

Dong Nai, date 18 month 04 year 2025

REPORT**Board of Directors' activities, business results in 2024,
2025 business plan and activities program***(Use at the 2025 Annual General Meeting of Shareholders)*

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020 of the National Assembly and related legal documents guiding its implementation.

- Pursuant to the current Charter of Hoa An Joint Stock Company;

Implement the Resolution of the 2024 Annual General Meeting of Shareholders (AGM) approved by the AGM on April 25, 2024. The Board of Directors (BOD) of Hoa An Joint Stock Company reports to the General Meeting of Shareholders on the production and business activities in 2024 and the plan and orientation of activities in 2025 as follows:

I. ACTIVITIES OF THE COMPANY'S BOARD OF DIRECTORS IN 2024.**1. General overview:**

Production and business activities at quarries in 2024: Stable production, good labor safety according to regulations, the mining pits are deep, so mining and transportation are more difficult. Thanh Phu 2 mine mostly reaches Cote-80, the remaining mining area is around the mine, the mining terrain is difficult, some land plots purchased overlap between mines and have not completed land lease procedures. Tan Cang 3 mine has a narrow mining site, mining and transportation are more difficult than other mines, the mining areas are sufficient to supply raw stone for production and consumption to reach the annual licensed capacity. Nui Gio 2 mine has a favorable mining site, good stone quality, however, the product consumption market is not high, the Company has applied many measures such as discounting, finding markets, installing additional crushers, so far consumption has increased significantly, striving to reach 80% of licensed capacity or more by 2025.

2. Remuneration, operating expenses and other benefits of members of the Board of Directors:

According to the Resolution of the 2024 General Meeting of Shareholders, the total remuneration of the Board of Directors in 2023 is 2% of profit after tax = 1.034.132.000 vnd. Distribution as follows:

Ordinal	Full name	Position	Coefficient	Remuneration (Vnd)	Note
1	Cao Truong Thu	Chairman of the BOD	1,2	238.652.000	Not yet deducting PIT
2	Nguyen Van Luong	Member of BOD - General Manager	1	198.870.000	Not yet deducting PIT
3	Trinh Tien Bay	Former Member	0,25	49.720.000	Not yet

		of BOD			deducting PIT TNCN
4	Nguyen Tan Loc	Member of BOD	1	198.870.000	Not yet deducting PIT
5	Mai Hoang Nguyen	Member of BOD - independent	1	198.870.000	Not yet deducting PIT
6	Nguyen Van Phuc	Member of BOD	0,75	149.150.000	Not yet deducting PIT
Total				1.034.132.000	

3. Salary and rewards of the Board of Management.

Ordinal	Full name	Position	Salary (vnd)	Rewards (vnd)	PIT settlement money
1	Nguyen Van Luong	Member of BOD - General Manager	569.510.330	152.790.000	(172.109.700)
2	Trinh Dinh Trong	Deputy General Manager	351.346.000	87.437.000	(31.579.305)
3	Đo Van Ngoc	Chief Accountant	364.122.050	123.300.000	(33.393.850)

4. Summary of Board of Directors meetings

The Board of Directors has the role of guiding, directing, managing and supervising the Company's activities under its authority. The Board of Directors issues resolutions and decisions to implement tasks for the Executive Board to perform, comply with the provisions of law, the company's charter, resolutions of the general meeting of shareholders and corporate governance regulations, ensuring the interests of shareholders, customers, partners and the rights of employees.

In 2024, the Board of Directors held 09 meetings, all members participated fully, issues in production and business were actively discussed by members, proactively proposed appropriate solutions at each time, directed and supervised the best implementation of the targets of the 2024 plan.

