

DISCLOSURE OF INFORMATION

To: - **Hanoi Stock Exchange**
 - **State Securities Commission**

1. Company name: Vietnam Enterprise Investment and Development Joint Stock Company
Stock code: FID

Head Office: No. 24, 4th Floor, Office Area, Stellar Garden Building, 35 Le Van Thiem,
Thanh Xuan Trung Ward, Thanh Xuan District, Hanoi, Vietnam

Phone number: 02439 741 739 Fax: 02439 741 740

2. Information disclosure contents:

Vietnam Enterprise Investment and Development Joint Stock Company announces information on the Minutes and Resolutions of the 2025 Annual General Meeting of Shareholders and accompanying meeting documents.

3. This information is simultaneously published on the Company's website dated 24 June 2025 at the link: <http://vndi.vn/>.

We hereby commit that the above information published is true and take full legal responsibility for the content of the published information.

Attached documents:

- *Minutes of the 2025 Annual General Meeting of Shareholders;*
- *Resolution of the 2025 Annual General Meeting of Shareholders;*
- *Meeting documents.*

**LEGAL REPRESENTATIVE
GENERAL DIRECTOR**



BUI THUY LINH

MEETING MINUTES
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
VIETNAM ENTERPRISE INVESTMENT AND DEVELOPMENT JSC

I. COMPANY INFORMATION:

1. Company name: Vietnam Enterprise Investment and Development Joint Stock Company
2. Head Office: No. 24, 4th Floor, Office Area, Stellar Garden Building, 35 Le Van Thiem, Thanh Xuan Trung Ward, Thanh Xuan District, Hanoi, Vietnam
3. Business Registration Certificate: No. 0104782792 dated 03 August 2010 and the 17th Amendment dated 11 July 2022, issued by the Department of Planning and Investment of Hanoi.

II. TIME AND LOCATION:

1. Time: Start from 9 a.m, 24 June 2025.
2. Location: No. 24, 4th Floor, Office Area, Stellar Garden Building, 35 Le Van Thiem, Thanh Xuan Trung Ward, Thanh Xuan District, Hanoi, Vietnam

III. PARTICIPANTS:

1. Shareholders, representatives duly authorized by shareholders (according to the registration list);
2. Members of the Board of Directors, Board of Supervision, Executive Board, and employees of the Company.

IV. OPENING OF THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS:

1. Mr. Do Duc Cuong - Head of the Shareholders' Qualification Examination Board presents the Minutes of the shareholders' qualification examination to attend the 2025 Annual General Meeting of Shareholders of Vietnam Enterprise Investment and Development Joint Stock Company taking place on 24 June 2025 ("General Meeting"/"Shareholders' Meeting"):
 - Total number of shareholders of the Company at the time of closing the list to have the right to attend the 2025 Annual General Meeting of Shareholders (5 May 2025): 2,660 shareholders, representing 24,715,958 shares with voting right of the Company.



- Total number of shareholders invited to attend the Meeting: 2,660 shareholders, representing 24,715,958 shares with voting right of the Company.
- Each common share has voting rights corresponding to one (01) vote at the General Meeting.
- At 9:00 a.m. on 24 June 2025, the total number of shareholders attending the General Meeting (including shareholders attending in person and through proxy): 03 shareholders, representing 8.458.808 votes, accounting for **34,22%** of the total number of votes of Vietnam Enterprise Investment and Development Joint Stock Company.

Pursuant to the Enterprise Law and the Charter of Vietnam Enterprise Investment and Development Joint Stock Company, the 2025 Annual General Meeting of Shareholders of the Company **is eligible to be held.**

2. Introduction of the Board of Management and the Vote Counting Committee:

Mr. Ha Xuan Truong - Chairman of the Board of Management of the Company chaired the Meeting according to regulations. The Chairman of the Meeting introduced the Board of Management and the Meeting Counting Committee as follows:

a. Board of Management:

- Mr. Ha Xuan Truong - Chairman of the Board of Management of the Company - Chairman of the Meeting;
- Ms. Bui Thuy Linh - Member of the Board of Management and General Director of the Company - Member;
- Mr. Pham Tuan Khanh – Member of Board of Directors – Member.

b. Vote Counting Committee

- Mr. Do Duc Cuong - Head of the Board;
- Mr. Hoang Le Duong - Member;

The Presidium and the Vote Counting Committee were unanimously approved by the General Meeting of Shareholders with **100%** of the total votes of all shareholders attending and voting at the meeting in favor.

