

Hue, 28 March 2025

No: 483 /BC-TXM

ANNUAL REPORT

Year 2024

To: The State Securities Commission
Hanoi Stock Exchange

I. General information

1. General information

- Trading name: Vicem Gypsum and Cement Joint Stock Company
- Business Registration Certificate No.: 3300101300
- Charter capital: 70.000.000.000 VND
- Owner's capital: 70.000.000.000 VND
- Address: 24 Ha Noi Street, Phu Nhuan Ward, Thuan Hoa District, Hue City.
- Telephone: 02343.846.363
- Fax: 02343.825.422
- Website: www.thachcaoximang.com.vn
- Securities code: TXM
- Establishment and development process:

According to Decision No. 1007/QĐ-BXD dated 16 May 2005 of the Minister of Construction on the equitization of independent accounting member companies of Vietnam Cement Corporation, the Cement Gypsum Trading Company was equitized.

On 17 April 2006, the Department of Planning and Investment of Thua Thien Hue province issued Business Registration Certificate No. 3103000176, the Cement and Gypsum Trading Company officially transformed into VICEM Cement and Gypsum Joint Stock Company and operated in the form of a joint stock company.

The Company has changed the Business Registration Certificate 10 times, the 10th amendment on 07 January 2025 was issued by the Department of Planning and Investment of Hue City.

- Other events:

The Company's Certificate of Registration for stock trading at the Hanoi Stock Exchange was issued on 16 November 2006 and re-registered on 9 February 2012.

2. Business lines and locations of the business

- Business lines:

Forest cultivation and care; Wood logging; Extraction of other forest products; Quarrying of stone, sand, gravel, clay; Other mining;

Manufacture of veneer, plywood and veneer panels;

Manufacture of builders' carpentry; Manufacture of other products of wood and non-wood forest products;

Manufacture of cement, lime and gypsum, cement grinding;

Manufacture of concrete and articles of cement and gypsum;

Wholesale of cement, importing and wholesale of various types of gypsum;
 Non-specialized wholesale trade; Retail sale of food, beverages, tobacco; Retail sale in non-specialized stores; Freight transport by road;
 Hotels; Restaurants and food service activities;
 Other telecommunications activities;
 Other amusement and recreation activities.

- Location of business:

As at 31 December 2024, the Company's organization includes the Head office and units:

Branch in Quang Binh;

Branch in Hai Phong (temporarily suspended);

Branch in Bim Son;

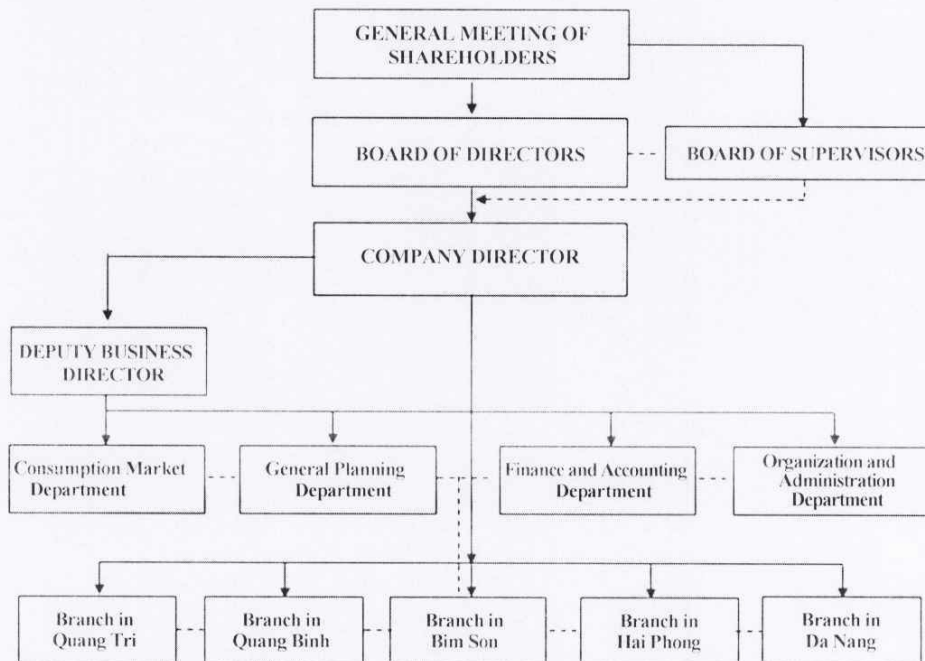
Branch in Quang Tri;

Branch in Da Nang (temporarily suspended).