Information about the Board of Directors and meetings in 2024

Ordinal	Full name	Position	Date begin/the end a member of the Board of Directors	Number of Board of Directors meetings attended	Meeting attendance rate	Reason for not attending
1	Cao Truong Thu	Chairman of the BOD	09/04/2022	9/9	100%	
2	Nguyen Van Luong	Member of BOD - General Manager	20/4/2012/ 25/04/2024	2/4	50%	Terminations 25/04/2024

3	Trinh Tien Bay	Member of BOD	17/1/2017	9/9	100%	
4	Nguyen Tan Loc	Member of BOD	09/04/2022	9/9	100%	
5	Mai Hoang Nguyen	Member of BOD - independent	09/04/2022	9/9	100%	
6	Nguyen Van Phuc	Member of BOD	25/04/2024	5/5	100%	

The content of the meetings has been included in the Resolutions and decisions and has been reported in *the 2024 Corporate Governance Report*.

(See details of the 2024 Corporate Governance Report on the website: [www.hoan.com.vn /Quan hệ cổ đông/ Shareholder Information/ Year 2024](http://www.hoan.com.vn/Quan%20h%E1%BB%87%20c%E1%BB%97%20%C3%B4ng/Shareholder%20Information/Year%202024))

5. Activities of the Internal Audit Department under the Board of Directors.

In 2024, the Internal Audit Department conducted audits at Vinh Cuu Branch on October 3, 2024, Bien Hoa Branch on October 7, 2024, Binh Phuoc Branch on October 8, 2024 and at the Company Office on October 9, 2024, Check and review production activities, sales, debt collection, compliance with company procedures and regulations during operations. In general, all branches perform well and comply with regulations. Labor safety, environmental safety, fire prevention and fighting strictly comply with legal regulations, employees fully participate in periodic training sessions organized by the company.

Full protective equipment, in accordance with regulations, improving the living and working environment of workers.

Based on the results of the inspection and assessment, the Internal Audit Department has reported to the Board of Directors, in which it makes some recommendations on risk management, reminds to perform some tasks related to the legal procedures of the mines and the expertise of the departments. Board of Directors and the Executive Board have acknowledged and directed departments and branches to implement..

6. independent Board Member's Assessment about Board of Directors' activities in 2024.

The company's Board of Directors has 05 members, including 01 independent member and 03 non-executive members.

Independent members evaluate the activities of the Board of Directors:

All members of the Board of Directors fully and actively participate in general management activities, work with a sense of responsibility and transparency in governance, and strictly comply with regulations for public companies.

The Board of Directors has provided effective and timely solutions to support the Executive Board in the process of operating the company, effectively monitoring and controlling to ensure compliance with legal regulations.

The Board of Directors has performed well in supervising the Executive Board, ensuring that the company's operations are always tightly controlled.

In 2024, the Board of Directors held 09 meetings, the meetings were convened and conducted in accordance with the correct procedures. The content of the meetings were discussed, fully and carefully evaluated by the Board members to make decisions and solutions that bring the highest benefits to the Company.

All decisions of the Board of Directors at meetings are approved by the Board of Directors based on the majority principle. Minutes of the meeting are fully prepared and signed by the Board members attending the meeting.

7. Results of monitoring for the General Manager and other executives.

In 2024, the Board of Directors regularly monitors the activities of the Board of Directors and management staff in implementing production and business activities in accordance with the provisions of the Law, the Company's Charter, Resolutions of the General Meeting of Shareholders and Resolutions of the Board of Directors.

The Executive Board conducts the company's activities in accordance with the Board of Directors' direction and guidance to ensure the company's interests. During the implementation process, the Executive Board regularly reports full results, thereby helping the Board of Directors clearly understand the company's operations.

Financial supervision: The company's financial situation in 2024 is stable, always ensuring the ability to pay for all areas of the company's operations such as payment for processing fees to partners, money for purchasing raw materials, fuel, materials, energy, salaries, bonuses, payment to the State budget, etc... The accounting regime is implemented in accordance with the correct procedures, transparently, clearly and in accordance with relevant legal regulations.

About debt: Branches are active and proactive in sales and debt collection, ensuring outstanding debt within safe limits for each customer segment, in order to retain customers, especially large customers.

