
MEETING INVITATION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

To: Shareholders of Educational Book Joint Stock Company in Hanoi City

The Board of Directors (BOD) of Hanoi Educational Books Joint Stock Company (EBS) respectfully announces and invites shareholders to attend the 2025 Annual General Meeting of Shareholders (AGM) held as follows:

- 1. Time: 09:00 Friday, April 25, 2025**
- 2. Location: Building D, 2nd Floor, Vinaconex 1 Office Area, 289A Khat Duy Tien, Trung Hoa Ward, Cau Giay District, Hanoi**
- 3. Main content of the Congress:**
 - Report on the Board of Directors' activities in 2024 and the Working Orientation in 2025;
 - Report of the Board of Directors on the implementation of tasks in 2024 and the Production and Business Plan in 2025;
 - Report on the activities of the Board of Supervisors in 2024 and proposal to assign the Executive Board to select an audit unit for the Semi-annual Financial Report and the Financial Report in 2025;
 - Submission to the General Meeting of Shareholders for opinions on some contents at the General Meeting;
 - Other contents under the authority of the General Meeting of Shareholders;
 - Approval of the Minutes and Resolution of the General Meeting;
- 4. Participants:** All shareholders owning shares of Hanoi Educational Book Joint Stock Company (Stock code: EBS) according to the shareholder list closed on March 14, 2025 and those authorized to attend.



5. **Documents for the General Meeting:** Shareholders can view on the Company's website: <http://sachgiaoduchanoi.vn> from April 3, 2025 or receive a hard copy when attending the General Meeting of Shareholders.
6. **Authorization to attend the General Meeting:** If shareholders do not attend the General Meeting and authorize another person to attend, please prepare a Power of Attorney (according to the attached form).
7. **Time for registration and confirmation of attendance at the General Meeting:**

In order to organize the meeting in a thoughtful manner, in accordance with the provisions of the Law and the Charter of EBS, shareholders are requested to confirm their attendance at the General Meeting (according to the attached form) or send the Authorization Letter (if authorized) directly to the Educational Book Joint Stock Company in Hanoi at the address: Building D, 2nd Floor, Vinaconex 1 Office Building, 289A Khuat Duy Tien, Trung Hoa Ward, Cau Giay District, Hanoi City before April 22, 2025;

Shareholders or authorized persons attending the General Meeting are requested to bring their ID card or passport and the Meeting Invitation.

We hope that shareholders will arrange their time to attend fully and on time.

We would like to send our best wishes to all shareholders for good health and success!

Hanoi, 1st March 2025
ON BEHALF OF BOARD OF DIRECTORS
CHAIRPERSON

Receiving place:

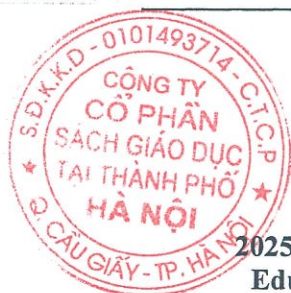
- As mentioned above;
- Archives Documentation Office.



Ngo Trong Vinh



VIETNAM EDUCATION PUBLISHER
EDUCATION BOOK JOINT STOCK COMPANY IN HANOI CITY



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PROGRAM

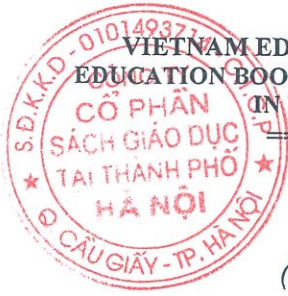
2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
Educational Book Joint Stock Company in Hanoi City (EBS)

Time: 09:00 Friday, April 25, 2025

Location: Building D, 2nd Floor, Vinaconex 1 Office Area, 289A Khuat Duy Tien, Trung Hoa Ward, Cau Giay District, Hanoi City

No.	Content	Time	Presiding
1	Welcoming delegates and shareholders Checking the qualifications of shareholders attending the Congress	9h00 - 9h10	Organizing Committee
2	Report on the verification of shareholders' qualifications	9h10 - 9h15	Organizing Committee
3	Salute the flag Declaration of reasons Introduction of delegates, Chairman of the Delegation, Secretary of the Delegation	9h15 - 9h25	Organizing Committee
4	Approval of the Program and Working Regulations of the Congress	9h25 - 9h35	Board of Directors
5	Report on the activities of the Board of Directors in 2024 and the Working Orientation in 2025	9h35 - 10h10	Board of Directors
6	Report of the Board of Directors on the implementation of tasks in 2024 and the Production and Business Plan in 2025	10h10 - 10h30	General Director Board
7	Report on the activities of the Board of Supervisors in 2024 and the proposal to assign the Executive Board to select an auditing unit for the Semi-annual Financial Report and the Financial Report in 2025	10h30 - 10h45	Board of Supervisors
8	Dismissal and Appointment of Additional Members to the Supervisory Board	10h45 - 10h50	Organizing Committee
9	Submission to the General Meeting of Shareholders for opinions on some contents at the Congress	10h50 - 11h00	Organizing Committee
	Break	11h00 - 11h05	
10	The Congress voted to approve issues from items 5 to 8	11h05 - 11h15	Board of Directors
11	Comments of Leaders of Vietnam Education Publisher	11h15 - 11h20	Representative of Vietnam Education Publisher
12	Comments of Shareholders	11h20 - 11h30	Board of Directors
13	Approval of the Vote Counting Record for the Additional Election to the Supervisory Board and Presentation to the General Meeting	11h30 - 11h35	Organizing Committee
14	Approval of Minutes of Meeting and Resolution of the General Meeting of Shareholders	11h35 - 11h40	Secretariat
15	Closing of the Congress	11h40 - 11h45	Organizing Committee

ORGANIZING COMMITTEE



VIETNAM EDUCATION PUBLISHER
EDUCATION BOOK JOINT STOCK COMPANY
IN HANOI CITY

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Hanoi, April 2025

AUTHORIZATION DOCUMENT (form 01)

(Re: Attending the 2025 Annual General Meeting of Shareholders
Educational Book Joint Stock Company in Hanoi City)

1. Authorization party::

- Name of individual/organization:.....
- ID card/passport/business registration number:.....
Date of issue:.....Place of issue:.....
- Address:.....
- Phone number :.....
- Number of shares owned:shares (Par value: 10.000 VND).
(In words:.....)

2. Authorized party:

- Authorized party:.....
- ID card/passport/business registration number:.....
Date of issue:.....Place of issue:.....
- Address:.....
- Phone number :.....
- Number of authorized sharesshares (Par value: 10.000 VND).
(In words:.....)

3. Authorization content:

The authorized party is authorized to represent the Authorizing Party to attend and vote at the 2025 Annual General Meeting of Shareholders of Hanoi Educational Books Joint Stock Company (EBS) and to exercise all rights and obligations at the General Meeting of Shareholders related to the authorized shares.

This authorization is only valid during the time of organizing the 2025 Annual General Meeting of Shareholders of EBS.

We are fully responsible for this authorization and commit to strictly comply with the current provisions of the Law and the Charter of EBS.

AUTHORIZED PERSON
(Sign clearly full name)

AUTHORIZING PERSON
(Sign clearly full name)

Note:

- If the authorized party is an organization, the signature of the legal representative and the organization's seal are required.
- The person authorized to attend the General Meeting of Shareholders is not allowed to re-authorize another person to attend the meeting.

Hanoi, April 2025

AUTHORIZATION DOCUMENT (form 02)

*(Re: Attending the 2025 Annual General Meeting of Shareholders
Educational Book Joint Stock Company in Hanoi City)*

**To: Organizing Committee of the Shareholders' Meeting of Educational Books
Joint Stock Company in Hanoi City**

- Name of individual/organization:.....
- ID card/passport/business registration number:.....
Date of issue:.....Place of issue:.....
- Address:.....Phone number:.....
- Legal representative (for organizations)
- Number of shares owned:shares (Par value: 10.000 VND).
(In words:.....)

Agree to authorize the following member of the Board of Directors/member of the Supervisory Board to attend and vote on my/our behalf at the 2025 Annual General Meeting of Shareholders held on April 25, 2025 of the Educational Book Joint Stock Company in Hanoi.

*(Please mark "X" next to the name of the member that you choose to authorize. Note:
In case you want to authorize multiple people, please clearly state the number of shares
authorized for each member)*

No.	Full name	Position	The shareholder section marks the person who chose to authorize
1	Mr. Ngo Trong Vinh	Chairman of the Board	
2	Mr. Ngo Anh Phuong	Vice Chairman of Board of Directors	
3	Mrs. Bui Thi Thu Lan	Board Member	
4	Mr. Nguyen Thanh Tung	Board Member	
5	Mrs. Lam Quynh Huong	Board Member	
6	Ms. Ngo Thi Thanh Huyen	Board Member	
7	Ms. Ngo Phuong Anh	Board Member	
8	Mr. Nguyen Trong Ha	Head of Supervisory Board	
9	Mrs. Nguyen Thi Mai	Member of the Supervisory Board	
10	Mr. Tran Van Que	Member of the Supervisory Board	



The authorized person will attend and vote on my/our behalf at the 2025 Annual General Meeting of Shareholders of Hanoi Educational Books Joint Stock Company

(EBS) and exercise all rights and obligations at the General Meeting of Shareholders related to the authorized shares. This authorization is only valid during the time of the 2025 Annual General Meeting of Shareholders of EBS.

We are fully responsible for this authorization and commit to strictly comply with current regulations of the Law and EBS Charter.

AUTHORIZED PERSON

(Sign clearly full name)

SHAREHOLDERS

(Sign clearly full name)





VIETNAM EDUCATION PUBLISHER
EDUCATION BOOK JOINT STOCK
COMPANY IN HANOI CITY



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CERTIFICATE

Attending the 2025 Annual General Meeting of Shareholders
Educational Book Joint Stock Company in Hanoi City

To: Board of Directors of Hanoi Educational Books Joint Stock Company

- Name of individual/organization:.....
- ID card/passport/business registration number:.....
Date of issue:.....Place of issue:.....
- Address:.....
- Phone number :.....
- Number of shares owned:shares.
(In words:.....)

According to the list of shareholders as of March 14, 2025, I (we) currently own common shares of Hanoi Educational Books Joint Stock Company. I (we) have received the Invitation to attend the 2025 Annual General Meeting of Shareholders of Hanoi Educational Books Joint Stock Company and agree to confirm my attendance at the Company's General Meeting held at 09:00 on Friday, April 25, 2025 at Building D, 2nd Floor, Vinaconex 1 Office Building, 289A Khuat Duy Tien, Trung Hoa Ward, Cau Giay District, Hanoi City.

Sincerely thank you./.

....., April 2025

VERIFICATION PERSON
(Sign clearly full name)

Note: In case of authorized shareholder, please enclose the authorization letter.

WORKING REGULATIONS OF THE 2025 GENERAL MEETING OF SHAREHOLDERS

Article 1: The Presidium consists of 02 people chaired by the Chairman of the Board of Directors of the Company.

Article 2: Duties of the Presidium.

- Conduct the activities of the Congress according to the working program approved by the Congress.
- Guide the delegates and the Congress in discussions.
- Submit drafts and conclusions on necessary issues for the Congress to vote on.
- Respond to issues requested by the Congress.

Article 3: The Presidium works on the principle of democratic centralism and makes decisions by majority vote.

Article 4: The Congress Secretariat (consisting of 02 people) is introduced by the Presidium and approved by the Congress. The Secretariat is responsible to the Presidium and the General Meeting of Shareholders for its tasks, specifically:

- Record the contents of the General Meeting fully and honestly.
- Assist the Presidium in checking the qualifications of shareholders and shareholder representatives attending the meeting (when necessary).
- Assist the Presidium in announcing draft documents, conclusions, resolutions of the General Meeting and notices of the Presidium sent to shareholders when requested.
- Receive feedback forms from shareholders.
- Receive documents related to the General Meeting.
- Draft the General Meeting Minutes and General Meeting Resolutions on issues approved at the General Meeting.
- Approval of the General Meeting Resolution at the end of the shareholders' meeting.