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

- Governance Model: General Meeting of Shareholders, Board of Directors, Board of Supervisors and Director

- Management structure



4. Development orientations

- In gypsum business:

+ Optimize logistics routes to meet customer needs, ensure economic efficiency between routes.

+ Diversify sources of goods and delivery points to meet demand even at peak times; be flexible in operating transportation routes; continue to maximize the capacity of waterway transportation from ports to increase gypsum consumption.

+ Find and exploit new potential customers to increase the Company's gypsum output consumption.

- In cement business: Build a flexible sales mechanism, enhance marketing, seek new markets; minimize intermediate cost; deliver the cement products of the Company directly to construction sites to increase output and market share.

- Minimize management costs and innovate corporate governance.

- Exploit the Company's fixed assets (leasing warehouses, houses, structures...) to increase revenue.

- Deploy and implement new business lines (implementing after approval by the 2025 General Meeting of Shareholders).

5. Risks:

* Gypsum business:

- The purchase and sale of gypsum is organized by competitive bidding, so the Company has to compete on price with other suppliers (both natural and artificial gypsum) to supply gypsum to cement factories, which affects the Company's business performance.

* Cement business:

- More types of low-price cement are entering the market, causing great competitive pressure. Other brands are constantly applying in-kind promotional policies to increase benefits for customers.

II. Operations in the Year

1. Situation of production and business operations

- Gypsum output in 2024 reached 289,741/283,000 tons, equivalent to 102.4% of the plan and 289.7% over the same period last year.

- Cement output in 2024 reached 18,007/25,000 tons, equivalent to 72% of the plan and 101.6% over the same period last year.

The factors that affected the consumption results in 2024 are as follows:

- The Company has expanded the gypsum product range including natural and artificial gypsum to meet customer orders.

- Intermediary costs have been reduced, increasing competitiveness compared to other suppliers and gradually improving the Company's business efficiency.

- Build sustainable partnerships with suppliers and transportation units.

- In 2024, due to the impact of the economy, consumers faced difficulties, construction demand decreased, affecting cement consumption in general and Bim Son cement production in particular, so gypsum consumption did not reach expectations.

About financial indicators:

- Total revenue reached 238,355 billion VND/225,864 billion VND, equivalent to 105.5% of the 2024 plan, equivalent to 213.5% over the same period last year.

- Pre-tax profit in 2024 was a loss: 0.738 billion VND.

- The Company strictly implemented all policies related to obligations to pay the State Budget. In 2024, the Company paid the State Budget 5,301 billion VND/12,745 billion VND, equivalent to 41.6% of the 2024 plan.

2. Organization and Human Resource

2.1 List of the Board of Management:

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- Mr. TRUONG PHU CUONG

Year of birth: 1984

Ethnicity: Kinh

Nationality: Vietnamese

Education: Master

Number of shares owned: 896,000 shares (Representative of State capital ownership from 18 December 2023).

Current position: Director of VICEM Gypsum and Cement Joint Stock Company (from 25 December 2023)

- Mr. TRAN XUAN TRUNG

Year of birth: 1987

Ethnicity: Kinh

Nationality: Vietnam

Education: Bachelor

Current position: Deputy Director of VICEM Gypsum and Cement Joint Stock Company (from 29 June 2023).

2.2. Changes in the Board of Management: None

2.3. Number of staffs. Brief information and changes on the employee's policies:

- Total number of employees of the Company as at 31 December 2024: 39 employees.

- Employee's policies:

+ Working regime

Working time: VICEM Gypsum and Cement Joint Stock Company's working time is 8 hours/day with 30-minute break time counted as working hours, 5 days/week. Off on Saturdays and Sundays. In case of arising work that needs to be resolved, the employer and the employee agree to increase working hours in the day, or mobilize employees to work at night, work overtime on weekends and holidays, then arrange a schedule for compensatory leave. Overtime hours must not exceed 4 hours/day and 200 hours/year. Not mobilize overtime in the following cases: employees having children under 12 months old and female employees who are pregnant up to the 7th month.