Investment supervision: In 2024, the company invested in shares of Bien Hoa Construction and Construction Materials Production Joint Stock Company (stock code: VLB), Total investment value is 149.45 billion VND (See details in the 2024 Audited Financial Report).

*** Regarding the supervision of the company's financial reports and business activities results.**

Financial statements are prepared and published in accordance with accounting standards and current legal regulations.

- The selected auditing company ensures reliability, honesty, compliance with professional regulations, and independence and objectivity when giving audit opinions.

II. RESULTS OF PRODUCTION AND BUSINESS ACTIVITIES. (audited)

1. Results of production and business activities at stone quarries:

1.1- NUI GIO 2 STONE QUARRY: (*Tan Loi commune, Hon Quan district, Binh Phuoc province*):

Total licensed mining area: 18,52 ha.

Licensed mining reserves: 6.341.768 m³

Remaining reserves as of 12/31/2024 are: 5.340.126 m³ (*monolith*).

Current mining capacity: 300.000 m³ /year (*monolith*).

• **Some index for 2024 at Nui Gio 2 stone quarry:**

Item	Unit	Result 2023	Plan 2024	Result 2024	% Result 2024 / Result 2024	% Result 2024 / Plan 2024
1- Consumptions Stones of all kinds	m ³	270.028	320.000	254.685	94,3%	79,6%
2- Sales and service revenue	1.000 vnd	51.344.865	60.000.000	48.881.985	95,2%	81,5%
3- Profit before tax	1.000 vnd	9.448.418	13.300.000	10.266.078	108,7%	77,2%

Currently, Nui Gio stone quarry has 2 stone production lines. In 2024, the main production and business targets will not meet the annual plan, because low market demand, stone consumption output achieved 79,6%, Revenue achieved 81,5 %, Profit before tax achieved 77,2%, compared to plan

1.2- TAN CANG 3 STONE QUARRY: (*Tam Phuoc Ward, Bien Hoa City, Dong Nai Province*):

Total licensed mining area: 21,74ha.

Licensed mining reserves: 12.749.037 m³ (*monolith*).

Remaining reserves as of 12/31/2024 are: 8.153.969 m³ (*monolith*).

Current mining capacity: 488.000 m³/year (*monolith*).

• **Some key indicators for 2024 at Tan Cang 3 stone quarry:**

Item	Unit	Result 2023	Plan 2024	Result 2024	% Result 2024 / Result 2024	% Result 2024 / Plan 2024
1- Consumptions Stones of all kinds	m ³	849.225	720.000	855.252	100,7%	118,8%
2- Sales and service revenue	1.000 vnd	159.330.645	141.000.000	156.383.210	98,2%	110,9%
3- Profit before tax	1.000 vnd	36.363.854	22.140.000	40.857.314	112,4%	184,5%

Currently, Tan Cang 3 stone quarry has 3 stone production lines. In 2024, all production targets exceeded the plan: stone consumption achieved 118,8%, Revenue achieved 110,9%, Profit before tax achieved 184,5%, compared to plan.

1.3- THANH PHU 2 STONE QUARRY: (*Thien Tan commune, Vinh Cuu district, Dong Nai province*)

Total licensed mining area: 20 ha.

Mining depth: - 80 m

Current mining capacity: 818.000 m³/năm (*monolith*).

Remaining reserves as of 31/12/2024 là: 3.120.827 m³ (*monolith*).

• **Some key indicators for 2024 at Thanh Phu 2 stone quarry:**

Item	Unit	Result 2023	Plan 2024	Result 2024	% Result 2024 / Result 2024	% Result 2024 / Plan 2024
1- Consumptions Stones of all kinds	m ³	1.081.874	370.000	567.686	52,5%	153,4%
2- Sales and service revenue	1.000 vnd	164.722.644	57.000.000	90.928.219	55,2%	159,5%
3- Profit before tax	1.000 vnd	28.384.502	10.300.000	12.321.609	43,4%	119,6%

Currently, the mine still has 1 stone production line. In 2024, all production targets will exceed the plan: stone consumption output will reach 153.4%, revenue will reach 159.5%, and pre-tax profit will reach 119.6%. Currently, raw stone resources are limited, so it is impossible to exploit and produce at licensed capacity.