3. The Chairman appoints the Secretary of the Meeting:

- Ms. Vu Thi Thuy - Meeting Secretary

4. Ms. Vu Thi Thuy - Secretary of the General Meeting presented the Regulations on organizing the 2025 Annual General Meeting of Shareholders of Vietnam Enterprise Investment and Development Joint Stock Company.

The Regulations for organizing the 2025 Annual General Meeting of Shareholders were unanimously approved by the General Meeting of Shareholders with **100%** of the total votes of all shareholders attending and voting at the meeting in favor.

5. Approval of the 2025 Annual General Meeting of Shareholders program

The Chairman of the Meeting presented the Meeting program, specifically as follows:

Content 1. Report on the Board of Management' activities in 2024 and the plan for 2025.

Content 2. Report on the Board of Directors' business activities in 2024 and the plan for 2025.

Content 3. Report on the Board of Supervision' activities in 2024 and the plan for 2025.

Content 4. Proposal to approve the audited separate and consolidated financial statements in 2024.

Content 5. Proposal to select an auditing unit in 2025.

Content 6. Proposal to pay remuneration to the Board of Management and the Board of Supervision in 2024 and the payment plan for 2025; Profit distribution plan in 2024 and expected for 2025.

Content 7. Proposal to dismiss and elect replacement members of the Board of Directors and members of the Board of Supervision.

Content 8. Proposal to introduce candidates to replace members of the Board of Management and members of the Board of Supervision

The meeting program was unanimously approved by the General Meeting of Shareholders with 100% of the total votes of all shareholders attending and voting at the meeting in favor.

V. CONTENTS OF REPORTS AND PRESENTATIONS

1. The meeting participants listened to Ms. Bui Thuy Linh - Member of the Board of Directors and General Director present:
 - Report on the Board of Management' activities in 2024 and the plan for 2025 (According to Report No. 01/2025/BC-HĐQT-FID).
 - Report on the Board of Directors' business activities in 2024 and the plan for 2025 (According to Report No. 01/2025/BC-BTGD-FID);
 - Proposal for approval of the audited separate and consolidated financial statements in 2024 (According to Proposal No. 01/2025/TTr-HĐQT-FID).
2. The meeting participants listened to Ms. Hoang Tuyet Lan - Head of the Board of Supervision present:
 - Report on the activities of the Board of Supervision in 2024 and the plan for 2025 (According to Report No. 01/2025/BC-BKS-FID);

- Proposal for selecting an auditing unit in 2025 (According to Proposal No. 02/2025/TTr-BKS-FID).
3. The meeting participants listened to Mr. Pham Tuan Khanh - Member of the Board of Management present:
- Submission on remuneration payment for the Board of Management and the Board of Supervision in 2024 and the payment plan for 2025; Profit distribution plan for 2024 and expected for 2025 (According to Submission No. 03/2025/TTr-HĐQT- FID);
 - Submission on dismissal and election of replacement members of the Board of Management and members of the Board of Supervision (According to Submission No. 04/2025/TTr-HĐQT- FID);
 - Submission on introduction of personnel to be elected to replace members of the Board of Management and members of the Board of Supervision (According to Submission No. 05/2025/TTr-HĐQT- FID).
4. The meeting participants listened to Mr. Do Duc Cuong - Head of the Vote Counting Committee present the Regulations for the election of members of the Board of Management and members of the Board of Supervision at the Company's 2025 Annual General Meeting of Shareholders.

The regulations for the election of members of the Board of Management at the Company's 2025 Annual General Meeting of Shareholders were unanimously approved by the General Meeting of Shareholders with 100% of the total votes of all shareholders attending and voting at the meeting in favor.

VI. DISCUSSION AND SHAREHOLDER COMMENTS

The Board of Management and the meeting participants listened to the opinions of the shareholders and discussed the contents of the reports and proposals presented at the Meeting. The Board of Management answered all questions from the shareholders. The Meeting agreed with the contents presented and explained at the Meeting and had no other comments.

VII. VOTING AND ELECTION

The Chairman directs the General Meeting to vote on the contents of the reports and proposals presented at the General Meeting and to vote for the members of the Board of Management.

