups on the introduction, nomination of candidates for the Board of Directors and the Supervisory Board of Central Vietnam Metal Corporation for the 2025-2030 term.

2. Approval of the election results for the elected members of the Board of Directors of Central Vietnam Metal Corporation for the 2025-2030 Term, including the following individuals:

| No. | Full name of elected candidates | Voting results   |         |
|-----|---------------------------------|------------------|---------|
|     |                                 | Total Votes Cast | Ratio % |
| 1   |                                 |                  |         |
| 2   |                                 |                  |         |
| 3   |                                 |                  |         |
| 4   |                                 |                  |         |
| 5   |                                 |                  |         |

3. Approval of the election results for Mr./Ms. .... to hold the position of Chairman of the Board of Directors of Central Vietnam Metal Corporation for the 2025-2030 Term.

4. Approval of the election results for the elected members of the Supervisory Board of Central Vietnam Metal Corporation for the 2025-2030 Term, including the following individuals:

| No. | Full name of elected candidates | Voting results   |         |
|-----|---------------------------------|------------------|---------|
|     |                                 | Total Votes Cast | Ratio % |
| 1   |                                 |                  |         |
| 2   |                                 |                  |         |
| 3   |                                 |                  |         |

5. Approval of the election results for Mr./Ms. .... to hold the position of head of the Supervisory Board of Central Vietnam Metal Corporation for the 2025-2030 Term.

**Article 9.** Approval for Central Vietnam Metal Corporation (Cevimetal) to conduct transactions with a value of 35% or more; or transactions that result in a total transaction value within 12 (twelve) months from the date of the first transaction reaching 35% or more of the total asset value recorded in the latest financial statements, between Cevimetal and Tay Do Steel Co., Ltd. and Nine Dragons Import-Export Trade Services Ltd. Co. in 2025.



**Article 10.** The General Meeting of Shareholders unanimously authorizes the Board of Directors of Central Vietnam Metal Corporation to perform the following tasks:

1. Direct and supervise the General Director in signing and executing contracts between Central Vietnam Metal Corporation and Tay Do Steel Co., Ltd. and Nine Dragons Import-Export Trade Services Ltd. Co., in compliance with legal regulations and the Company's Charter.

2. Authorize the decision on selecting an auditing firm to audit the 2025 financial statements of Central Vietnam Metal Corporation, based on the proposal of the Supervisory Board, ensuring quality, efficiency, reasonable costs, and compliance with legal regulations.

**Article 11.** Effective Date:

This resolution was approved at the 2025 Annual General Meeting of Shareholders of Central Vietnam Metal Corporation with .....% approval of the full text of the resolution and shall take effect from April 17, 2025.

The Board of Directors and the Supervisory Board of Central Vietnam Metal Corporation are responsible for organizing, leading the implementation, and supervising the execution of the contents of this Resolution./.

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

**Recipients:**

- SSC, HNX
- Shareholders;
- BOD, SB, EB;
- Archived: DC, BOD.

**CHAIRMAN OF THE BOARD OF DIRECTORS  
Huynh Trung Quang**



No.: ...../BB-DHDCB

Da Nang, 17 April 2025

**DRAFT MEETING MINUTES**  
**THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**  
**CENTRAL VIET NAM METAL CORPORATION**

Company Name: Central Viet Nam Metal Corporation.

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

Business Registration Certification No. 0400101605 issued by the Department of Planning and Investment of Da Nang City, first issued on 28/12/2005 (amended for the 26<sup>th</sup> time on 06/01/2025).

Today, at ..... : ..... on April 17, 2025, at the Company's Head office at 69 Quang Trung Street, Hai Chau Ward, Hai Chau District, Da Nang City, the 2025 Annual General Meeting of Shareholders was officially commenced.

**A – INTRODUCTION AND OPENING OF THE MEETING:**

**1. Shareholder eligibility verification report:**

The Shareholder eligibility verification committee consists of the following members:

- Mr./Ms. ....: Head of Committee;
- Mr./Ms. ....: Member;
- Mr./Ms. ....: Member.