2. Results of financial activities:

Item	Unit	Result 2023	Plan 2024	Result 2024	% Result 2024 / Result 2023	% Result 2024 / Plan 2024
2.1- Financial revenue	1.000 vnd	14.605.300	9.500.000	13.168.901	90,2%	138,6%
Cost of financial activities	1.000 vnd	(25.269.908)	-	1.003.626	-	-
2.2- Other revenue	1.000 vnd	17.100	-	4.275	25,0%	-
Other costs	1.000 vnd	4.189.720	-	7.344.064	175,3%	-
2.3 Financial income and other income	1.000 vnd	35.702.588	9.500.000	4.825.486	13,5%	50,8%

3. Summary of the company's 2024 business results:

Item	Unit	Result 2023	Plan 2024	Result 2024	% Result 2024 / Result 2023	% Result 2024 / Plan 2024
1. Total consumption of all kinds of stone products	m ³	2.201.128	1.410.000	1.677.623	76,2%	119,0%
2. Total revenue	1.000 vnd	390.020.554	267.500.000	309.366.590	79,3%	115,7%
2.1- Sale of Merchandise and service revenue	1.000 vnd	375.398.154	258.000.000	296.193.414	78,9%	114,8%
2.2- Financial revenue	1.000 vnd	14.605.300	9.500.000	13.168.901	90,2%	138,6%

Item	Unit	Result 2023	Plan 2024	Result 2024	% Result 2024 / Result 2023	% Result 2024 / Plan 2024
2.2- Other revenue	1.000 vnd	17.100	-	4.275	25,0%	-
3. Total profit before tax	1.000 vnd	109.899.363	47.940.000	68.270.488	62,1%	142,4%
4. Total profit after tax	1.000 vnd	87.053.668	38.352.000	51.706.620	59,4%	134,8%
5. Average product income/month/employee	1.000 vnd	16.500	12.000	13.400	81,2%	111,7%
6. Dividends according to the resolution of the General Meeting of Shareholders	%	50%	20% - 30%	15% +		

(*) Dividend 2024: The first advance payment is 15% in cash, the total payment is 22,081,609,500 VND, paid on February 14, 2025. The next payment will be submitted to the General Meeting of Shareholders for consideration and decision.

III. PRODUCTION AND BUSINESS PLAN FOR 2025:

1. Board of Directors' Action Program for 2025.

+ Direct the Executive Board to promptly carry out legal documents of the quarries so that production is not interrupted, Regularly contact local authorities to properly implement local and state regulations throughout the mineral exploitation process.

+ Direct and regularly monitor production and business activities in 2025 Closely monitor the situation to support and coordinate with the Executive Board to promptly resolve difficulties and problems.

+ About production: Focus on investment and repair of equipment and machinery to improve efficiency and product quality, find suitable markets to maximize the proportion of products with high profit margins. Ensure occupational safety and hygiene, environmental protection according to the law, minimizing possible risks.

+ Research other projects and fields suitable for the company's resources for long-term investment and development.

2. Production and business plan for 2025:

Currently, the Company's quarries have certain legal problems, which may affect exploitation and production.

Thanh Phu 2 stone quarry: Some overlapping purchased land plots and the area connecting to Thanh Phu 1 quarries (BBCC) have not been resolved yet, The soil covering this area has not been removed yet so it cannot be exploited yet, Therefore, the production of raw stone is not much, so the production and consumption capacity only reaches about 40% of the licensed capacity.

Tan Cang 3 stone quarry: Some overlapping land plots purchased between Tan Cang 1 and Tan Cang 7 quarries have not been resolved yet, The soil covering this area has not been removed yet so it cannot be exploited yet. Other areas of Tan Cang 3 quarry are still exploiting enough raw stone to produce and consume at the licensed capacity of the year.