The Vote Counting Committee guides shareholders on the voting and election rules.

After shareholders have completed casting their Voting and Election Ballots, the ballot boxes are moved to the counting area to conduct the vote counting.

During the working time of the Vote Counting Committee, the General Meeting takes a break.

VIII. VOTING AND ELECTION RESULTS

❖ Voting results

After the vote counting time ended, Mr. Do Duc Cuong - Head of the Vote Counting Committee announced to the entire Meeting the results of the voting counting as follows:

- Voting method: Voting by ballot.
- Each common share has voting rights corresponding to one (01) vote at the General Meeting.
- The total number of shareholders attending and voting at the General Meeting is 03 shareholders, representing 8.458.808 votes.

No.	Content	Result	Total votes	Rate (*)	Result	Total votes	Rate (*)
1	Board of Management's Report on 2024 Activities and 2025 Plan	Total	8.458.808	100%	Approved	8.458.808	100%
		Valid	8.458.808	100%	Disapproved	0	0%
		Invalid	0	0%	No comments	0	0%
2	Board of Directors' business performance report for 2024 and plan for 2025	Total	8.458.808	100%	Approved	8.458.808	100%
		Valid	8.458.808	100%	Disapproved	0	0%
		Invalid	0	0%	No comments	0	0%
3	Board of Supervision's performance report in 2024 and plan for 2025	Total	8.458.808	100%	Approved	8.458.808	100%
		Valid	8.458.808	100%	Disapproved	0	0%
		Invalid	0	0%	No comments	0	0%
4	Proposal to approve the audited separate and consolidated financial statements for 2024	Total	8.458.808	100%	Approved	8.458.808	100%
		Valid	8.458.808	100%	Disapproved	0	0%
		Invalid	0	0%	No comments	0	0%

No.	Content	Result	Total votes	Rate (*)	Result	Total votes	Rate (*)
5	Proposal for selecting an auditing unit in 2025	Total	8.458.808	100%	Approved	8.458.808	100%
		Valid	8.458.808	100%	Disapproved	0	0%
		Invalid	0	0%	No comments	0	0%
6	Proposal for remuneration payment for the Board of Management and Board of Supervision in 2024 and payment plan for 2025; Profit distribution plan for 2024 and expected for 2025	Total	8.458.808	100%	Approved	8.458.808	100%
		Valid	8.458.808	100%	Disapproved	0	0%
		Invalid	0	0%	No comments	0	0%
7	Proposal for dismissal and election of replacement members of the Board of Management and Board of Supervision	Total	8.458.808	100%	Approved	8.458.808	100%
		Valid	8.458.808	100%	Disapproved	0	0%
		Invalid	0	0%	No comments	0	0%
8	Proposal to introduce candidates to replace members of the Board of Management and Board of Supervision	Total	8.458.808	100%	Approved	8.458.808	100%
		Valid	8.458.808	100%	Disapproved	0	0%
		Invalid	0	0%	No comments	0	0%

(*) Calculated on the total number of votes of all shareholders attending and voting at the meeting.

Mr. Do Duc Cuong - Head of the Vote Counting Committee announced to the entire Meeting the results of the vote counting to elect replacement members of the Board of Management as follows:

❖ **Results of voting to replace members of the Board of Management**

- There are 02 candidates nominated by shareholders and introduced by the Board of Management for 02 positions as members of the Board of Management;
- Voting method: cumulative voting;
- Each common share has two (02) votes for members of the Board of Management;
- The total number of shareholders attending and voting at the General Meeting is 03 shareholders, representing 16.917.616 votes for members of the Board of Management.
- The number of valid votes is 16.917.616 votes.
- Number of invalid votes is 0 votes.
- Results of election to replace members of the Company's Board of Management:

No.	Full name	Position	Number of votes	Result
1	Nguyen Van Thien	Members of the Board of Management	8.458.808	Elected
2	Chu Duc Chien	Members of the Board of Management	8.458.808	Elected

❖ **Results of voting to replace members of the Board of Supervision**

- There is 01 candidate nominated by shareholders and introduced by the Board of Management for 01 position as a member of the Board of Supervision;
- Voting method: cumulative voting;
- Each common share has one (01) vote for a member of the Board of Supervision;
- The total number of shareholders attending and voting at the General Meeting is 03 shareholders, representing 8.458.808 votes for members of the Board of Supervision.
- The number of valid votes is 8.458.808 votes.
- Number of invalid votes is 0 votes.
- Kết quả bầu thay thế thành viên Ban kiểm soát Công ty:

No.	Full name	Position	Number of votes	Result
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1	Pham Thi Thuy Hang	Members of the Board of Supervision	8.458.808	Elected
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IX. CONTENT APPROVED BY THE MEETING

Based on the vote counting results, the Company Charter and the Enterprise Law, the following contents were approved by the 2025 Annual General Meeting of Shareholders:

1. **Approval of the Board of Management' 2024 Operational Report and 2025 Plan** (*According to attached Report No. 01/2025/BC-HĐQT-FID*) with 100% of the total votes of all shareholders attending and voting at the meeting in favor.
2. **Approval of the Board of Directors' Business Performance Report for 2024 and the 2025 plan** (*According to the attached Report No. 01/2025/BC-BTGD-FID*) with 100% of the total votes of all shareholders attending and voting at the meeting in favor.
3. **Approval of the 2024 Supervisory Board's Operational Report and 2025 Plan** (*According to the attached Report No. 01/2025/BC-BKS-FID*) with 100% of the total votes of all shareholders attending and voting at the meeting in favor.
4. **Approval of the audited separate and consolidated financial statements for 2024** (*According to the attached Submission No. 01/2025/TTr-HĐQT-FID*) with 100% of the total votes of all shareholders attending and voting at the meeting in favor.
5. **Approval of the proposal for selecting an auditing unit for 2025** (*According to attached proposal No. 02/2025/TTr-BKS-FID*) with 100% of the total votes of all shareholders attending and voting at the meeting in favor.
6. **Approval of the proposal for remuneration payment to the Board of Management and the Board of Supervision in 2024 and the payment plan for 2025; Profit distribution plan for 2024 and expected for 2025** (*According to attached proposal No. 03/2025/TTr-HĐQT-FID*) with 100% of the total votes of all shareholders attending and voting at the meeting in favor.
7. **Approval of the dismissal and election of replacement members of the Board of Management and the Board of Supervision** with 100% of the total votes of all shareholders attending and voting at the meeting in favor.
 - ❖ Approving the dismissal of members of the Board of Management for:
 1. Ms. Vu Thi Thuy - Member of the Board of Management
 2. Mr. Pham Tuan Khanh - Member of the Board of Management
 - ❖ Approval of the list of elected members of the Board of Management:
 1. Mr. Nguyen Van Thien - Member of the Board of Management

1. Mr. Chu Duc Chien - Member of the Board of Management

❖ Approving the dismissal of members of the Board of Supervision for:

1. Ms. Hoang Thi Tuyet Lan - Member of the Board of Supervision

❖ Approving the list of elected members of the Board of Supervision:

1. Ms. Pham Thi Thuy Hang - Member of the Board of Supervision

X. APPROVAL OF RESOLUTIONS AND MINUTES OF THE MEETING:

Ms. Vu Thi Thuy - Secretary of the General Meeting presented the Minutes and Resolution of the 2025 Annual General Meeting of Shareholders.

The Minutes and Resolution were unanimously approved by the General Meeting of Shareholders with 100% of the total votes of all shareholders attending and voting at the meeting in favor.

The Meeting closed at 11:00 a.m on the same day.

Recipient:

- Shareholders'
Meeting;

- Board of
Management,
Supervisory Board,
Executive Directors;

- Save office

- Information disclosure
according to
regulations

MEETING SECRETARY

VU THU THUY

CHAIRMAN



HA XUAN TRUONG



No.: 2406/2025/NQ-DHDCD

Hanoi, 24 June 2025

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
VIETNAM ENTERPRISE INVESTMENT AND DEVELOPMENT JSC

- Pursuant to the Enterprise Law No. 59/2020/QH14 issued on 17 June 2020 and documents, amendments, supplements, and instructions for implementation;
- Pursuant to the Securities Law No. 54/2019/QH14 dated 26 November 2019 and documents amendments, supplements, and instructions for implementation;
- Pursuant to the Charter of organization and operation of Vietnam Enterprise Investment and Development Joint Stock Company;
- Pursuant to the Minutes of the 2025 Annual General Meeting of Shareholders of Vietnam Enterprise Investment and Development Joint Stock Company dated 24 June 2025.