Article 5: The Shareholders' Qualification Examination Committee of the General Meeting (consisting of 03 people) is responsible for examining the qualifications and status of shareholders and shareholder representatives attending the meeting. The Head of the Shareholders' Qualification Examination Committee reports to the General Meeting of Shareholders on the status of shareholders attending the meeting in accordance with the Company's Charter.

Article 6: Shareholders attend the General Meeting of Shareholders.

- Shareholders of the Company have the right to attend the General Meeting of Shareholders of the Educational Book Joint Stock Company in Hanoi.
- Delegates, shareholders, and authorized representatives attending the General Meeting must be present at the prescribed time and complete the registration procedures with the Organizing Committee of the General Meeting. During the General Meeting,



shareholders must seek permission from the Presidium and notify the Secretariat when leaving the hall.

- During the General Meeting, shareholders must comply with the instructions of the Presidium, behave in a civilized and polite manner, and not cause disorder.

- Persons authorized to attend the General Meeting are not allowed to re-authorize others to attend the General Meeting.

Article 7: Speaking at the Congress.

Shareholders register their speech content with the Presidium (through the Secretary of the General Meeting). When speaking or needing to debate, they must raise their hands. They can only speak when the Presidium agrees. Each shareholder's speech should not exceed 3 minutes. The content should be concise and avoid duplication.

Article 8: Vote:

8.1. Shareholders and authorized representatives vote on issues at the General Meeting using voting cards.

8.2. Shareholders and representatives of groups of shareholders who are entitled to attend the General Meeting of Shareholders have the right to vote on issues under the authority of the General Meeting of Shareholders, the voting rights corresponding to the number of shares owned and the number of authorized shares.

8.3. Issues voted on at the General Meeting are approved when:

The decision of the General Meeting of Shareholders is approved at the meeting when it is approved by the number of shareholders representing more than 50% of the total number of votes of all shareholders attending the meeting. Particularly for decisions of the General Meeting of Shareholders related to a) Types of shares and total number of shares of each type; b) Changes in business lines, occupations and fields; c) Changes in the Company's management structure; d) Investment projects or asset sales with a value of 35% or more of the total asset value recorded in the Company's most recent financial report; dd) Reorganization or dissolution of the Company; must be approved by shareholders representing 65% or more of the total number of votes of all shareholders attending the meeting.

8.4. Voting principles and rules: Voting to approve reports and resolutions of the 2025 Shareholders' Meeting shall be conducted according to the following principles and rules:

- Voting to approve reports and resolutions of the General Meeting of Shareholders is conducted publicly and directly under the direction of the Presidium of the General Meeting and only using voting cards issued by the Organizing Committee of the General Meeting.

- Voting cards to approve reports and resolutions of the General Meeting of Shareholders are pre-printed cards, according to the Company's form, stamped by the Hanoi Education Book Joint Stock Company (this card has been sent to shareholders before the General Meeting).

- The results of the votes of approval, disapproval, and no opinion are the total number of shares owned from the corresponding voting cards.

- Regulations on invalid votes.

Voting cards with the following elements are invalid:

- Vouchers are not issued by the Organizing Committee according to the prescribed form.

Article 9: Minutes of the General Meeting of Shareholders

All meeting contents of the Shareholders' Meeting are recorded by the Secretary in the Minutes of the Meeting. The Minutes of the Meeting are read and approved before the closing of the meeting and are kept at the Company.

Article 10: Shareholders and authorized representatives attending the General Meeting must strictly comply with the Working Regulations of the General Meeting of Shareholders. Shareholders who violate these Regulations will be considered and disciplined by the Presidium depending on the specific level.

The above is the Regulations for the 2025 General Meeting of Shareholders of the Hanoi Education Book Joint Stock Company.

This Regulation shall take effect immediately after being approved by the General Meeting of Shareholders.

We respectfully submit to the General Meeting of Shareholders of the Company for consideration and approval so that the organization of the General Meeting of Shareholders can be carried out successfully and in compliance with the provisions of the State Law and the Company Charter.

Hanoi, April 25, 2025

**ON BEHALF OF BOARD OF DIRECTORS
CHAIRPERSON**



Ngo Trong Vinh

Hanoi, April 25, 2025

**REPORT OF THE BOARD OF DIRECTORS
AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

Regards: Dear Shareholders of Education Book Joint Stock Company in Hanoi City.

Carrying out the functions and duties of the Board of Directors (BOD) specified in the Company's Charter and the provisions of the Enterprise Law, the Board of Directors of Education Book Joint Stock Company in City. Hanoi would like to report on business results in 2024 and operating directions in 2025 as follows:

I - ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024

1. Personnel of the Board of Directors in 2024:

By December 31, 2024, the Board of Directors consists of 7 members, including 05 independent non-executive members and 02 members participating in executive work, including Mr.

1. Mr. Ngo Trong Vinh	Chairman and Deputy General Director
2. Mr. Ngo Anh Phuong	Vice president
3. Mr. Nguyen Thanh Tung	Member and General Director
4. Ms. Bui Thi Thu Lan	Commissioner
5. Ms. Lam Quynh Huong	Commissioner
6. Ms. Ngo Thi Thanh Huyen	Commissioner
7. Ms. Ngo Phuong Anh	Commissioner

2. Main work done in 2024:

In 2024, the Board of Directors will hold 7 official meetings and issue the following 7 Board resolutions:

No.	Resolution number	Day	Content
1	01/2024/HĐQT-NQ	5/02/2024	Approve the finalization of the list of shareholders attending the 2024 General Meeting of Shareholders and advance dividends in cash for 2023; Approved the time of the 2024 Annual General Meeting of Shareholders.
2	02/2024/HĐQT-NQ	18/03/2024	Approve the content and agenda of the 2024 General Meeting of Shareholders.
3	03/2024/HĐQT-NQ	24/04/2024	Agree with the results of the election of the Board of Directors for the term 2024 - 2029; Agree with the

No.	Resolution number	Day	Content
			election results of the Supervisory Board for the 2024 - 2029 term.
4	04/2024/HĐQT-NQ	07/05/2024	Approving the selection of AAC Auditing and Accounting Company Limited to audit the semi-annual financial statements, annual financial statements and 2024 consolidated financial statements of Education Book Joint Stock Company in City. Hanoi.
5	05/2024/HĐQT-NQ	29/08/2024	Approving the reappointment of the executive board of Education Book Joint Stock Company in Hanoi for the term 2024 - 2029
6	06/2024/HĐQT-NQ	27/09/2024	Approving the reappointment of Ms. Nguyen Thi Kim Dung Deputy Head of Editorial - Design Department of Education Book Joint Stock Company in Hanoi City.
7	06/2024/HĐQT-NQ	16/12/2024	Through the Board of Directors assigning the Executive Board of Education Book Joint Stock Company in Hanoi City to proactively develop a production and business plan for 2025

- In 2024, the Board of Directors will organize regular and extraordinary meetings under the authority of the Board of Directors. The Board of Directors meetings promptly direct the Company's production and business activities, review the work that has been done and set out directions for the next tasks.

- Resolutions and Decisions of the Board of Directors are issued in the correct order, within the correct authority and in compliance with the provisions of law.

- The Board of Directors directs the inspection and control of inventory, debt and financial situation.

- Direct the implementation of dividend payment obligations to shareholders.

- Develop the Company's production and business orientation and strategy.

3. Remuneration of the Board of Directors in 2024:

In 2024, total remuneration paid to members of the Board of Directors: 225,600,000 VND (*Two hundred twenty-five million six hundred thousand dong*).

- Remuneration for the Chairman of the BoD: 3,500,000 VND/month.

- Remuneration for Vice Chairman of the BoD: 2,800,000 VND/month.

- Remuneration for members of the BoD: 2,500,000 VND/person/month.

4. Supervisory activities of the Board of Directors for the Board of General Directors

The Board of Directors always closely monitors the activities of the Board of General Directors in implementing the Resolutions of the Annual General Meeting of Shareholders and the Resolutions of the Board of Directors. The Board of General Directors reports and provides information about the activities of the Board of General Directors to the Board of Directors quickly and accurately. The Board of Directors has supervised the activities of the Board of General Directors in performing the following tasks:

- Financial Report 2024;
- The situation of implementing plans and operating production and business activities in 2024;
- In addition to monitoring the Company's regular operations, the Board of Directors directs the Board of Directors to continue to improve and strengthen the human resources apparatus and prepare financial resources to serve the production and business plan in 2025. The Board of Directors participates in meetings of the Board of Directors to capture information and promptly direct the Board of Directors on a number of important and key tasks of the Company.

5. Evaluation of the activities of the Board of General Directors

- The Board of Directors acknowledged the efforts of the Company's Board of General Directors. Although the revenue target was not well completed, the profit target was completed as assigned by the General Meeting of Shareholders and the Board of Directors.

- In 2024, the Board of General Directors has taken positive measures in arranging and consolidating the organizational structure. Continue to arrange and stabilize the organizational structure of departments, adjust and supplement functions and tasks for each department promptly, supplement regulations consistent with new management methods, in order to well manage investment capital and production and business activities, and save costs of production and business activities.

- Fully implement policies for employees according to labor contracts and State regulations. Create conditions for workers to study and improve their qualifications. Improve the environment, working conditions, improve material life and spiritual culture, build and strengthen corporate culture at the Company. The average income of employees is consistent with the Company's business activities, creating positive motivation for employees to feel secure in their work and stick with the Company's development.

- During the operation process, the Board of Management has complied with the provisions of the Law, the Company's Charter, internal regulations and corporate governance, Resolutions of the General Meeting of Shareholders, Resolutions of the Board of Directors.

II. BUSINESS RESULTS IN 2024

According to the 2024 Financial Report has been audited and approved by AAC Auditing and Accounting Company Limited, the results of some main indicators are as follows:

No.	Target	P 2024 (million VND)	Perform (Parent company) (million VND)	Implementation (consolidated 2024) (million VND)	Ratio of im- plementation compared to plan (Parent company vs. Plan)
1	Total revenue	82.111	70.265	80.606	85,57%
2	Profit before tax	10.500	9.521	16.713	90,67%
3	Profit after tax	8.400	8.124	15.317	96,71%
4	Equity	-	126.243	154.998	-
5	Charter capital	-	102.194		-
6	Return on equity (2/4)	-	7,54%		-
7	Rate of return on charter capital (2/5)	-	9,31%		-

- The Board of Directors has finalized the list of shareholders on March 14, 2025 for the 2025 Annual General Meeting of Shareholders and advanced the 2024 dividend at the rate of 8% on April 28, 2025.

III. DIRECTION OF OPERATION IN 2025

1. Assess the situation

2025 is a difficult year, with competition for the new Reference Books market of educational units from many units inside and outside the VNEPH system. Therefore, the Board of Management needs to continue to make more efforts, promote advantages, research and innovate on management orientation, production and business activities, consolidate and expand markets, build effective investment plans and projections to bring about the highest production and business efficiency.

- Increased prices of input materials such as printing paper, printing, transportation, electricity, water, warehouse rental, etc., causing difficulties for the Company's production and business activities;

- Unhealthy inventory, mainly related to reference books, grade 5, grade 8, grade 9: 2,472 billion VND (*cover money*).

- Receivables that are difficult to collect from 2018 onwards are as high as VND 7.39 billion;

2. Operational plan and implementation orientation for 2025

Based on the actual situation of the Company, the Board of Directors sets the following operating directions for 2025:

2.1 Financial indicators:

No.	Target	Plan
1	Total revenue (net revenue, financial revenue, other income)	Minimum from 84.8 billion VND
2	Profit before tax	Minimum from 10.5 billion VND
3	Profit ratio (Profit before tax/Charter capital)	Minimum from 10.3%
4	Dividend rate	Minimum from 8.5%

Authorize the Board of Directors to invest in projects and companies with potential to promote effective use of the company's capital.