Mr./Ms. ...., Head of Shareholder eligibility verification committee, reports as follows:

- Total number of shareholders invited: All shareholders listed in the shareholder register as of 10/3/2025, owning 9,846,562 voting shares of Central Viet Nam Metal Corporation (according to the list provided by the Vietnam Securities Depository and Clearing Corporation);

- Number of shareholders registered to attend: ..... shareholders and shareholder representatives, holding and representing ..... / 9,846,562 voting shares, accounting for .....% of total shares;

- As of ..... : ..... on 17/4/2025, the total number of attending shareholders and representatives is ....., holding and representing ..... / 9,846,562 voting shares, accounting for .....% (as detailed in the Shareholder eligibility verification report attached).

According to the Enterprise Law and the Company's Charter, with a voting ratio of .....%, the 2025 Annual General Meeting of Shareholders of Central Viet Nam Metal Corporation is qualified to proceed.

**2. Approval of the Meeting Agenda and Working Regulations:**

Mr./Ms. ...., on behalf of the Organizing Committee, presented the Meeting Agenda and Working Regulations for approval.

The General Meeting of Shareholders has voted to approve with an approval rate of .....%.

**3. Introduction of Guest Delegates, Presidium, Secretariat, Vote Counting Committee, Election Committee:**



Mr./Ms. ...., on behalf of the Organizing Committee, introduced the guest representatives and proposed the Presidium, Secretariat, Vote Counting Committee, and Election Committee as follows:

**3.1. Guest Representatives:**

a) Representatives from Vietnam Steel Corporation - JSC:

- Mr./Ms. ....;
- Mr./Ms. ....;

b) Company Representatives:

**3.2. Presidium:**

- Mr. Huynh Trung Quang, Chairman of the Board of Directors, serving as the Chairperson of the Meeting (as per the Enterprise Law and Company Charter);

- Mr./Ms. ....

**3.3. Secretariat:** consists of:

- Mr./Ms. ....
- Mr./Ms. ....

**3.4. Vote counting committee:**

- Mr./Ms. ...., Head of Committee
- Mr./Ms. ...., Member
- Mr./Ms. ...., Member

**3.5. Election committee:**

- Mr./Ms. ...., Head of Committee
- Mr./Ms. ...., Member
- Mr./Ms. ...., Member

The General Meeting of Shareholders has voted to approve the list of the Presidium, Secretariat, Vote Counting Committee, and Election Committee with an approval rate of .....%.

**B – MEETING CONTENT**

**I – MATTERS SUBMITTED FOR APPROVAL BY THE GENERAL MEETING OF SHAREHOLDERS:**

1. Mr./Ms. ...., on behalf of the Board of Directors, presented the Annual Report for the Fiscal Year 2024 and the 2025 Business and Investment Plan of the Company for approval.

2. Mr./Ms. ...., on behalf of the Board of Directors, presented the Report on the Board of Directors' operations for 2024 and the 2020-2025 term for approval.

3. Mr./Ms. ...., Head of the Supervisory Board of the Company presented the following items for approval:

- Report on the Supervisory Board's operations for 2024 and the 2020-2025 term;
- The proposal for the selection of the auditing firm for the 2025 Financial Statements of Central Viet Nam Metal Corporation.

4. Mr./Ms. ...., on behalf of the Board of Directors presented the following items for approval:

- Proposal for the approval of the Audited Financial Statements for 2024;
- Proposal for the plan of profit distribution, fund allocation, and dividend payment for 2024;
- Report on remuneration, salary for the Board of Directors (BoD), the Board of Supervisors (BoS) for 2024 and the plan for 2025.

5. Mr./Ms. ...., on behalf of the Board of Directors, presented for approval: the Proposal on Introduction and Nomination of members of the Board of Directors, the Supervisory Board for the term 2025-2030, along with the Nomination Forms from shareholders/shareholder groups for members of the Board of Directors, the Supervisory Board of Central Viet Nam Metal Corporation for the term 2025-2030.

6. Mr./Ms. ...., Head of the Election Committee presented the Election regulations, instructions on completing voting ballots, and the election process.

7. Mr./Ms. ...., on behalf of the Board of Directors, presented the Proposal on approving transactions valued at 35% or more of the total assets, as recorded in the latest financial statements, between Central Viet Nam Metal Corporation and entities specified in Article 293 of Decree No. 155/2020/ND-CP dated 31/12/2020, issued by the Government.

## II – DISCUSSION AND SHAREHOLDERS’ OPINIONS

.....  
 .....