Leave, Holidays: According to the Labor Code, employees who have worked for 12 months are entitled to 12 days of leave, those who do heavy or hazardous work are entitled to 14 days of leave per year and employees who have not worked for 12 months are entitled to a leave calculated according to the working time ratio. In addition, for every 05 years of working at the Company, employees are entitled to 01 additional day of annual leave. Employees are entitled to 11 days of leave for holidays and Tet according to the Labor Code.

Sick leave, maternity leave, occupational accident: Comply with the provisions of the Labor Code and the Law on Social Insurance.

Working environment and occupational safety: Comply with the provisions of the Labor Code and the Law on Social Insurance.

+ Salary, bonus and benefits policy:

Salary policy: The Company formulates salary policy suitable to the characteristics of the industry and ensures that employees are entitled to benefits according to State regulations, suitable to the qualifications, capacity and role of each person.

Bonus policy: The company has policy of periodic and extraordinary bonuses for individual and collective. Bonus evaluation is based on individual or collective achievements in performing work effectively and having initiatives to improve working methods.

Insurance and benefits: Deduction for payment of social insurance, health insurance and unemployment insurance is carried out by the Company in accordance with the provisions of law.

3. Investment activities, project implementation

- a) Major investments: None
- b) Subsidiaries, associated companies: None

4. Financial situation

- a) Financial situation:

Indicators	Year 2023	Year 2024	% change
Total asset	135.388	166.925	123.3
Net revenue	110.971	236.028	212.7
Profit from business activities	-4.708	-2.652	
Other profits	0.041	1.913	
Profit before tax	-4.667	-0.738	
Profit after tax	-4.667	-0.754	
Payout ratio	0%	0%	

- b) Major financial indicators:

Indicators	Year 2023	Year 2024	Note
<i>1.Solvency ratio</i>			
+ Current ratio:	5.50	2.93	
+ Quick ratio:	5.48	2.93	
<i>2. Capital structure Ratio</i>	0.00	0.00	
+ Debt/Total assets ratio	18.11	34.03	
+ Debt/Owner's Equity ratio	18.17	34.10	
<i>3.Operation capability Ratio</i>			
+ Inventory turnover:	26.72	827.07	
+ Total asset turnover:	0.67	1.56	
<i>4.Profitability</i>	0.00	0.00	
+ Profit after tax/ Net revenue Ratio	-4.21	-0.32	
+ Profit after tax/ Total capital Ratio	-4.21	-0.68	
+ Profit after tax/ Total assets Ratio	-3.45	-0.45	
+Profit from business activities/ Net revenue Ratio	-4.24	-1.12	

5. Shareholders structure, change in the owner's equity:

- a) Shares:

Owner's equity details	As at 01/01/2024		As at 31/12/2024	
	Value (VND)	Rate (%)	Value (VND)	Rate (%)
- State Equity	35.845.250.000	51,21	35.845.250.000	51,21
- Other shareholders' equity	34.154.750.000	48,79	34.154.750.000	48,79
Total:	70.000.000.000	100,00	70.000.000.000	100,00

Total shares by type.

- Authorized shares	7.000.000	shares
- Issued shares	7.000.000	shares
+ <i>Common shares</i>	7.000.000	shares
+ <i>Preferred shares</i>	-	
- Repurchased shares	-	
+ <i>Common shares</i>	-	
+ <i>Preferred shares</i>	-	
- Reserved shares	-	
- Outstanding shares	7.000.000	shares
+ <i>Common shares</i>	7.000.000	shares
+ <i>Preferred shares</i>	-	

* Par value of an outstanding share: 10,000VND/share

b) Shareholders structure:

Shareholders structure based on statistical data of shareholders according to the list finalized on 17 March 2024 by the Viet Nam Securities Depository and Clearing Corporation:

- Domestic shareholder structure:

No.	Shareholder type	Number of shareholders	Number of shares owned	Par value	Proportion (%)
1	Individual shareholder	1.007	2.574.317	25.743.170.000	36,77
2	Institutional shareholder	8	782.695	7.826.950.000	11,18
3	State shareholder	1	3.584.525	35.845.250.000	51,21
	Total	1.016	6.941.537	69.415.370.000	99,16

Details about each domestic blockholder:

Institution name	Address	Number of shares owned	Proportion (%)
Vietnam Cement Corporation	228 Le Duan, Dong Da District, Hanoi	3.584.525	51,21
Vicem Ha Tien Cement Joint Stock Company	Km 8 Hanoi Highway, Truong Tho Ward, Thu Duc District, HCM City	700.000	10,00

- Foreign shareholder structure:

No.	Shareholder type	Number of shareholders	Number of shares owned	Par value	Proportion (%)
1	Individual shareholder	14	28.425	284.250.000	0,41
2	Institutional shareholder	4	30.038	300.380.000	0,43
	Total	16	58.463	584.630.000	0,84

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d) Transaction of treasury stocks: None

6. Environment-Social-Governance (ESG) Report of the Company:

a) Number of employees, average wages of workers:

Average salary: 9.6 million VND/person/month.

Working environment and occupational safety: The head office is periodically maintained, equipped with air conditioners and electric fans; clean working environment. The employer organizes annual health check-ups for employees; female employees are examined by gynecologist; employees doing heavy, hazardous work are examined at least once every 6 months.

The Company focuses on training and fostering professional skills for employees. Training at the Company is carried out according to the following methods:

New employee training: After being recruited, new employees will be trained by the Company to understand the Labor Regulations, assigned responsibilities and authorities, methods and skills to perform the job.

Regular training: Based on the development requirements of the Company and the capacity, qualification, commitment to the Company of employees, the Company sets out training plans in many forms: sending employees on training, on-site training courses. The results after each course are fully reported so that the Company can evaluate the effectiveness of the training methods and forms.

1. Assessment of operating results:

No.	Indicator	Unit	Performed in 2023	Plan in 2024	Performed in 2024	% Performance 2024 /Plan 2024	% Performance 2024 /Performance 2023
1	Consumption output	tons	117.761	308.000	307.748	99,9	261,3
1.1	Gypsum	tons	100.029	283.000	289.741	102,4	289,7
1.2	Cement	tons	17.732	25.000	18.007	72,0	101,6
2	Total revenue	billion VND	111,616	225,864	238,355	105,5	213,5
3	Pre-tax profit	billion VND	-4,667	-1,450	-0,738	50,9	15,8
4	After-tax profit	billion VND	-4,667	-1,450	-0,754	52,0	16,2
5	Paid the State Budget	billion VND	6,922	12,745	5,301	41,6	76,6
6	Dividend payment	%	0	0	0		

- Gypsum output in 2024 reached 289,741/283,000 tons, equivalent to 102.4% of the plan and 289.7% over the same period last year.

- Cement output in 2024 reached 18,007/25,000 tons, equivalent to 72% of the plan and 101.6% over the same period last year.

- Total revenue reached 238,355 billion VND/225,864 billion VND, equivalent to 105.5% of the 2024 plan, equivalent to 213.5% over the same period last year.

- Pre-tax profit in 2024 was a loss: 0.738 billion VND.

- The Company strictly implemented all policies related to obligations to pay the State Budget. In 2024, the Company paid the State Budget 5,301 billion VND/12,745 billion VND, equivalent to 41.6% of the 2024 plan.

- The main reason affecting the Company's revenue and profit: Increased sales volume increased revenue, however, the profit earned was not enough to cover fixed costs, which was the reason for the loss in after-tax profit in 2024.

2. Financial Situation:

a) Assets:

The Company's assets mainly consist of short-term assets, accounting for 99.81% of total assets.

In 2024, the Company liquidated several fixed assets that had been fully depreciated and were no longer in use, reducing the asset costs by 6,940 billion VND, recovering 2,068 billion VND to supplement capital for business.

b) Debt Payable:

Liabilities account for 34.03% of total capital, liabilities as at 31 December 2024 are 56,807 billion VND, with no long-term debt. The company has no overdue liabilities or insolvent debts.

3. Improvements in organizational structure, policies, and management: None

4. Development plans in future:

- The Company's gypsum business in 2025 shows more optimism with a full range of gypsum products including Laos, Thailand, Oman, and Artificial gypsum.



- Ensure the quality and consumption of gypsum supplied to customers as committed in the signed contract, and at the same time seek opportunities to increase output and market share of gypsum consumption for potential customers;

- In 2025, the Company is striving to reach the cement output target of 25,000 tons. To achieve the target, the Company will expand the vacant market in Phu Loc, Phong Dien; develop and increase the output of Bim Son civil cement in the construction segment.