2.2 Operational direction in 2025:

In the difficult conditions of the socio-economic situation of the world in general and Vietnam in particular, the Board of Directors directs the Executive Board to implement measures to ensure the maintenance and development of the market, and maintain production and business efficiency. The key tasks of the Board of Directors and Executive Board of the Company in 2025 are as follows:

2.1 Strengthen and stabilize the human resources and professional organization. Review the structure of the human resources team in the direction of improving the quality and professional qualifications of workers, ensuring staff life is stable and growing, training and fostering to promptly meet the Company's human resource needs.

2.2 Organize regular meetings of the Board of Directors at least once a quarter to manage the company's activities; Focus on directing production and business activities in 2025 to complete the annual plan assigned by the General Meeting of Shareholders;

2.3 Financial investment to use capital more effectively than savings.

2.4 Organize the exploitation of new topics and products suitable to market needs, continue to find and associate with partners who have many topics suitable for the market.

2.5 Focus on customer care to maintain and develop the market.

2.6 Instruct the Company to be cautious in inventory issues: consider deciding on printing quantity and limit inventory. Continue to collect debts that are difficult to collect from 2018 and before and collect debts thoroughly to avoid overdue debts to preserve capital.

2.7 Organize extraordinary meetings to promptly resolve and handle arising issues.

2.8 Strictly control the Company's costs, implement solutions to reduce operating costs to the lowest level. Balance capital resources, use capital effectively to maximize profits, ensure income and life of employees, pay dividends to shareholders and have accumulated resources to structure and expand business fields and lines for the following years.

Above is the entire report of the Company's Board of Directors on the Company's management in production and business in 2024 and the direction of operations in 2025.

The Company's 2024 revenue, profit and dividend targets will be voted on according to the Board of Directors' report. Respectfully report to the General Meeting of Shareholders for consideration and approval.

We wish our valued guests and shareholders good health, happiness and success.

Thank you very much.

Receiving place:

- Dear shareholders;
- Board of Directors; Board of General Directors;
- Supervisory Board; Company secretary;
- Archives Documentation Office.

**ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN**



Ngô Trọng Vinh



Hanoi, April 25, 2025

**REPORT ON 2024 PRODUCTION AND BUSINESS PERFORMANCE RESULTS
AND DIRECTIONS AND TASKS OF THE 2025 PRODUCTION AND BUSINESS
PLAN**

Dear Congress!

Dear shareholders, on behalf of the Board of Directors of Hanoi Education Book Joint Stock Company, I would like to report the results of production and business activities in 2024 and the direction, production and business plan, and implementation solutions for 2025 to the Shareholders' Meeting as follows:

Part I: Characteristics of the situation in 2024

1. Advantages

- The Company's core mission is to provide reference book to serve students and teachers, which is a product that parents, students, teachers and the whole society are interested in. This is a favorable condition for the Company's production and business activities.

- The Company receives attention and close direction from the Board of Directors of the Vietnam Education Publishing House (VNEPH). The Company has built and consolidated a relatively stable network of publishing partners, closely cooperating with units in the industry.

- The Company always receives attention and timely direction from the Board of Directors and the Board of General Directors; the Executive Board and the staff in the Company always have a high consensus in their work. The staff in the Company are qualified, always united, have a spirit of self-awareness and high responsibility.

2. Disadvantages

Vietnam's economy in 2024 will still face many difficulties, the market will have more and more organizations and individuals participating in the business of the same products as the Company, creating fierce competition. In 2024, the demand for books and educational products in localities is on the decline, the systematic work of publishing educational books is arising many shortcomings, some local Book - Educational Equipment Joint Stock Companies are gradually losing their initiative in capturing the market, being overwhelmed by private enterprises, the situation of fake and pirated books is becoming more and more sophisticated, difficult to check and detect. In 2024, the Educational Book Joint Stock Company in Hanoi City will face difficulties in the following aspects of operation:

-Topics, manuscripts:

+ Limited number of new topics, fierce competition for reference books in the market.

- Inventory: Over 32.50 billion VND cover price, of which: Grade 4, 5, 8 and 9 books that cannot be published are 2.47 billion VND cover price. The company continues to classify and handle products that are outdated in content, difficult to sell, no longer have any use value and has set aside a provision for price reduction of 1.96 billion VND (capital).

- Debt: Balance as of December 31 is: 17 billion VND, of which more than 7.39 billion is bad debt.

- Market: Fierce competition between units inside and outside the Vietnam Education Publishing House system.

Faced with the above advantages and difficulties, the Board of Directors has tried to promote favorable factors, strived to overcome difficulties to continue to maintain its position and reputation. The new reference book segment has gradually dominated the market, capital has been used effectively, ensuring timely service to production and business requirements and has achieved the following results:

Part II: Production and business results

* Publishing work:

BOOK PIECE	PLAN 2024			PERFORM 2024			PERFORMANCE RATE/CUSTOMER (%)			PLAN 2025		
	New	Avg	Total	New	Avg	Total	New	Avg	Total	New	Avg	Total
Reference books according to the 2018 general education Textbook	03	0	03	03	0	3	100%	-	100%	-	-	-
Local Education Book	17	0	17	08	0	08	47%	-	47%	9	-	9
Reference books according to the new 2018 Curriculum and Textbooks	18	81	99	14	52	66	78%	64%	66%	22	83	105
German textbook	-	-	-	-	-	-	-	-	-	10	-	10
TOTAL	38	81	119	25	52	77	66%	64%	65%	41	83	124

* Subsidiaries:

- EBS Solar Vietnam Energy Joint Stock Company
 - + Parent company's interest rate: 67.48%
 - + Voting rights of the Parent Company: 67.48%
- EBS Solar Phuong Nam Energy Joint Stock Company
 - + Parent company's interest rate: 47.23%
 - + Voting rights of the Parent Company: 70.00%
- EBS Solar Khanh An Energy Joint Stock Company

+ Parent company's interest rate: 47.23%

+ Voting rights of the Parent Company: 70.00%

*** Financial targets for 2024:**

No.	Target	Plan 2024 (million VND)	Perform (Parent company) (million VND)	Implementation (consolidated 2024) (million VND)	Ratio of implementation compared to plan (Parent company vs. Plan)
1	Total revenue	82.111	70.265	80.606	85,57%
2	Profit before tax	10.500	9.521	16.713	90,67%
3	Profit after tax	8.400	8.124	15.317	96,71%
4	Equity	-	126.243	154.998	-
5	Charter capital	-	102.194		-
6	Return on equity (2/4)	-	7,54%		-
7	Rate of return on charter capital (2/5)	-	9,31%		-
8	Dividends	8.5%	8%		-

- Results of social and charitable activities in 2024:

Every year, the Company always focuses on charitable social work. The Company organizes Tet gifts for families in difficult circumstances, and gives reference books to school libraries in the provinces, details as follows:

No.	Content	Artifact	Value (d)
1	Giving Tet gifts to families in difficult circumstances at Central Military Hospital 108	money and artifacts	20.000.000
2	Donate books to schools	370 copies of books	12.360.000
3	Giving bookcases and scholarships to children in Bach Long Vi island district	Bookcases, playgrounds, scholarships	30.000.000
	Total		62.360.000

*** Assessment of production and business performance results in 2024:** Facing the difficult situation of 2024, under the direction of the Board of Directors, the Board of General Directors and the efforts of the employees, the Company has achieved results such as the financial targets for 2024.

- The staff, employees, functional departments in the Company, and member units in the VNEPH system have coordinated with each other to achieve results in production and business.

- The debt recovery rate in 2024 will reach about 89% and a part of difficult-to-recover debt from 2018 and earlier has been recovered. The Board of Management has continued to implement many solutions to urge and collect this debt, but so far the desired results have not been achieved. By December 31, 2024, there are still some companies with high overdue debt such as Nghe An School Equipment Book Joint Stock Company, Thanh Hoa Investment & Development Joint Stock Company (Total debt balance at the end of 2023: 24,041 billion VND, 2024: 17,560 billion VND). The company continues to actively urge and collect the above debts to recover capital for production and business.

- Innovate business, improve publication quality: Actively go to local markets, research local needs, collect market feedback to organize work and perfect products.

Part III: Production and business plan for 2025

2025 is expected to continue to be a very difficult year, market demand will be difficult to forecast, so production and business activities of Education Book Joint Stock Company in Hanoi City will face many difficulties, with many adverse factors affecting the results of production and business activities. The debt recovery situation is difficult, with many potential risks, because there are still some debts from 2018 and earlier that have not been recovered.

In 2023, VNEPH plans 05 sets of essential reference books, the Ministry of Education and Training issues directives on practicing thrift, preventing waste and improving the efficiency of using textbooks, increasing the rate of textbooks reused many times; Do not force students and their families to buy reference books and workbooks; The company faces difficulties in input and output sources of work and product consumption markets, revenue and profits will suffer a large decrease.

Exploit new market shares that local companies have not yet exploited, learn about the actual needs and fluctuations of book segments to have reasonable printing and distribution plans.

The rising prices of input materials such as printing paper, printing, transportation, electricity, warehouse rental... cause difficulties for the Company's production and business activities. The class-based topic system faces difficulties, production costs increase... greatly affecting the revenue and profit results of 2025. To ensure dividends for

shareholders and the lives of workers, the Company has proposed measures to complete the 2025 production and business plan as follows:

1. Manuscript topic system

Deploying the German textbook topic as assigned by VNEPH. Continue to develop the reference book topics that have been implemented: Summer review, Reading practice, Life skills, Writing practice, Math and Vietnamese capacity development exercise sheets.... Continue to research and develop new product areas of reference books and educational equipment according to the 2018 General Education Program of medium and long-term nature.

2. Business activities

Maintaining the market and production and business efficiency: The Company continues to develop and implement an in-depth market zoning plan, closely monitoring the implementation of the plan.

- Send a team of Sales Department staff to go to the market, expand the market, and market to the Department of Education and School Equipment Book Company nationwide to share experiences, cooperate for mutual development. Regularly maintain to improve the quality of products and services and take responsibility for the quality of the Company's products to customers. Special attention is paid to developing markets in southern provinces and cities.

- Strengthen anti-piracy work to increase distribution efficiency. Deploy synchronous release, minimizing the time from having a book to covering all markets; Coordinate between Editorial - Production - Logistics - Publishing departments to ensure the highest publishing efficiency.

- Enhance the grasp of information about policies related to education and the market to take the initiative and respond promptly.

- Collaborate with companies in the VNEPH system to publish reference books.

3. Management and organization of human resources

- Continue to review, supplement and complete the system of documents, regulations, internal regulations, coordination processes between specialized departments, units, partners, and reporting systems.

- Continue to consolidate and stabilize human resource organization.

- Perfecting the organizational apparatus, improving executive capacity and corporate governance.

- Deploy additional human resources to proactively meet production and business requirements.

- Pay salaries based on productivity, efficiency and work quality for each department and individual.

4. Financial work

In 2024, the Company faces many financial difficulties (balancing revenue and expenditure, profits, dividends, income), incurring many costs that affect profits such as: reduced revenue, increased production costs, difficult profits, etc. In that situation, to ensure financial balance for production and business, the Company needs to:

- Continue to promote the results achieved in 2024, perfect mechanisms and policies to ensure State regulations and regulations of Vietnam Education Publishing House to better serve production and business activities.

- Cost savings: Maximum savings in production and business costs, the Company has made provisions for bad debts, provisions for inventory reduction and financial investments to preserve production and business capital.

- Research market needs, organize additional exploitation of new topics, gradually diversify products to release hard supply according to market demand.

- Collect debt thoroughly, avoid overdue debt. Urge staff of the Sales Department and the Business Accounting and Television Department to plan and collect debts weekly.