## III – VOTING RESULT

1. **Approval of the 2024 Annual Report and the Proposal on the business and investment plan for 2025 (Report no. .../BC-KKMT dated .../03/2025 and Proposal no. .../TTTr-KKMT dated .../03/2025).**

### a) *Business and investment results for 2024:*

- Revenue: VND 4,576.289 billion, reaching 115.8% of the plan and increasing 16.4% compared to 2023;

- Total sales volume: 382,145 tons, reaching 124.8% of the plan and increasing 27.7% compared to 2023;

- Profit before tax: VND 14.937 billion, reaching 124.4% of the plan and increasing 6.7% compared to 2023.

- Total investment value: VND 1.410 billion.

### b) *Plan for 2025:*

- Total sales volume : 364,000 tons;

- Profit before tax : VND 14 billion;

- Total investment value: VND 0.5 billion;

- Dividend rate : 6%.

### \* *Voting results:*

- In favor: ..... shares, accounting for .....% of the attending voting shares;

- Against: ..... shares, accounting for .....% of the attending voting shares;

- Abstain: ..... shares, accounting for .....% of the attending voting shares.

2. **Approval of the Reports on the activities of the Board of Directors in 2024 and in the term 2020-1015 (Report no. .../BC-KKMT dated .../3/2025).**

**\* Voting results:**

- In favor: ..... shares, accounting for .....% of the attending voting shares;
- Against: ..... shares, accounting for .....% of the attending voting shares;
- Abstain: ..... shares, accounting for .....% of the attending voting shares.

**3. Approval of the Report on the activities of the Supervisory Board in 2024 and in the term 2020-1025 (Report no. .../BC-KKMT dated .../3/2025).**

**\* Voting results:**

- In favor: ..... shares, accounting for .....% of the attending voting shares;
- Against: ..... shares, accounting for .....% of the attending voting shares;
- Abstain: ..... shares, accounting for .....% of the attending voting shares.

**4. Approval of the Proposal on the selection of the audit firm for 2025 Financial Statements of Central Viet Nam Metal Corporation (Proposal no. .../TTr-KKMT dated .../3/2025).**

**\* Voting results:**

- In favor: ..... shares, accounting for .....% of the attending voting shares;
- Against: ..... shares, accounting for .....% of the attending voting shares;
- Abstain: ..... shares, accounting for .....% of the attending voting shares.

**5. Approval of the 2024 Audited Financial Statements of Central Viet Nam Metal Corporation (Proposal no. .../TTr-KKMT dated .../3/2025).**

**\* Voting results:**

- In favor: ..... shares, accounting for .....% of the attending voting shares;
- Against: ..... shares, accounting for .....% of the attending voting shares;
- Abstain: ..... shares, accounting for .....% of the attending voting shares.

**6. Approval of the Proposal on profit distribution, fund allocation and dividend payment for 2024 (Proposal no. .../TTr-KKMT dated .../3/2025).**

**a) Profit for 2024:**

- Profit before tax : VND 14,936,893,169;
- Corporate income tax : VND 4,212,528,002;
- Profit after tax (PAT) : VND 10,724,365,167;
- Undistributed PAT : VND 13,365,888,559;
- Total remaining PAT : VND 24,090,253,726;

**b) Provision for bonus and welfare funds: VND .....**

**c) Dividend payment:**

- Dividend rate: .....%, in cash, equivalent to VND..... /share, with a total payment of VND.....;

- Payment time: within July, 2025.

**\* Voting results:**

- In favor: ..... shares, accounting for .....% of the attending voting shares;
- Against: ..... shares, accounting for .....% of the attending voting shares;
- Abstain: ..... shares, accounting for .....% of the attending voting shares.

**6. Approval of the Report on the salary, remuneration, bonus for the Board of Directors, the Supervisory Board in 2024 and the plan for 2025 (Report no. .../BC-KKMT dated .../3/2025).**

**6.1. Salary, remuneration for the members of BoD, BoS in 2024:**

**a) Salary for the members of BoD, BoS:**

- Chairman of the BoD : VND 50,000,000/month;
- Member of BoD cum General Director : VND 47,000,000/month;
- Non – executive member of BoD : VND 19,500,000/month;
- Head of Supervisory Board : VND 23,000,000/month.

**b) Remuneration for the members of BoD, BoS:**

- Member of BoD (02 persons) : VND 8,000,000/person/month;
- Member of BoS (02 persons) : VND 5,500,000/person/month.

**c) Bonus for the Board of Directors, the Supervisory Board:**

Bonus for fulfilling responsibilities assigned by shareholders: VND ..... (In words: .....).