- Strive to complete the targets in 2025 plan committed to VICEM and shareholders on revenue, profit, and employee income;

- Minimize costs, especially management costs to reduce prices and improve competitiveness.

IV. Assessments of the Board of Directors on the Company's operation:

1. Assessments of the Board of Directors on the Company's operation:

- Total revenue reached 238,355 billion VND/225,864 billion VND, equivalent to 105.5% of the 2024 plan, equivalent to 213.5% over the same period last year.

- Pre-tax profit in 2024 was a loss of 0.738 billion VND, in plan 2024 is a loss of 1.450 billion VND, same period in 2023 is a loss of 4.667 billion VND.

In 2024, the Company completed the 2024 planned targets on output and revenue, paid the State Budget 5,301 billion VND.

2. Assessment of Board of Directors on Board of Management's performance:

The Board of Management has promoted the assigned roles and responsibilities; complied with the policies and laws of the Party and State, the Company's Charter; and effectively implemented the resolutions and decisions of the Board of Directors.

In the Board of Directors meetings, the Board of Management has fully and responsibly performed duties of reporting on the situation and results of the implementation of the Board of Directors' resolutions and decisions and the management work according to the authority and regulations of the Company's Charter.

3. Plans and orientations of the Board of Directors

In gypsum business:

- Restructuring the product structure of natural gypsum and artificial gypsum in the direction of gradually increasing artificial gypsum output.

- Negotiating with suppliers/transporters to have mechanisms and policies suitable to the market, ensuring harmony of interests between parties.

- Closely following the warehouse situation, proactively coordinating to fully meet orders for factories.

In cement business:

- Cooperate with VICEM Bim Son manufacturer to implement programs to boost consumption output; enhance the promotion of Bim Son brand.

- Proactively transporting goods, delivering directly to the construction sites, minimizing intermediate costs to increase business efficiency.

In other business:

Continue to exploit existing fixed assets by leasing houses, structures that the Company is not using to increase revenue.

V. Corporate governance:

1. Board of Directors:



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

- Mr. PHAN XUAN HIEU

Year of birth: 1974
Nationality: Vietnamese
Ethnicity: Kinh
Education: Bachelor
Number of shares owned: 1.792.525 shares (Representative of State capital)
Current position: Chairman of the BOD of VICEM Gypsum and Cement JSC; Head of Purchasing Management Department - Vietnam Cement Corporation

- Mr. DAO TUAN KHOI

Year of birth: 1967
Nationality: Vietnamese
Ethnicity: Kinh
Education: Engineer
Number of shares owned: 896.000 shares (Representative of State capital).
Current position: Member of the BOD of VICEM Gypsum and Cement JSC, Head of Legal Inspection Department - Vietnam Cement Corporation

- Mr. NGUYEN HOANG TRI

Year of birth: 1977
Nationality: Vietnamese
Ethnicity: Kinh
Education: Engineer
Number of shares owned: None
Current position: Independent member of the BOD of VICEM Gypsum and Cement JSC; Deputy Technical Director - VICEM Hai Van Cement JSC

- Mr. VO NGOC TRUNG

Year of birth: 1976
Nationality: Vietnamese
Ethnicity: Kinh
Education: Engineer
Number of shares owned: 700.000 shares - Representative of VICEM Ha Tien's capital (strategic shareholder).
Current position: Member of the BOD of VICEM Gypsum and Cement JSC; Head of Strategic Planning Department - VICEM Ha Tien Cement Joint Stock Company.

- Mr. TRUONG PHU CUONG

Year of birth: 1984
Ethnicity: Kinh
Nationality: Vietnamese
Education: Master
Number of shares owned: 896.000 shares (Representative of State capital from 18 December 2023).
Current position: Director of VICEM Gypsum and Cement JSC (from 25 December 2023)

b) The committees of the Board of Directors: None

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c) Activities of the Board of Directors:

- Meetings of the Board of Directors:

No.	Board of Directors members	Position	Number of meetings attended	Rate	Reasons for absence
1	Phan Xuan Hieu	Chairman	12 times	100%	Elected by General Meeting of Shareholders from 10/04/2024
2	Dao Tuan Khoi	Member	13 times	100%	
3	Nguyen Hoang Tri	Member	13 times	100%	
4	Vo Ngoc Trung	Member	12 times	100%	Elected by General Meeting of Shareholders from 10/04/2024
5	Truong Phu Cuong	Member	12 times	100%	Elected by General Meeting of Shareholders from 10/04/2024

* Board of Directors meetings in person: 05 times, virtual meetings/ obtaining opinions: 08 times

- Supervising the Board of Management by the Board of Directors: Supervising through periodic reports of the Board of Management.