In such a difficult context, Education Book Joint Stock Company in Hanoi City will make efforts to remove and overcome and is expected to build a production and business plan for 2025 as follows:

5. Plan for the Company's main targets in 2025

No.	Target	Plan
1	Total revenue (net revenue, financial revenue, other income)	Minimum from 84.8 billion VND
2	Profit before tax	Minimum from 10.5 billion VND
3	Profit ratio (Profit before tax/Charter capital)	Minimum from 10.3%
4	Dividend rate	Minimum from 8.5%
5	Salary unit price	1,124 VND salary / 1,000 VND PBT

Dear Shareholders

2025 is a year that will still have many difficulties for Education Book Joint Stock Company in City. Hanoi in production and business activities by completing the task of ensuring the rights of shareholders and the lives of workers, has accumulated to expand production and business. Although there are many challenges, with the contributions of shareholders, the consensus of the Board of Directors, staff, Education Book Joint Stock Company in City. Hanoi believes it will overcome all difficulties and complete the proposed plan.

Above is the Report on production and business activities in 2024 and the Plan and direction of operations in 2025 of the Board of General Directors of the Company, respectfully submitted to the General Meeting of Shareholders for consideration and approval.

On behalf of the Board of General Directors, I would like to sincerely thank and wish all shareholders good health, happiness, success, and great success at the Congress.

Receiving place:

- Shareholders;
- VNEPH, Hanoi;
- Board of Directors, Board of General Directors, Chief Accountant ;
- Archives Documentation Office.



GENERAL DIRECTOR

Nguyen Thanh Tung

Hanoi, April 25, 2025

REPORT ON THE ACTIVITIES OF THE SUPERVISORY BOARD IN 2024
AND OPERATION PLAN FOR 2025

**Dear: GENERAL MEETING OF SHAREHOLDERS OF EDUCATION BOOK JOINT STOCK
COMPANY IN HANOI CITY**

Within the scope of responsibilities, functions and powers of the Supervisory Board specified in the Company's Charter of Organization and Operation, Enterprise Law No. 68/2014/QH13, the Supervisory Board would like to report on production and business activities in 2024 to the General Meeting of Shareholders according to the following contents:

PART I: RESULTS OF INSPECTION AND SUPERVISION IN 2024

I. ACTIVITIES OF THE SUPERVISORY BOARD

1. About organization: Board of Supervisors of Educational Book Joint Stock Company in Hanoi City has the following 3 members:

- + Mr. Nguyen Trong Ha - Head of the Supervisory Board
- + Mr. Tran Van Que - Member
- + Ms. Nguyen Thi Mai - Member

The Supervisory Board is assigned the following tasks: The Head of the Board is in charge of general duties and 02 members monitor other activities assigned by the Head.

2. Activities of each member of the Supervisory Board:

2.1. Activities of the Head of the Supervisory Board (Mr. Nguyen Trong Ha):

- Statistics of Resolutions and Decisions of the Board of Directors related to the Company's operations.
- Appraisal of financial statements for 6 months and 2024.
- Monitor, check and supervise the implementation and handling of audit recommendations (Through Financial Reports).
- Organize Supervisory Board Meetings and collect opinions.
- Implement the Annual General Meeting of Shareholders Report.

2.2. Activities of Member Tran Van Que:

- Check and monitor the implementation of the 2024 production and business plan;
- Participate in appraisal of 6-month and 2024 Financial Reports.

2.3. Activities of Member Nguyen Thi Mai.

- Check the capital balance and capital management in the company.
- Check processes and regulations in the company.
- Participate in the appraisal of 6-month and 2024 financial reports.

2.4 Remuneration of the Supervisory Board

- Total remuneration for the Supervisory Board: **42.000.000 VND/year**
- + Remuneration for the Head of the Supervisory Board: **1.500.000 VND/month.**



+ Remuneration for members of the Supervisory Board: **1.000.000 VND/month.**

- Remuneration for the Supervisory Board is paid at the end of each month.

3. Activities of the Supervisory Board:

3.1. Supervise legal compliance and implementation of the Company Charter:

- Regular activities of the Supervisory Board: The Supervisory Board has conducted inspection and supervision activities to comply with the provisions of the Enterprise Law and the Charter of Organization and Operation of Educational Book Joint Stock Company in the City. Hanoi in managing and operating the Company's production and business activities, specifically:

a/. Verify financial statements and supervise information disclosure:

+ Check and supervise the Company's accounting work to ensure compliance with the Enterprise Accounting Regime according to Circular No. 200/2014/TT-BTC issued on December 22, 2014 guiding the Enterprise Accounting Regime.

+ Review quarterly and annual financial reports provided by the Board of Management. From there, verify the accounting and recognition of revenues, expense allocation, analyze and evaluate the financial situation, business operations, debt management situation and the situation of setting up provisions according to regulations.

+ The Board of Supervisors coordinated with the Board of Directors to propose selecting an independent auditing company to review the 6-month financial statements and audit the 2024 Financial Statements.

+ Closely monitor information disclosure, especially regulations on information disclosure of periodic financial reports and periodical reports on Company governance according to regulations on information disclosure on the stock market.

b/. Coordinate and supervise the activities of the Board of Directors and Board of Directors:

- Faced with the changing situation of new policies, in 2024, the Board of Directors held 07 meetings, thereby issuing Resolutions and Decisions to promptly direct the Company's business activities and restructure the Company's personnel organization.

- The Board of Directors and the Board of General Directors have fully complied with the provisions of the Law in management and operations. Members of the Board of Directors, Board of General Directors and management staff have properly performed their assigned functions and tasks according to the provisions of the Charter and Resolution passed by the General Meeting of Shareholders.

- The Board of Supervisors attended meetings between the Board of Directors and the Board of General Directors to listen to the Board of General Directors report on business operations, changes in personnel and goals and directions for further activities to complete the planned targets.

3.2. Control the Company's production, business and financial activities:

a. Status of implementing production and business plans:

2024 is a year full of fluctuations around the world, with more and more organizations and individuals participating in the same business as the Company, creating fierce competition. The distribution work is fragmented, and sophisticated pirated printing affects

the Company's release plan. In 2024, the Company's Executive Board and other officials had to make a lot of efforts for the Company to achieve 2024 performance results.

Results achieved:

- Total revenue: **80.606.679.098 VND** (According to consolidated financial statements)
- Profit before tax: **16.713.253.179 VND** (According to consolidated financial statements)
- Profit after tax: **15.317.511.613 VND**

II. Results of appraisal of financial statements in 2024:

- The Board of Supervisors has evaluated the company's financial statements for the first 6 months of the year and fiscal year 2024, ending December 31, 2024 according to the assessment of AAC Auditing and Accounting Company Limited as follows:

+ The financial statements fully reflect the company's production, business and financial activities as of December 31, 2024, as well as the consolidated business results and consolidated currency transfer situation for the fiscal year ending on the same date, in accordance with Vietnamese accounting standards, Vietnamese corporate accounting regime and legal regulations related to the preparation and presentation of consolidated financial statements.

+ Recording, opening accounting books, and classifying economic content according to accounting standards issued by the Ministry of Finance.

+ The company has periodically reported and disclosed information of listed organizations on the Hanoi Stock Exchange according to regulations on information disclosure on the stock market.

b. Finance and Accounting/Administration work:

- The company's quarterly financial reports honestly and fairly reflect key aspects of the company's financial situation at each time, and are in accordance with current Vietnamese corporate accounting standards and related legal regulations.

- The management work is completed, the company's management accounting system is evaluated well.

III. Coordination between the Supervisory Board, the Board of Directors and the Executive Board:

- The Board of Supervisors coordinates with members of the Board of Directors of the company to implement inspection and supervision in departments as well as in the company's operating apparatus.

- The Board of Directors of the company has promptly and fully provided the Resolutions and Decisions of the Board of Directors to the Supervisory Board. The Board of General Directors has created conditions for the Supervisory Board to collect information and documents related to the Company's production and business activities upon request.

- The company's Board of Directors, Supervisory Board, Executive Board and management staff of the company have had a close coordination relationship in operating and managing production and business activities.

IV. Conclude:

- Members of the Supervisory Board have raised their sense of responsibility in the process of performing their duties, and have shown honesty and objectivity in their work. However, in the ever-changing business environment, business activities still have potential risks beyond control, the control work cannot avoid shortcomings that the Supervisory Board needs to pay attention to, make efforts and improve further in the coming time. To ensure better management and operations of the company in the coming term, it is necessary to continue to maintain and further promote the close coordination between the Board of Supervisors and the Board of Directors and Board of Directors of the Company.

- From the assessments of the operating situation, production and business results, and financial situation of the company in 2024, the Supervisory Board proposed that the Congress delegates approve: Report on the activities of the Board of Directors in 2024 and work directions in 2025, Report of the Board of Directors on the implementation of tasks in 2024 and production and business plan in 2025, submitted to the Congress.


- Proposal for financial and accounting audit work in 2025: Implementing the unified direction of the Board of Directors for financial audit work in 2025, the selection of an independent audit unit is proposed that the General Meeting of Shareholders assign the company's Executive Board to select an independent audit unit that meets the standards and capabilities according to the regulations of the Ministry of Finance.

Above is the report of the Supervisory Board of Education Book Joint Stock Company in City. Hanoi in 2024. The Board of Supervisors hopes that the Board of Directors and the Board of Management will receive the support and long-term commitment of shareholders, partners and all employees of the Company.

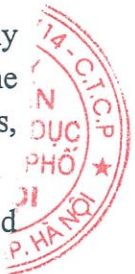
On behalf of the Board of Supervisors, we wish all delegates and shareholders good health and success!

Sincerely thank you!

**On behalf of Supervisory Board
Head of Board**



Nguyen Trong Ha



Not/SGDHN

.....***.....

Hanoi, April 25, 2025

PROPOSAL

General Meeting of Shareholders in 2025

(Regarding lending capital to EBS Solar Vietnam Energy Joint Stock Company)

Dear Shareholders!

- Pursuant to Decision No. 13/2020/QĐ-TTg dated April 6, 2021 of the Prime Minister on the mechanism to encourage solar power in Vietnam;

- Pursuant to Resolution No. 09/NQ-HĐQT dated August 17, 2020 of the Board of Directors to establish a new EBS Solar Vietnam Energy Joint Stock Company business lines: Electricity production; Power transmission and distribution; Installing electrical systems; Install water supply, drainage, heating and air conditioning systems; Installation of industrial machinery and equipment;

- Pursuant to Resolution No. 09/2022/NQ-HĐQT dated November 14, 2022 of the Board of Directors of Education Book Joint Stock Company in City. Hanoi authorized the Company's Board of Directors to implement and complete paperwork for transferring shares of the Company's employees and increase the Company's shareholding ratio at EBS Solar Vietnam Energy Joint Stock Company. Educational Book Joint Stock Company in City. Hanoi holds 67.48% of the charter capital of EBS Solar Vietnam Energy Joint Stock Company;

- EBS Solar Vietnam Energy Joint Stock Company borrowed capital from Education Book Joint Stock Company in City. Hanoi divided into many contracts; EBS Solar Vietnam Energy Joint Stock Company has invested 13MW in Ca Mau, Bac Lieu. Currently, the Subsidiaries' power plants are operating to generate electricity and collect monthly electricity bills at preferential prices before December 31, 2020 prescribed by Vietnam Electricity Corporation and pay principal and interest to the Parent Company every month.

In order for the Company's operations to comply with regulations and in accordance with the Enterprise Law; The Company's Charter as well as in accordance with the actual operating situation of the Company, the Board of Directors of Educational



Book Joint Stock Company in City. Hanoi respectfully submits to the General Meeting of Shareholders to approve the loan to EBS Solar Vietnam Energy Joint Stock Company according to the Contracts and Loan Contract Appendixes with a term of 12 months, total loan value is 52 billion VND (accounting for 50.88%) of charter capital, loan interest rate is 9%/year.

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

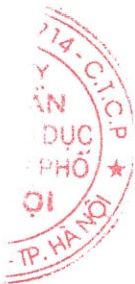
**ON BEHALF OF BOARD OF DIRECTORS
CHAIRPERSON**

Receiving place:

- As above;
- Archives Documentation Office.