**6.2. Salary and remuneration plan for the members of BoD, BoS in 2025:**

**a) Salary for the members of BoD, BoS:**

- Chairman of the BoD : VND 54,000,000/month;
- Member of BoD cum General Director : VND 50,000,000/month;
- Non – executive member of BoD : VND 21,000,000/month;
- Head of Supervisory Board : VND 25,000,000/month.

**b) Remuneration for the members of BoD and non-executive members of BoS:**

- Member of BoD (02 persons) : VND 9,000,000/person/month;
- Member of BoS (02 persons) : VND 6,000,000/person/month.

\* For members of the Board of Directors, Executive Board, and Supervisory Board who work directly for the company and receive a monthly salary, no additional remuneration for concurrent positions will be provided. In cases where a Supervisory Board member holds a concurrent position and receives a professional salary, they will be entitled to remuneration as per regulations.

**\* Voting results:**

- In favor: ..... shares, accounting for .....% of the attending voting shares;
- Against: ..... shares, accounting for .....% of the attending voting shares;
- Abstain: ..... shares, accounting for .....% of the attending voting shares.

**7. Approval of election content at the General Meeting**

**7.1. Approval of the Proposal on introduction and nomination of members of the Board of Directors, the Supervisory Board of Central Viet Nam Metal Corporation for the term 2025-2030 submitted by shareholders/shareholder groups (Proposal no. .../TTT-KKMT dated .../3/2025).**

**a) Personnel nominated for the Board of Directors (listed in alphabetical order):**

- Mr./Ms.
- Mr./Ms.

- Mr./Ms.
- Mr./Ms.
- Mr./Ms.

**b) Personnel nominated for the Board of Supervisors (listed in alphabetical order):**

- Mr./Ms.
- Mr./Ms.
- Mr./Ms.

**7.2. Approval of Regulation on the election of members of the Board of Directors, the Supervisory Board of Central Viet Nam Metal Corporation for the term 2025-2030 (Regulation no. .... /QC-KKMT dated .../3/2025).**

**\* Voting results:**

- In favor: ..... shares, accounting for .....% of the attending voting shares;
- Against: ..... shares, accounting for .....% of the attending voting shares;
- Abstain: ..... shares, accounting for .....% of the attending voting shares.

**7.3. Guidance, election process, and announcement of election results for the members of Board of Directors and Supervisory Board of Central Metal Corporation for the term 2025-2030**

a) Mr./Ms. ...., Head of Election Committee, provided instructions on the voting regulations for electing members of the Board of Directors and the Supervisory Board of Central Viet Nam Metal Corporation for the 2025-2030 term and proceeded with the distribution of voting ballots.

b) Mr./Ms. ...., Head of Election Committee announced the election results for the members of the Board of Directors and the Supervisory Board of Central Viet Nam Metal Corporation for the term 2025-2030.

**c) Election results for the member of Board of Directors:**

- Total number of voting ballots issued: ..... votes, corresponding to shares with voting rights;
- Total number of voting ballots collected: ..... votes, corresponding to shares with voting rights;
- Total number of valid voting ballots: ..... votes, corresponding to shares with voting rights;
- Total number of invalid voting ballots: ..... votes, corresponding to shares with voting rights.

According to the Vote Counting Report on the election of the members for Board of Directors of Central Viet Nam Metal Corporation for the term 2025-2030 term, the results were as follows:

| No. | Full Name | Total number of voting ballots (shares) | Approval rate (%) |
|-----|-----------|---|-------------------|
| 1   |           |   |                   |
| 2   |           |   |                   |
| 3   |           |   |                   |
| 4   |           |   |                   |

|   |  |  |  |
|---|--|--|--|
| 5 |  |  |  |
|---|--|--|--|

**d) Election results for the member of Board of Supervisors:**

- Total number of voting ballots issued: ..... votes, corresponding to shares with voting rights;

- Total number of voting ballots collected: ..... votes, corresponding to shares with voting rights;

- Total number of valid voting ballots: ..... votes, corresponding to shares with voting rights;

- Total number of invalid voting ballots: ..... votes, corresponding to shares with voting rights.