Nui Gio 2 stone quarry: Regarding exploitation and production, have installed large crushers and are actively looking for consumer markets, In the first months of 2025, consumption was quite good, striving to reach at least 80% of the licensed capacity in 2025.

Based on the above situation, the specialized departments have analyzed and calculated carefully and thoroughly and The company sets out a production and business plan for 2025 with the following main indicators:

Main Item	Result 2024	Plan 2025	% Plan 2025/ Result 2024
1. Total stone products of all kinds (unit: m³)	1.677.623	1.570.000	93,6%
<i>In which:</i>			
+ Nui Gio 2 quarry (all kinds).	254.685	350.000	137,4%
+ Tan Cang 3 quarry (all kinds).	855.252	720.000	84,2%
+ Thanh Phu 2 quarry (all kinds).	567.686	500.000	88,1%
2. Total Revenue: (Unit: 1.000vnd)	309.366.590	315.600.000	102,0%
<i>In which:</i>			
+ Production revenue (Nui Gio 2 quarry)	48.881.985	69.667.600	142,5%
+ Production revenue (Tan Cang 3 quarry)	156.383.210	147.405.400	94,3%
+ Production revenue (Thanh Phu 2 quarry)	90.928.219	86.527.000	95,2%
+ Financial revenue	13.168.901	12.000.000	91,1%
+ Other revenue	4.275	-	
3. Total profit before tax: (Unit: 1.000vnd)	68.270.488	72.000.000	105,5%
<i>In which:</i>			
+ Production profit of Nui Gio 2 quarry	10.266.078	14.267.600	139,0%
+ Production profit of Tan Cang 3 quarry	40.857.314	34.405.400	84,2%
+ Production profit of Thanh Phu 2 quarry	12.321.610	11.327.000	91,9%
+ Profit from financial business activities.	12.165.275	12.000.000	98,6%
+ Other profits.	-7.339.789	-	-
4. Total profit after tax (Unit: 1.000vnd)	51.706.620	57.600.000	111,4%
5. Average product income/month/employee (Unit: 1.000vnd)	13.400	14.600	109,0%
6. Dividend (%)	15% + (*)	15% to 30% (**)	

(*) See section II – point 3

(**) Dividend payment source 2025: is the realized profit of 2025 and the accumulated undistributed profit up to the end of the previous period (31/12/2024).

3. Risk forecasting and preventive measures

- In 2025, the world and domestic situation is forecasted to have complex and unpredictable developments, with many potential risks. The inspection, examination and supervision of State agencies and legal regulations on mineral exploitation activities are increasingly strict. The implementation of the 2025 Production and Business Plan may face the following risks:

+ Legal risks: The company operates in the field of mineral exploitation and processing, directly affected by the laws on minerals, land, environment, etc... Changes in state laws and local planning will affect the company's production and business activities. Solution: The company must regularly monitor and update changes in relevant legal policies to adjust operations in accordance with legal regulations.

+ Market risk: The general market in the Nui Gio mine area has not developed yet, there is little public investment in this area, although the company has found new markets to increase consumption, however, because the new market is far away, long-term stable consumption is uncertain. Solution: For Nui Gio 2 quarry, the Company needs to strengthen customer search and further expand the market to strive to achieve the licensed capacity of the year.

+ Labor safety risks: In the stone mining industry, the risk of incidents and accidents is very high, when they occur, they will cause unpredictable damage. Solution: Labor safety must be given top priority in production, regularly promote and disseminate knowledge and skills on labor safety, organize periodic training to raise awareness and perception of labor safety for all workers. Provide full protective equipment, in accordance with regulations, improve working conditions and environment.

4. Organize to implementing.

Based on the Resolution of the 2025 Annual General Meeting of Shareholders approved by the General Meeting of Shareholders, The Board of Directors will deploy to the Executive Board, management departments and affiliated branches strive to carry out production and business activities to best complete the 2025 plan targets.

Best wishes for a successful General Meeting.

**O/B. BOARD OF DIRECTORS
CHAIRPERSON**

(Signed)

CAO TRUONG THU