Ngo Trong Vinh



Hanoi, April 25, 2025

PROPOSAL

Regarding issues approved by the 2025 Annual General Meeting of Shareholders

Dear: General Meeting of Shareholders of Education Book Joint Stock Company in City. Hanoi

Pursuant to Enterprise Law No. 59/2020/QH14 dated June 17, 2020;

Pursuant to the Charter of organization and operation of Education Book Joint Stock Company in Hanoi City;

Based on the Company's production and business plan.

The Board of Directors respectfully submits to the General Meeting to approve a number of contents under the authority of the General Meeting of Shareholders:

1. Submit to the General Meeting of Shareholders the results of business operations in 2024 audited by AAC Auditing and Accounting Company Limited, profit distribution, salary unit price in 2024:

No.	Target	Result 2024 (Parent company)	Result 2024 (Consolidated)
1	Total revenue (net revenue, financial revenue, other income)	70.265.456.854	80.606.679.098
2	Profit before tax	9.521.304.414	16.713.253.179
3	Profit after corporate income tax	8.124.709.531	15.317.511.613
4	Dividend rate	8%	
	<i>Amount of dividend payment</i>	7.972.467.200	
5	Remaining profit	152.242.331	
6	Appropriation of funds	152.242.331	
7	Unit price of realized salary	918 VND salary / 1,000 VND Profit before tax	



2. Submit to the General Meeting of Shareholders for approval of the production and business plan and salary unit price in 2025.

No.	Target	2025
1	Total revenue (net revenue, financial revenue, other income)	Minimum from 84.8 billion VND
2	Profit before tax	Minimum from 10.5 billion VND
3	Profit ratio (Profit before tax/Charter capital)	Minimum from 10.3%
4	Expected dividend (%/par value 10,000)	Minimum from 8.5%
5	Salary unit price	1,124 VND salary / 1,000 VND Profit before tax

Authorize the Board of Directors to invest in projects and companies with potential to promote effective use of the company's capital.

3. Submit to the General Meeting of Shareholders to authorize the Board of Directors to decide on the selection of an auditing unit for the Company's semi-annual financial statements, financial statements, and 2025 consolidated financial statements and carry out information disclosure according to regulations.

4. In 2024, the total remuneration paid to members of the Board of Directors, Secretary of the Board of Directors and Board of Supervisors of the company is: 279,600,000 VND. In there:

- Total remuneration for the BoD: 225,600,000 VND.
- Total remuneration for the secretary of the BoD: 12,000,000 VND.
- Total remuneration for the Supervisory Board: 42,000,000 VND.

Submit to the General Meeting of Shareholders for approval a proposal on remuneration for members of the Board of Directors and Supervisory Board of Educational Book Joint Stock Company in City. Hanoi in 2025 remains the same as in 2024 as follows:

- Remuneration for the Chairman of the BoD: 3,500,000 VND/month.
- Remuneration for Vice Chairman of the BoD: 2,800,000 VND/month.

- Remuneration for members of the BoD: 2,500,000 VND/person/month.
- Remuneration for the secretary of the BoD: 1,000,000 VND/person/month.
- Remuneration for the Head of the SuB: 1,500,000 VND/month.
- Remuneration for members of the SuB: 1,000,000 VND/person/month.

Remunerations for members of the Board of Directors and the Supervisory Board are paid at the end of each month.

If the plan is exceeded, the Board of Directors decides on the rate of additional compensation for the Board of Directors and the Supervisory Board but must not exceed 20% of the increased profit.

5. Through the Education Book Joint Stock Company in City. Hanoi lent EBS Solar Vietnam Energy Joint Stock Company an amount of VND 52 billion (50.88% of charter capital), greater than 35% of the Company's total asset value recorded in the most recent financial report.

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

**ON BEHALF OF BOARD OF DIRECTORS
CHAIRPERSON**



Ngô Trọng Vinh



NOTIFICATION
NOMINATION AND CANDIDATION FOR MEMBERS OF THE
SUPERVISORY BOARD TERM 2024-2029
EDUCATION BOOK JOINT STOCK COMPANY IN HANOI CITY

Base:

- *Enterprise Law No. 59/2020/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020, amended and supplemented by Law No. 03/2022/QH15 passed by the National Assembly of the Socialist Republic of Vietnam on January 11, 2022 and documents guiding its implementation;*
- *Securities Law No. 54/2019/QH14 was passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019, effective from January 1, 2021;*
- *Decree 155/2020/ND-CP dated December 31, 2020 detailing the implementation of a number of articles of the Securities Law, effective from January 1, 2021;*
- *Charter of organization and operation of Education Book Joint Stock Company in Hanoi City;*
- *Internal regulations on corporate governance, operating regulations of the Board of Directors of Education Book Joint Stock Company in Hanoi City.*

The Board of Directors of the Company would like to respectfully inform shareholders about the nomination and candidacy of additional members of the Supervisory Board for the 2024 - 2029 term of Education Book Joint Stock Company in City. Hanoi at the 2025 Annual General Meeting of Shareholders, specifically as follows:

- Number of additional members of the Supervisory Board elected for the term 2024 - 2029: 01 member.
- Time and location of election: carried out at the 2025 Annual General Meeting of Shareholders.
- Instructions on nomination and candidates for election to the Supervisory Board and attached documents/forms are posted on the Company's Website (<http://sachgiaoduchanoi.vn>). Shareholders, please carefully review this Nomination and Candidacy Guide to exercise your right to nominate and nominate as a member of the Supervisory Board in the 2024 - 2029 term appropriately and in accordance with the provisions of Law and the Company's Charter.
- Draft Regulations on election of members of the Company's Supervisory Board announced and posted on the Company's Website no later than April 10, 2025 and will be approved by the General Meeting of Shareholders at the 2025 Annual General Meeting of Shareholders before voting.

Best regards./.

Hanoi, April 2025

T/M. BOARD OF DIRECTORS
CHAIRPERSON



Ngo Trong Vinh

Hanoi, April 25, 2025

PROPOSAL

To be Submitted to the 2025 Annual General Meeting of Shareholders

To: The General Meeting of Shareholders Education Book Joint Stock Company in Hanoi city

*Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
Pursuant to the Charter on the organization and operation of Education Book
Joint Stock Company in Hanoi city;
Pursuant to the resignation letter of Mr. Tran Van Que – Member of the
Supervisory Board.*

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval of the following matters under the authority of the General Meeting, regarding the personnel work of the Supervisory Board:

1. Submission to the General Meeting for the Dismissal of Mr. Tran Van Que from the Supervisory Board, upon his request for resignation from the position of Supervisory Board member.

2. Submission to the General Meeting of Shareholders: Nomination of One Candidate for the Supervisory Board for the 2024–2029 Term.

The nominated candidate is Ms. Nguyen Thi Thu Huyen, born on April 8, 1985; Citizen Identification No.: 033185000175, issued by the Ministry of Public Security on August 6, 2024.

She holds a Bachelor's degree and is nominated to serve as a Member of the Supervisory Board. (Attached: Curriculum Vitae)

We respectfully submit this proposal to the General Meeting of Shareholders for consideration and approval.

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



Ngo Trong Vinh



THE SOCIALIST REPUBLIC OF VIETNAM

Independence - Freedom – Happiness

RESIGNATION LETTER

To: - The General Meeting of Shareholders of Education Book Joint Stock Company in Hanoi
- The Board of Directors of Education Book Joint Stock Company in Hanoi

My name is: Tran Van Que

Date of birth: June 10, 1981

Citizen ID No.: 001081027310

Date of issue: April 29, 2021

Place of issue: Department of Administrative Management of Social Order – Ministry of Public Security

Currently, I am serving as a member of the Supervisory Board of the Education Book Joint Stock Company in Hanoi.

I hereby respectfully request the General Meeting of Shareholders and the Board of Directors of the Education Book Joint Stock Company in Hanoi to approve my resignation from the position of Member of the Supervisory Board, effective from April 9, 2025.

Reason: To comply with the assignment policy of the Vietnam Education Publishing House for other duties.

I would like to sincerely thank the esteemed shareholders and the Board of Directors for their trust and support during my tenure.

Respectfully,

Hanoi, April 09, 2025

Recipients:

- As above;
- VNEPH (for reporting purposes).

The applicant


Trần Văn Quê



**MINISTRY OF EDUCATION AND TRAINING
VIETNAM EDUCATION PUBLISHER**

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

No.: **786** /NXBGDVN-TCNS

Hanoi, April **11** 2025

*Regarding the nomination of candidates to participate in
the Supervisory Board*

To : - The Organizing Committee of the 2025 Annual General Meeting of Shareholders
- Education Publishing Joint Stock Company in Hanoi

Vietnam Education Publishing House is a shareholder of the Education Publishing Joint Stock Company in Hanoi:

- Enterprise Registration Number: 0100108543, first registered on January 19, 2004; 12th amendment registered on May 15, 2024.
- Issuing authority: Department of Planning and Investment of Hanoi City.
- Number of shares held: 2,591,100 shares, representing 25.35% of the total shares with voting rights.

Pursuant to Resolution No. 19/NQ-HĐTV dated March 17, 2025, of the Board of Members of Vietnam Education Publishing House.

Vietnam Education Publishing House nominates candidates to participate in the election of members of the Supervisory Board for the term 2024 - 2029, as follows:

The Supervisory Board

1. Agree to dismiss Mr. Tran Van Que from the position of Member of the Supervisory Board, Head of the Finance and Accounting Department of Vietnam Education Publishing House (as per his resignation letter).

2. Nominate Ms. Nguyen Thi Thu Huyen, Specialist of the Finance and Accounting Department of Vietnam Education Publishing House, as a Member of the Supervisory Board of the Education Publishing Joint Stock Company in Hanoi.

(The candidate's curriculum vitae is attached)

Respectfully.

Recipients:

- As addressed;
- Board of Members, CEO, Chief Accountant, Supervisory Board, Chief of Staff;
- Vietnam Education Publishing House in Hanoi;
- The individuals listed above (for follow-up);
- P-Office;
- Save: Document Management, F&A Department, HR & Organization Department

GENERAL DIRECTOR

Nguyen Tien Thanh

Form 3: Curriculum Vitae completed by the candidate
(Attached with the Election Regulations)
THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

PERSONAL INFORMATION FORM

- 1) Full name: NGUYEN THI THU HUYEN Gender: Female
- 2) Date of birth: April 8, 1985
- 3) Place of birth: Hung Yen
- 4) Nationality: Vietnam
- 5) ID Number: 033185000175 Date of issue: August 6, 2024
Issuing authority: Ministry of Public Security
- 6) Permanent residence registration address: P2012 Park 8, Times City, Parkhill, No. 25, Alley 13 Linh Nam, Mai Dong, Hoang Mai, Hanoi;
- 7) Current address: P2012 Park 8, Times City, Parkhill, No. 25, Alley 13 Linh Nam, Mai Dong, Hoang Mai, Hanoi;
- 8) Professional qualification: Bachelor's Degree
- 9) Occupation: Accountant
- 10) Name and address of the legal entity I represent, and the proportion of capital I represent:
- 11) Number and percentage of shares held in other companies (specifically listed):
- 12) Professional training history:

Time	Educational institution	Major	Degree
August 2003- July 2007	Academy of Finance	Major in Finance – Banking	Good

13) Work experience

Time	Workplace	Job Position
From December 2008 to November 2009	Vietnam Education Publishing House	Trainee
From December 2009 to November 15, 2014	Vietnam Education Publishing House	Expert
From December 2009 to November 15, 2014	Mathematics and Youth Magazine - VNEPH	Chief Accountant
From December 16, 2019 to present	Vietnam Education Publishing House	Expert



14) Declaration of related persons

Full name/Name of related organization	Relationship with the declarant	ID Number/Business Registration Certificate, Date of issue, Issuing authority	Workplace	Job Position	Name of the company in which shares are held	Number of shares, percentage of shares held
Nguyen Van Luan	Father	033058002804 – Date of issue: June 25, 2021 – Department of Criminal Police, Ministry of Public Security	Hung Yen Publishing and Educational Equipment JSC	Chairman of the Board	Hung Yen Publishing and Educational Equipment JSC	10,24%
Nguyen Thi Lan	Mother	033157002051 – Date of issue: August 11, 2022 – Department of Criminal Police, Ministry of Public Security	Retired			
Tran Van Quynh	Father-in-law	033051005188 – Date of issue: August 13, 2021 – Department of Criminal Police, Ministry of Public Security	Retired			
Nguyen Thi Trach	Mother-in-law	Deceased in 2005				
Tran Viet Hoang	Husband	033082011470 – Date of issue: August 5, 2024 – Ministry of Public Security	Hung Yen Fire Safety and Construction Investment JSC	CEO	Hung Yen Fire Safety and Construction Investment JSC	
Tran Khanh Ly	Daughter	001310020078 – Date of issue: November 12, 2024 – Ministry of Public Security	Student at Le Ngoc Han Middle School	Student		
Tran Duy Quang	Son	Personal ID code: 001217066239	Student at Vinshool T35 Times City Primary School	Student		

I commit and take responsibility for the accuracy and truthfulness of the above information.