2. Board of Supervisors/Audit Committee

a) Members and structure of the Board of Supervisors/ Audit Committee: (The list of members of the Board of Supervisors, ownership percentages of voting shares and other securities issued by the company).

- **Mr. TA HUU HIEN**

Year of birth: 1988

Ethnicity: Kinh

Nationality: Vietnamese

Education: Bachelor

Number of shares owned: None

Current position: Head of Board of Supervisors of VICEM Gypsum and Cement JSC, Specialist of Finance and Accounting Department of Vietnam Cement Corporation

- **Mr. TRAN NGUYEN HUY HUNG**

Year of birth: 1979

Ethnicity: Kinh

Nationality: Vietnamese

Education: Bachelor

Number of shares owned: None

Current position: Member of Board of Supervisors of VICEM Gypsum and Cement JSC; Deputy Head of Finance and Accounting Department - VICEM Ha Tien Cement Joint Stock Company

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- Mr. NGUYEN TRUNG DONG

Year of birth: 1969

Ethnicity: Kinh

Nationality: Việt Nam

Education: Bachelor

Number of shares owned: None

Current position: Member of Board of Supervisors, Specialist of Organization and Administration Department - VICEM Gypsum Cement JSC.

b) Activities of the Board of Supervisors:

In 2024, the Board of Supervisors organized periodic meetings and attended meetings of the Board of Directors.

The Board of Supervisors inspected and supervised compliance with the provisions of law and the Company's regulations in managing and operating business activities.

Conducted audits and assessments of quarterly financial statements, financial statements for the first 6 months of 2024 and 2024 financial statements. Analyzed and assessed business activities, financial investments, ensured operational efficiency and ability to preserve and develop capital of the Company.

3. Transactions, remunerations and benefits of the Board of Directors, Board of Management and Board of Supervisors

a) Salary, rewards, remuneration and benefits:

Pursuant to Article 10, Resolution No. 640/2023/NQ-DHĐCĐ dated 14 April 2023 of the Annual General Meeting of Shareholders 2023, the Company has paid remuneration to members of the Board of Directors and the Board of Supervisors in 2024, as follows:

No.	Position	Number of people	Payment amount (VND/person/month)	Number of months	Total amount (VND)
1	Board of Directors	5 people			
1.1	Chairman of BOD	1 person	6.000.000	12	72.000.000
1.2	Member of BOD	4 people	4.000.000	12	192.000.000
2	Board of Supervisors	3 people			
2.1	Head of BOS	1 person	4.000.000	12	48.000.000
2.2	Member of BOS	2 people	3.000.000	12	72.000.000
	Total				384.000.000

b) Share transactions by internal shareholders: None

c) Contracts or transactions with internal shareholders: None

VI. Financial statements:

1. Auditor's opinions:

The financial statements give a true and fair view of, in all material respects, the financial position of VICEM Gypsum Cement Joint Stock Company as at 31 December 2024, and of the results of its operations and its cash flows for the year then ended, in accordance with Vietnamese Accounting Standards, Corporate Accounting System and the relevant

statutory requirements applicable to the preparation and presentation of the financial statements.

2. Audited financial statements:

The audited financial statements for the fiscal year ended 31 December 2024 have been disclosed as prescribed in Point c, Clause 1, Article 10 of Circular 96/2020/TT-BTC dated 16 November 2020 of the Ministry of Finance guiding on information disclosure on the stock market, including:

- Statement of the Board of Management;
- Independent auditor's report;
- Balance sheet;
- Income statement;
- Cash flow statement;
- Notes to the financial statements.

Website address publishing information: www.thachcaoximang.com.vn (tab: "Financial Statements")

* The above information was posted on the CIMS system of the Hanoi Stock Exchange according to regulations.

Recipients:

- As above;
- Company Director (report);
- Archive: Finance and Accounting Department, Documentation officer.

Hue, 28 March 2025
LEG. REPRESENTATIVE OF THE COMPANY
DIRECTOR


Trương Phú Cường