According to the Vote Counting Report on the election of the additional members for Board of Supervisory of Central Viet Nam Metal Corporation for the term 2025-2030 term, the results were as follows:

| No. | Full Name | Total number of voting ballots (shares) | Approval rate (%) |
|-----|-----------|---|-------------------|
| 1   |           |   |                   |
| 2   |           |   |                   |
| 3   |           |   |                   |

*(The Vote counting minutes for the election of the members for the Board of Directors and the Supervisory Board of the Company for the 2025-2030 term are attached)*

**d) Pursuant to the Law on Enterprises and the Company's Charter, the following individuals have been elected as members of the Board of Directors/independent members of the Board of Directors and members of the Supervisory Board of Central Viet Nam Metal Corporation for the term 2025-2030 (listed in descending order of votes received):**

- Board of Directors of Central Viet Nam Metal Corporation for the term 2025-2030:

| No. | List of elected members of the Board of Directors and independent members of the BoD for the term 2025-2030 | Voting results           |                   |
|-----|---|--------------------------|-------------------|
|     |   | Number of voting ballots | Approval rate (%) |
| 1   |   |                          |                   |
| 2   |   |                          |                   |
| 3   |   |                          |                   |
| 4   |   |                          |                   |
| 5   |   |                          |                   |

\* At ... : ... , at the Company's Office, the Board of Directors of Central Viet Nam Metal Corporation for the 2025-2030 term held its first meeting under the chairmanship of Mr./Ms. .... (the Board member with the highest number of voting ballots), unanimously elected Mr./Ms. .... as the Chairman of the Board of Directors

of Central Viet Nam Metal Corporation for the 2025-2030 term, with 5/5 members voting in favor, reaching a .....% approval rate.

- Supervisory Board of Central Viet Nam Metal Corporation for the 2025-2030 term

| No. | List of elected members of the Supervisory Board for the term 2025-2030 | Voting results           |                          |
|-----|---|--------------------------|--------------------------|
|     |   | Number of voting ballots | Number of voting ballots |
| 1   |   |                          |                          |
| 2   |   |                          |                          |
| 3   |   |                          |                          |

\* At ... : ... , at the Company's Office, the Board of Supervisors of Central Viet Nam Metal Corporation for the 2025-2030 term held its first meeting and unanimously elected Mr./Ms. .... as the Head of the Supervisory Board of Central Viet Nam Metal Corporation for the 2025-2030 term, with 3/3 members voting in favor, reaching a .....% approval rate.

**8. Approval of the Proposal on transactions valued at 35% or more of the total asset recorded in the latest financial statements between Central Viet Nam Metal Corporation and the entities specified in Article 293 of Decree no. 155/2020/ND-CP dated 31/12/2020 by the Government (Proposal no. .../TTT-KKMT dated .../3/2025).**

**\*Voting results:**

- In favor: ..... shares, accounting for .....% of the attending voting shares;
- Against: ..... shares, accounting for .....% of the attending voting shares;
- Abstain: ..... shares, accounting for .....% of the attending voting shares.

**V – The General Meeting of Shareholders authorized the Board of Directors of Central Viet Nam Metal Corporation to carry out the following tasks:**

1. Approve, direct, and supervise the signing and execution of contracts and transactions between Central Viet Nam Metal Corporation and related companies as per Proposal no. ..../TTT-KKMT dated .../3/2025, in compliance with legal regulations and the Company's Charter.

2. Decide on the selection of an audit firm to audit the Company's 2025 Financial Statements based on the proposal of the Supervisory Board, ensuring quality, efficiency, reasonable costs, and compliance with legal regulations.

**\* Voting results:**

- In favor: ..... shares, accounting for .....% of the attending voting shares;
- Against: ..... shares, accounting for .....% of the attending voting shares;
- Abstain: ..... shares, accounting for .....% of the attending voting shares.

**VI – Mr. ...., a member of Secretariat:** presented the draft Minutes and Resolutions of the General Meeting.

**\* Voting results:**

- In favor: ..... shares, accounting for .....% of the attending voting shares;
- Against: ..... shares, accounting for .....% of the attending voting shares;
- Abstain: ..... shares, accounting for .....% of the attending voting shares.



**VII – Meeting closing procedure:** Mr. Huynh Trung Quang, the Chairman of the General Meeting, on behalf of the Presidium, declared the closing of the General Meeting.

The 2025 Annual General Meeting of Shareholders of Central Viet Nam Metal Corporation concluded at ..... :..... on the same day./.

**SECRETARIAT**

**ON BEHALF OF THE PRESIDUM  
CHAIRMAN**

**CHAIRMAN OF THE BOD  
Huynh Trung Quang**