Confirmation from the competent authority

Hanoi, April 10, 2025

Declarant

(Signature, full name)

LIST OF INSIDERS AND RELATED PERSONS (INDIVIDUALS, ORGANIZATIONS) TO INSIDERS

No.	Full name	Securities trading account	Position in company/relationship with insider	ID card number/Business registration number	Date of issue	Place of issue	Contact address	Number of shares owned at the end of the period	End of period share ownership ratio (%)	Note
1	Nguyen Thi Thu Huyen		Board Member	033185000175	06/08/2024	Ministry of Public Security	P2012 Park 8, Times City, Parkhill, 25 Lane 13 Linh Nam, Mai Dong, Hoang Mai, Hanoi	0	0	
2	Tran Viet Hoang		Husband	033082011470	05/08/2024	Ministry of Public Security	P2012 Park 8, Times City, Parkhill, 25 Lane 13 Linh Nam, Mai Dong, Hoang Mai, Hanoi	0	0	
3	Tran Khanh Ly		Daughter	001310020078	12/11/2024	Ministry of Public Security	P2012 Park 8, Times City, Parkhill, 25 Lane 13 Linh Nam, Mai Dong, Hoang Mai, Hanoi	0	0	
4	Tran Duy Quang		Son	Mã định danh cá nhân: 001217066239			P2012 Park 8, Times City, Parkhill, 25 Lane 13 Linh Nam, Mai Dong, Hoang Mai, Hanoi	0	0	
5	Nguyen Van Luan		Father	033058002804	25/06/2021	Department of Administrative Police for Social Order	96 Nguyen Hue, Le Loi Ward, Hung Yen City, Hung Yen Province	0	0	
6	Nguyen Thi Lan		Mother	033157002051	11/08/2022	Department of Administrative Police for Social Order	96 Nguyen Hue, Le Loi Ward, Hung Yen City, Hung Yen Province	0	0	
7	Nguyen Duc Nam		Brother	033087001837	24/10/2023	Department of Administrative Police for Social Order	6 Lane 300 Bach Dang, Chuong Duong Ward, Hoan Kiem District, Hanoi	0	0	

Hanoi, April 25, 2025

Declarant



APPENDIX NO. 03

THE SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness

Hanoi, April 25, 2025

INFORMATION PROVISION/THE CIRCLE OF LIFE

Dear: - Committee Certificate kexchange State
- Stock Exchange kexchange Hanoi

1/ Full name: Nguyen Thi Thu Huyen

2/ Gender: Female

3/ Date of birth: 08/04/1985

4/ Place of birth: Hung Yen

5/ ID card number (or passport number): 033185000175 Date of issue: 06/08/2024
Place of issue: Ministry of Public Security

6/ Nationality: Kinh

7/ Ethnicity: Terrible

8/ Permanent address: Apartment 2012 Park 8, Times City Parkhill Urban Area, No. 25 Lane
13 Linh Nam, Mai Dong Ward, Hoang Mai District, City. Hanoi

9/ Phone number: 0905528998

10/ Email address: thuhuyen8485@gmail.com

11/ Current position at the organization is subject to information disclosure: Member of the
supervisory board

12/ Current positions held at other organizations: *Are not*

13/ Number of shares held: 0, accounting for 0% of charter capital, of which:

+ Representative (organization name is State/strategic shareholder/other organization) owns:

+ Individual ownership: 0

14/ Holding commitments (if any): *Are not*

15/ List of related persons of the declarant^{1*}: *attached Information provision form*

^{1*} Related persons as prescribed in Clause 34, Article 6 of the Law on Securities exchange June



16/ Related benefits for public companies and public funds (if any): Are not

17/ Conflicting interests with public companies and public funds (if any): Are not

I certify that the above statements are true. If they are false, I will take full responsibility before the law.

DECLARED

(Sign, write full name)



Related persons are stipulated in Article 34, paragraph 34 of the Law on Securities dated 29th June 2006

CANDIDATE AND ELECTION REGULATIONS

ADDITION OF MEMBERS TO THE SUPERVISORY BOARD FOR THE TERM 2024 -
2029

AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS
EDUCATION BOOK JOINT STOCK COMPANY IN CITY. HANOI

- Pursuant to Enterprise Law No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Charter of organization and operation of City Education Book Joint Stock Company. Hanoi;
- Based on the application for resignation of members of the Supervisory Board of Mr. Tran Van Que

2025 Annual General Meeting of Shareholders of Education Book Joint Stock Company in City. Hanoi (hereinafter referred to as the Congress) conducts the election of members of the Supervisory Board (BOS) term 2024 - 2029 according to the following contents:

Article 1: Scope of application

This regulation includes regulations on additional election of 1 member of the Supervisory Board of Education Book Joint Stock Company in City. Hanoi at the Congress.

Article 2: Standards and conditions for being a member of the Supervisory Board

According to the provisions of Article 169 of the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020, members of the Supervisory Board must have the following standards:

- a) Not subject to the provisions of Clause 2, Article 17 of the Law on Enterprises;
- 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, Director or General Director and other managers;
- d) Not a company manager; not necessarily a shareholder or employee of the company, unless otherwise stipulated in the company charter;
- d) Other standards and conditions according to other provisions of relevant laws and the company's Charter.

Article 3: Subjects carrying out elections

Owners and authorized persons (hereinafter referred to as shareholders) have voting rights according to the list of shareholders finalized by Vietnam Securities Depository and Clearing Corporation on March 14, 2025.

Article 4: Nomination of candidates for the Supervisory Board

Nomination of candidates for the Supervisory Board: The number of members of the Supervisory Board is 03 people. The term of office of members of the Supervisory Board shall not exceed 05 years. Shareholders or groups of shareholders owning 05%

or more of the total number of common shares have the right to nominate candidates for the Board of Directors according to the provisions of the Company's Charter. Shareholders or groups of shareholders holding from 5% to less than 10% of the total voting shares may nominate one (01) candidate; From 10% to less than 30% can nominate up to two (02) candidates; from 30% to less than 40% can nominate up to three (03) candidates; from 40% to less than 50% can nominate up to four (04) candidates; From 50% to less than 60% can nominate up to five (05) candidates; from 60% to less than 70% can nominate up to six (06) candidates; from 70% to 80% can nominate a maximum of seven (07) candidates.

Article 5: Dossier for nomination and candidacy for members of the Supervisory Board

- Nomination and candidacy form for members of the Supervisory Board (according to the form attached to this Regulation).
- Curriculum vitae of the Supervisory Board candidate (according to the form attached to this Regulation).
- Notarized copies of documents: citizen identification, certification of professional qualifications and educational qualifications, if any.
- Candidacy and nomination documents should be sent to:
Education Book Joint Stock Company in Hanoi City
Address: Building D, 2nd floor, Vinaconex1 Office area, 289A Khuat Duy Tien, Trung Hoa Ward, Cau Giay District, Hanoi City.
Time: The Organizing Committee does not accept nominations or candidatures submitted after 1:30 p.m. April 14, 2025.

Article 6: Votes and recording votes

6.1. The list of candidates elected to the Supervisory Board is arranged in alphabetical order by name, with full names and full names written on the ballot.

6.2. Votes and vote recording:

- Ballots are printed uniformly, with total voting rights according to Shareholder Code;
- Shareholders are given ballots to vote for members of the Supervisory Board according to Shareholder Code (owner and/or authorized);
- In case of incorrect recording, shareholders request the Vote Counting Committee to change another vote;
- Shareholders must personally record the number of voting rights for each candidate in that candidate's blank box on the ballot.

6.3. Invalid vote cases:

- The form does not follow the prescribed form and does not have the EBS seal;
- Votes crossed out, corrected, or added names that are not on the list of candidates approved by the Congress before voting;
- Votes whose total voting rights for the shareholder's candidates exceed the total voting rights held by that shareholder (including ownership and/or authorized rights);
- Election ballots are no longer intact.

Article 7: Election method and principle of cumulative voting

7.1. Voting to elect members of the Supervisory Board is carried out by secret ballot using cumulative voting method.

7.2. Voting rights are calculated according to the number of shares owned, or authorized, by the shareholder. Election results are calculated based on the number of voting shares of shareholders attending the General Meeting.

7.3. Each shareholder attending the General Meeting is entitled to use one (01) Vote to vote for members of the Supervisory Board corresponding to the number of shares owned, and/or authorized.

7.4. Each shareholder has a total number of voting rights corresponding to the total number of shares with voting rights (including the number of shares owned and authorized) multiplied by the number of elected members of the Supervisory Board (01). Specifically according to the following formula:

Elect members of the Supervisory Board

$$\boxed{\begin{array}{c} \text{Total voting} \\ \text{rights} \end{array}} = \boxed{\begin{array}{c} \text{Total number of} \\ \text{shares with voting} \\ \text{rights} \end{array}} \times \boxed{\begin{array}{c} \text{Number of elected} \\ \text{members of the} \\ \text{Supervisory Board (1)} \end{array}}$$

7.5. Shareholders can devote all of their total voting rights to one (01) candidate, or only take a portion of the total voting rights to vote for a number of candidates according to their confidence level, or not vote (abstain) provided that the total number of voting rights does not exceed the total number of voting rights that shareholder owns and is authorized to.

Article 8: Vote Counting Committee, voting and counting principles

8.1. Vote Counting Committee: Nominated by the Chairman and approved by the Congress. The Vote Counting Committee has the following duties:

- Introducing the content and how to record votes and ballots.
- Supervise the voting and election of shareholders at the General Meeting.
- Summarize the number of voting shares and elections for each content.
- Notify the results to the Chairman and the Congress Secretariat and announce the voting and election results before the Congress.

Members of the Vote Counting Committee are not allowed to be on the nomination list and run for election to the Supervisory Board.

8.2. Principles for voting and counting votes:

- The Vote Counting Committee checks the ballot box in the presence of shareholders.
- Voting begins when the distribution of election ballots is completed and ends when the last shareholder votes in the ballot box.
- Vote counting must be conducted immediately after voting ends.
- Vote counting results are made in writing and announced by the Head of the Vote Counting Committee before the Congress.

Article 9: Principles for election of members of the Supervisory Board

9.1. The principle of being elected as a member of the Supervisory Board for the 2024 - 2029 term is determined by the percentage of votes over the total number of shares with voting rights (including the number of shares owned and authorized) as the candidate with the highest votes.

9.2. In case there are two or more candidates with the same number of votes for members of the Supervisory Board, the person who owns/represents more EBS shares as of the time of closing the list of shareholders on March 14, 2025 will be selected.

Article 10: Preparation and announcement of Vote Counting Minutes

10.1. After counting the votes, the Vote Counting Committee must prepare a Vote Counting Minute. The content of the Vote Counting Minutes includes the following main contents: Vote Counting Committee; List of nominations; The total number of votes issued, the total number of votes received, the total number of valid votes, the total number of invalid votes correspond to the number of shares with voting rights (including the number of shares owned and authorized); Vote counting results and Elected List.

10.2. The minutes of vote counting must be announced before the Congress.

Article 11: Other regulations

Complaints about the voting and counting of votes will be resolved by the Chairman of the Congress and recorded in the minutes of the Congress meeting.

Article 12: Enforcement

This Regulation includes 12 (twelve) Articles, read publicly at the Congress and takes effect immediately after being voted for by the Congress.

Hanoi, April 25, 2025

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



Ngo Trong Vinh



ANNUAL GENERAL MEETING 2025
EDUCATIONAL BOOK JOINT STOCK COMPANY IN HANOI CITY



BALLOT
SUPERVISORY BOARD MEMBER
Term 2025 - 2029

Shareholder:

Registration Number:

Number of shares held:

Shares

Total number of voting shares:

Voting rights

List of candidates elected to the Board of Supervisors:

No.	Name	Number of voting rights
	Total:	

Note:

The number of additional members of the Supervisory Board elected is 01 person. Shareholders/shareholder representatives vote for which candidate, write the number of voting rights in the same row as that person, if they do not vote, leave the number of voting rights blank. (Shareholders/shareholder representatives read the Election Regulations carefully before filling out the ballot).

Hanoi, April 2025
**Shareholder/ Shareholder
representative**

Hanoi, April 25, 2025

No...../2025/BB

VOTE COUNTING MINUTES
ELEMENT OF NEW SUPERVISORY BOARD MEMBERS FOR THE TERM
2024 - 2029

Today, at 11:05 a.m, April 25, 2025 at building D, 2nd floor, Vinaoconex1 office area, 289A Khuat Duy Tien, Trung Hoa ward, Cau Giay district, city. Hanoi, members of the Vote Counting Committee include:

1. Mr. Nguyen Duy Cuong - Head of the Committee
2. Ms. Nguyen Thi Hoa - Member
3. Ms. Nguyen Quynh Hoa - Member

The Vote Counting Committee has counted votes to elect new members of the Supervisory Board for the 2024 - 2029 term. Due to Mr. Tran Van Que's resignation from his position as member of the Supervisory Board at the 2025 Annual General Meeting of Shareholders of Education Book Joint Stock Company in the City Hanoi.



Results of electing new members of the Supervisory Board for the 2024 - 2029 term

Vote counting results:

Total number of votes issued: **08** corresponding votes **8.911.383** shares held and authorized **8.911.383** total number of shares voted.

Total votes received: **08** corresponding votes **8.911.383** shares held and authorized **8.911.383** total number of shares voted.

In which: Number of invalid votes:...0... ..corresponds to0..... invalid votes

Number of valid votes: **08** corresponding votes **8.911.383** shares held and authorized **8.911.383** total number of shares validly voted.

The number of valid votes is announced as follows:

No	Candidate's full name	Votes	Ratio %
1	Nguyen Thi Thu Huyen	8.911.383	100%

Based on the Election Regulations and vote counting results mentioned above, the following men and women were elected members of the Supervisory Board for the 2024 - 2029 term of Education Book Joint Stock Company in Hanoi City as follows:

No	Full name	Note
1	Nguyen Thi Thu Huyen	

The vote counting will end at 11:30 a.m, April 25, 2025.

This Minutes consists of (02) two pages, which have been read, understood and agreed by all members of the Vote Counting Committee. The Head of the Vote Counting Committee represents and announces the vote counting results to the Congress. The Vote Counting Committee handed over all votes and minutes to the Chairman of the Congress.

MEMBERS OF THE COUNTING COMMITTEE

Prefect



Nguyen Duy Cuong




Nguyen Quynh Hoa



Nguyen Thi Hoa

**MINUTES OF THE 2024 GENERAL ASSEMBLY OF SHAREHOLDERS
EDUCATION BOOK JOINT STOCK COMPANY IN HANOI CITY**

No: 01/2025/DHĐCD-BB

I. TIME AND LOCATION

- **Time:** At 09:00 on April 25, 2025
- **Location:** At the Hall of Education Book Joint Stock Company in Hanoi City - Building D, 2nd floor of Vinaconex 1 office area, 289A Khuat Duy Tien, Trung Hoa Ward, Cau Giay District, City. Hanoi.

II. CONGRESS PARTICIPANTS

Representatives of Vietnam Education Publishing House, Representatives of Education Publishing House in Hanoi and 07 representative shareholders owning and authorized 8,911,383 shares (accounting for 89.4% of the total voting shares) attended the congress.

III. CONGRESS DEVELOPMENTS

1. Congress content

- The Organizing Committee organizes registration of delegates to attend the Congress.
- Representative of the Shareholder Qualification Inspection Committee reports on the Minutes of checking the shareholder's eligibility to attend the General Meeting.
- Results of checking shareholder status:
 - + Total number of shareholders attending and authorized: 07 shareholders.
 - + Total number of shares 8,911,383 shares (accounting for 89.4% of the Company's outstanding shares).
- + Based on the Company's charter and current regulations, the 2025 Annual General Meeting of Shareholders is eligible to proceed.
 - Opening statement.
 - Saluting the flag.
 - Introducing the participants of the Congress.

- Introduce the members of the Presidium, Secretariat, and Shareholder Eligibility Inspection Committee for the General Meeting to vote for approval as follows:

Presidium:

1. Mr. Ngo Trong Vinh: Chairman of the Board of Directors of the Company
- Chairman of the Congress
2. Mr. Nguyen Thanh Tung: General Director of the Company

Secretary of the Congress:

1. Ms. Nguyen Thi Hoa - Head of department
2. Ms. Vu Nguyen Lan Phuong - Commissioner

Shareholder Status Inspection Committee:

1. Ms. Nguyen Thi Hoa - Head of department
2. Mr. Nguyen Khac Qua - Commissioner.
3. Ms. Vu Thi Hong Ngan - Commissioner.

Vote Counting Committee:

1. Mr. Nguyen Duy Cuong - Head of Department
2. Ms. Nguyen Thi Hoa - Commissioner
3. Ms. Nguyen Quynh Hoa - Commissioner

The Congress voted to approve it with a rate of 100%.

2. Conduct the Congress

- The Presidium approved the working program, working regulations and voting regulations, with 100% approval.

- Mr. Ngo Trong Vinh - Chairman of the Board of Directors, on behalf of the Board of Directors, reported on the situation of direction and direction in production and business activities in 2024 and the direction of operations in 2025.

- Mr. Nguyen Thanh Tung - General Director of the Company, on behalf of the Board of General Directors, reported production and business results in 2024 and production and business plan for 2025.

- Mr. Nguyen Trong Ha - Head of the Supervisory Board presented the Supervisory Board's report on the operating situation in 2024, the supervision of the Board of Directors and the Board of General Directors in 2024 and the 2025 operating plan.

- Mr. Ngo Trong Vinh - Chairman of the Board of Directors presented a Proposal asking the General Meeting of Shareholders for approval on a number of contents at the Congress.

- Mr. Ngo Trong Vinh - Chairman of the Board of Directors presented a Proposal asking the General Meeting of Shareholders to approve the Company lending an amount greater than 35% of the total value of the Company's assets recorded in the most recent financial report.

- Mr. Ngo Trong Vinh - Chairman of the Board of Directors presented the Proposal asking for the opinion of the General Meeting of Shareholders to approve the dismissal and additional election of 01 member of the Supervisory Board.

The Presidium asked for the opinion of the General Meeting of Shareholders to approve the group of shareholders Ms. Bui Thi Thu Lan with a total share of 2,593,100 shares to nominate and elect 01 candidate to join the Supervisory Board member for the 2024 - 2029 term, Ms. Nguyen Thi Thu Huyen.

- The Congress discusses and approves issues presented to the Congress.

3. Discussion

Ms. Bui Thi Thu Lan - Authorized representative according to document No. 803/NXBGDVN of Vietnam Education Publishing House dated April 21, 2025 and representing 01 capital representative of Vietnam Education Publishing House(VNEPH), Mr. Nguyen Thanh Tung, spoke and voted at the Congress as follows:

- Production and business results in 2024: Approval of separate financial statements and consolidated financial statements in 2024 of Education Book Joint Stock Company in City. Hanoi has been audited by AAC Auditing and Accounting Company Limited.

- Approve the Report of the Board of Directors; Report on the results of production and business activities in 2024 and the direction and tasks of the 2025 production and business plan of the Board of General Directors; Report on the activities of the Supervisory Board.

- Approved the after-tax profit distribution plan for 2024, specifically:

+ 8% dividend/par value of 1 share: 7,972,467,200 VND

+ Bonus fund, welfare fund: 50,747,444 VND

+ Executive Board reward fund: 50,747,444 VND

+ Development investment fund: 50,747,443 VND

- Approve the remuneration of the Board of Directors, the Supervisory Board, and the salary unit price implemented in 2024.

- Approved the parent company's 2025 business plan targets, details as follows:

+ Total Revenue: minimum from 84.8 billion VND.

+ Profit before tax: minimum from 10.5 billion VND.

+ Dividend rate: minimum from 8.5%

- Regarding salary and remuneration of the Board of Directors and Supervisory Board in 2025: Agree on the policy on the basis of ensuring completion of revenue, profit and dividend targets approved by the General Meeting of Shareholders and compliance with current regulations of the law. Recommend that the Board of Directors and the Board of Management of the Company make expenditures and proactively adjust and reduce salaries and remunerations of the Board of Directors and the Board of Supervisors (if necessary) when the plan approved by the General Meeting of Shareholders is not completed.

- Regarding the selection of audit unit in 2025: Assign the Board of Directors of the Company to select an audit unit that meets the standards and capacity according to regulations of the Ministry of Finance to audit semi-annual financial statements, financial statements, consolidated financial statements in 2025 and disclose information according to regulations.

- Regarding the Company's loan to EBS Solar Vietnam Energy Joint Stock Company of an amount greater than 35% of the total assets recorded on the most recent financial statements: Not approved, the loan must comply with current provisions of law, the Company's Charter, and in accordance with the Company's registered business lines.

Regarding personnel of the Supervisory Board for the 2024 - 2029 term, VNEPH nominates and elects candidates to join the Supervisory Board as follows:

+ Agree to dismiss the position of Member of the Supervisory Board for Mr. Tran Van Que, Head of Finance - Accounting Department of Vietnam Education Publishing House (according to the resignation letter).

+ VNEPH nominated Ms. Nguyen Thi Thu Huyen, Finance and Accounting Department Specialist of Vietnam Education Publishing House as a Member of the Company's Supervisory Board.

4. Voting results

After the Congress, discuss and comment on reports and presentations at the Congress. The Congress unanimously voted:

4.1. Report to the Board of Directors, report to the Board of General Directors, report to the Supervisory Board in 2024 and operating direction in 2025, specific voting results are as follows:

Voting:

- Approval: 8 votes corresponding to 8,911,383 shares, accounting for 100%
- Disapprove: 0 votes corresponding to 0 shares, accounting for 0%
- Other opinions: 0 votes correspond to 0 shares, accounting for 0%

Conclusion: Approve the Board of Directors Report, the Board of General Directors report, the Supervisory Board report in 2024 and the operating direction in 2025.

4.2. Financial statements, revenue and profit in 2024 have been audited by AAC Auditing and Accounting Company Limited, profit distribution, salary unit price in 2024:

No.	Target	Result 2024 (Parent company)	Result 2024 (Consolidated)
1	Total revenue (net revenue, financial revenue, other income)	70.265.456.854	80.606.679.098
2	Profit before tax	9.521.304.414	16.713.253.179
3	Profit after corporate income tax	8.124.709.531	15.317.511.613
4	Dividend rate	8%	
	<i>Amount of dividend payment</i>	<i>7.972.467.200</i>	
5	Remaining profit	152.242.331	
6	Appropriation of funds	152.242.331	

Voting:

- Approval: 7 votes corresponding to 6,318,283 shares, accounting for 100%
- Disapprove: 1 votes corresponding to 2,593,100 shares, accounting for 29%
- Other opinions: 0 votes correspond to 0 shares, accounting for 0%

Conclusion: Through the financial statements, revenue and profit, profit distribution in 2024 have been audited by AAC Auditing and Accounting Company Limited, profit distribution, salary unit price in 2024.

4.3. Submit to the General Meeting of Shareholders for approval the expected production and business plan and salary unit price in 2025.

No.	Target	2025
1	Total revenue (net revenue, financial revenue, other income)	Minimum from 84.8 billion VND
2	Profit before tax	Minimum from 10.5 billion VND
3	Profit ratio (Profit before tax/Charter capital)	Minimum from 10.3%
4	Expected dividend (%/par value 10,000)	Minimum from 8.5%
5	Salary unit price	1,124 VND salary / 1,000 VND Profit before tax

Authorize the Board of Directors to invest in projects and companies with potential to promote effective use of the company's capital.

Voting:

- Approval: 8 votes corresponding to 8,911,383 shares, accounting for 100%
- Disapprove: 0 votes corresponding to 0 shares, accounting for 0%
- Other opinions: 0 votes correspond to 0 shares, accounting for 0%

Conclusion: Approve the production and business plan, salary unit price in 2025 and authorize the Board of Directors to invest in projects and companies with potential to promote the efficiency of capital use of the Company.

4.4. Submit to the Congress for approval the Board of Directors to decide on the selection of an auditing unit for the Company's semi-annual financial statements, annual financial statements and 2025 consolidated financial statements and carry out information disclosure according to regulations.

Voting:

- Approval: 8 votes corresponding to 8,911,383 shares, accounting for 100%
- Disapprove: 0 votes corresponding to 0 shares, accounting for 0%
- Other opinions: 0 votes correspond to 0 shares, accounting for 0%

Conclusion: Approve the authorization for the Board of Directors to select an auditing unit for the Company's semi-annual financial statements, annual financial statements and 2025 consolidated financial statements and carry out information disclosure according to regulations.

4.5. Submit to the Congress for approval the remuneration paid to the members of the Board of Directors, the Secretary of the Board of Directors and the Board of Supervisors of the Company in 2024 is: 279,600,000 VND. In there:

- Total remuneration of the Board of Directors: 225,600,000 VND.
- Total remuneration for the secretary of the BOD: 12,000,000 VND.
- Total remuneration of the Supervisory Board: 42,000,000 VND.

Approving the proposal on remuneration for members of the Board of Directors and Supervisory Board of Education Book Joint Stock Company in City. Hanoi in 2025 remains the same as in 2024 as follows:

- Remuneration of the Chairman of the BOD: 3,500,000 VND/month.
- Remuneration of Vice Chairman of the BOD: 2,800,000 VND/month.
- Remuneration for members of the BOD: 2,500,000 VND/person/month.
- Board of Directors secretary remuneration: 1,000,000 VND/person/month.
- Remuneration for the Head of the Supervisory Board: 1,500,000 VND/month.
- Remuneration for members of the SuB: 1,000,000 VND/person/month.

Remuneration for members of the Board of Directors and Supervisory Board is paid at the end of each month. If the plan is exceeded, the Board of Directors decides on the rate of additional remuneration for the Board of Directors and the Supervisory Board but must not exceed 20% of the increased profit.

Voting:

- Approval: 8 votes corresponding to 8,911,383 shares, accounting for 100%
- Disapprove: 0 votes corresponding to 0 shares, accounting for 0%
- Other opinions: 0 votes correspond to 0 shares, accounting for 0%

Conclusion: Approve the remuneration paid to the members of the Board of Directors, the secretary of the Board of Directors and the Board of Supervisors of the company in 2025. If it exceeds the plan, the Board of Directors decides on the additional rate of remuneration for the Board of Directors and the Board of Supervisors but not exceeding 20% of the increased profit.

4.6. The proposal asks the General Meeting of Shareholders to approve the Company lending an amount greater than 35% of the total value of the Company's assets recorded in the most recent financial report.

Voting:

- Approval: 7 votes corresponding to 6,318,283 shares, accounting for 71%
- Disapprove: 1 vote corresponds to 2,593,100 shares, accounting for 29%
- Other opinions: 0 votes correspond to 0 shares, accounting for 0%

Conclusion: Approving the Company lending an amount greater than 35% of the total value of the Company's assets recorded in the most recent financial report.

4.7 Proposal to the General Meeting of Shareholders for approval of the dismissal of Mr. Tran Van Que from the Supervisory Board

Voting

- Approval: 8 votes corresponding to 8,911,383 shares, accounting for 100%
- Disapprove: 0 votes corresponding to 0 shares, accounting for 0%
- Other opinions: 0 votes correspond to 0 shares, accounting for 0%

Conclusion: Approval of the dismissal of Mr. Tran Van Que from the Supervisory Board

4.8 Proposal asking for opinions of the General Meeting of Shareholders to approve the nomination of Ms. Nguyen Thi Thu Huyen born on: April 8, 1985; ID Card: 033185000175 Place of issue: Ministry of Public Security. Professional qualifications: bachelor as member of the Supervisory Board (with attached curriculum vitae).

Voting:

- Approval: 8 votes corresponding to 8,911,383 shares, accounting for 100%
- Disapprove: 0 votes corresponding to 0 shares, accounting for 0%
- Other opinions: 0 votes correspond to 0 shares, accounting for 0%

Conclusion: Approving the nomination of Ms. Nguyen Thi Thu Huyen as a member of the Supervisory Board for the term 2024 - 2029.

4.9 Approve the results of the additional election of 01 member of the Supervisory Board.

Ms. Nguyen Thi Thu Huyen was elected a member of the Supervisory Board with 8 votes, accounting for 100%.

Voting:

- Approval: 8 votes corresponding to 8,911,383 shares, accounting for 100%
- Disapprove: 0 votes corresponding to 0 shares, accounting for 0%
- Other opinions: 0 votes correspond to 0 shares, accounting for 0%

Conclusion: Approval of the results of the election of additional members of the Supervisory Board for the term 2024 - 2029.

5. Approve the Minutes and Resolutions of the 2025 Annual General Meeting of Shareholders

- The Secretariat read the Minutes of the 2025 Annual General Meeting of Shareholders. These minutes were fully and honestly recorded by the Secretary of the General Meeting, re-read before the Meeting and were 100% approved by the shareholder delegates attending the Meeting.

- The Secretariat reads the Resolution of the 2025 Annual General Meeting of Shareholders. The General Meeting votes 100% unanimously and approves the Resolution of the 2025 Annual General Meeting of Shareholders.

- The organizing committee announced the closing of the 2025 Annual General Meeting of Shareholders.

- The congress ended at 11:45 a.m. the same day.

CONGRESS SECRETARY



Nguyen Thi Hoa



Vu Nguyen Lan Phuong



CHAIRMAN

Ngo Trong Vinh

Receiving place:

- Dear shareholders;
- Board of Directors, Board of General Directors, Finance;
- Supervisory Board;
- Archives Documentation Office; Secretary of the BOD

No: 01/SGDHN

Hanoi, April 25, 2025

**RESOLUTION OF THE 2025 ANNUAL GENERAL MEETING OF
SHAREHOLDERS
EDUCATION BOOK JOINT STOCK COMPANY IN HANOI CITY**

- Pursuant to Enterprise Law 59/2020/QH14 approved by the National Assembly of the Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to Securities Law No. 54/2019/QH14 passed by the National Assembly of the Socialist Republic of Vietnam on November 26, 2019;
- Pursuant to the Charter of organization and operation of Hanoi Education Book Joint Stock Company (HAEBSCO);
- Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders dated April 25, 2025.

At 09:00 on April 25, 2025 at the Hall of Education Book Joint Stock Company in Hanoi City - Building D, 2nd floor of Vinaconex 1 office area, 289A Khat Duy Tien, Trung Hoa Ward, Cau Giay District, City. Hanoi, Education Book Joint Stock Company in Hanoi City conducted the 2025 annual shareholders' meeting. After listening to the reports and discussions of the meeting participants, the General Meeting of Shareholders unanimously approved the Resolution with the following contents:

RESOLUTION

Article 1. Through reports at the Congress:

- Report of the Board of Directors;
- Report of the Board of General Directors;
- Report on the activities of the Supervisory Board.

Article 2. Through the financial statements, revenue, profit, profit distribution in 2024 have been audited by AAC Auditing and Accounting Company Limited, profit distribution, salary unit price in 2024.



No.	Target	Result 2024 (Parent company)	Result 2024 (Consolidated)
1	Total revenue (net revenue, financial revenue, other income)	70.265.456.854	80.606.679.098
2	Profit before tax	9.521.304.414	16.713.253.179
3	Profit after corporate income tax	8.124.709.531	15.317.511.613
4	Dividend rate	8%	
	<i>Amount of dividend payment</i>	<i>7.972.467.200</i>	
5	Remaining profit	152.242.331	
6	Appropriation of funds	152.242.331	
7	Unit price of realized salary	918 VND salary / 1,000 VND Profit before tax	

Article 3. Through the production and business plan, salary unit price in 2025 and Authorizing the Board of Directors to invest in projects and companies with potential to promote the efficiency of capital use of the company.

No.	Target	2025
1	Total revenue (net revenue, financial revenue, other income)	Minimum from 84.8 billion VND
2	Profit before tax	Minimum from 10.5 billion VND
3	Profit ratio (Profit before tax/Charter capital)	Minimum from 10.3%
4	Expected dividend (%/par value 10,000)	Minimum from 8.5%
5	Salary unit price	1,124 VND salary / 1,000 VND Profit before tax

Article 4. Approve the authorization for the Board of Directors to decide on the selection of an auditing unit for the Company's semi-annual financial statements, annual financial statements and 2025 consolidated financial statements and carry out information disclosure according to regulations.

Article 5. Through total number Remuneration paid to members of the Board of Directors, Secretary of the Board of Directors and Board of Supervisors of the Company in 2024 is: 279,600,000 VND. In there:

- Total remuneration of the BOD: 225,600,000 VND.
- Total remuneration for the secretary of the BOD: 12,000,000 VND.
- Total remuneration of the Supervisory Board: 42,000,000 VND.

Approval of remuneration for members of the Board of Directors and Supervisory Board of Education Book Joint Stock Company in City. Hanoi in 2025 remains the same as in 2024 as follows:

- Remuneration of the Chairman of the BOD: 3,500,000 VND/month.
- Remuneration of Vice Chairman of the BOD: 2,800,000 VND/month.
- Remuneration for members of the BOD: 2,500,000 VND/person/month.
- Board of Directors secretary remuneration: 1,000,000 VND/person/month.
- Remuneration for the Head of the SuB: 1,500,000 VND/month.
- Remuneration for members of the SuB: 1,000,000 VND/person/month.

Remunerations for members of the Board of Directors and the Supervisory Board are paid at the end of each month. If the plan is exceeded, the Board of Directors decides on the rate of additional remuneration for the Board of Directors and the Supervisory Board but must not exceed 20% of the increased profit.

Article 6. The Company approves the extension of a loan to EBS Solar Vietnam Energy Joint Stock Company in an amount exceeding 35% of the Company's total assets as recorded in the most recent financial statements.

Article 7. Approval of the dismissal of Mr. Tran Van Que from the position of Member of the Supervisory Board.

Article 8. Approving the nomination of Ms. Nguyen Thi Thu Huyen as a member of the Supervisory Board for the 2024 - 2029 term.

Article 9. Approved the results of the additional election of 01 member of the Supervisory Board for the 2024 - 2029 term.

Article 10. Implementation Terms

This Resolution has been approved by the General Meeting of Shareholders and takes effect from April 25, 2025.

Board of Directors of Educational Book Joint Stock Company in City. Hanoi is responsible for carrying out the work authorized by the General Meeting of Shareholders in this Resolution, ensuring the benefits of shareholders and businesses and in accordance with the provisions of law.

**ON BEHALF OF BOARD OF DIRECTORS
CHAIRMAN**

Receiving place:

- VNEPH (for reporting);
- Hanoi Stock Exchange, State Securities Commission, Securities Center;
- Board of Directors, Board of Supervisors, Board of General Directors, Finance;
- Archives Documentation Office.



Ngo Trong Vinh