DECISION

Article 1. Approval of the Board of Management's 2024 Operational Report and plan for 2025 (According to attached Report No. 01/2025/BC-HDQT-FID)

Article 2. Approval of the Board of General Directors' Business Performance Report for 2024 and plan for 2025 (According to attached Report No. 01/2025/BC-BTGD-FID)

Article 3. Approval of the Board of Supervision's 2024 Operational Report and plan for 2025 (According to attached Report No. 01/2025/BC-BKS-FID)

Article 4. Approval of the 2024 Audited Financial Statements (According to attached Submission No. 01/2025/TTr-HDQT-FID)

Article 5. Approval of the proposal for selecting an auditing unit in 2024 (According to attached Proposal No. 02/2025/TTr-BKS-FID)

Article 6. Approval of the proposal for remuneration payment to the Board of Management and the Board of Supervision in 2024 and the payment plan for 2025; Profit distribution plan for 2024 and expected for 2025 (According to attached Proposal No. 03/2025/TTr-HDQT-FID)

Article 7. Approval of dismissal and election of replacement members of the Board of Management and the Board of Supervision

- ❖ Approval of dismissal to members of the Board of Management for:



1. **Ms. Vu Thi Thuy** - Member of Board of Management
 2. **Mr. Pham Tuan Khanh** – Member of Board of Management
- ❖ Approval of the list of elected members for the Board of Management:
1. **Mr. Nguyen Van Thien** – Member of Board of Management
 2. **Mr. Chu Duc Chien** - Member of Board of Management
- ❖ Approval of dismissal to members of the Board of Supervision for:
1. **Ms. Hoang Thi Tuyet Lan** – Member of Board of Supervision
- ❖ Approval of the list of elected members for the Board of Supervision:
1. **Ms. Pham Thi Thuy Hang** - Member of Board of Supervision

Article 8. Terms of implementation

This Resolution was approved by the 2025 Annual General Meeting of Shareholders of Vietnam Enterprise Investment and Development Joint Stock Company and takes effect from the signing date and promulgation.

The Members of the Board of Management, the Board of Supervision and the Board of General Directors are responsible for implementing this Resolution and organizing its implementation according to their functions and operations in accordance with the law provisions and the Company's charter.

Recipient:

- General Meeting of Shareholders;
- BOM, BOS, BOD;
- Save office;
- Publish information according to regulations

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



HA XUAN TRUONG



Hanoi, 24 June 2025

2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS AGENDA

- Time: 8:30 – 11:00, Friday, June May 2025
- Location: No. 24, 4th Floor, Office Area, Stellar Garden Building, No. 35 Le Van Thiem, Thanh Xuan Ward, Hanoi City, Vietnam.

Time	Contents
8h30 – 9h00	Welcome delegates to the meeting.
	Register shareholders to attend the meeting.
9h00 – 9h30	Statement of reasons and introduction of delegates
	Opening the General Meeting, Election of the Presidium, Voting Committee and Meeting Secretary
	Report on checking the qualifications of shareholders attending the General Meeting
	The Chairman introduces the Meeting Agenda; Approves the Meeting Organization Regulations
9h30 -10h00	Meeting content: <ul style="list-style-type: none">- Report on the Board of Management's activities in 2024 and plan for 2025;- Business performance report of the Board of General Directors in 2024 and plan for 2025;- Report on the Board of Supervision's activities in 2024 and plan for 2025;- Proposal for approval of the 2024 audited financial statements;- Proposal for selecting an auditing firm in 2025;- Report on remuneration payment for the Board of Management and the Board of Supervision in 2024 and payment plan for 2025; Profit distribution plan for 2024 and expected for 2025;- Proposal for dismissal and election of replacement members of the Board of Management and members of the Board of Supervision;- Proposal for introduction of candidates to replace members of the Board of Management and members of the Board of Supervision;- Other contents under the authority of the General Meeting of Shareholders (if any).
10h00 – 10h15	The General Meeting discussed and answered questions from shareholders.
10h15 – 10h30	Voting on issues submitted to the Meeting and election forms
10h30 – 10h40	Tea break
10h40 – 10h50	Announcement of voting results to approve issues submitted to the General Meeting and election results
10h50 – 10h55	Approval of Minutes and Resolutions of the General Meeting of Shareholders
10h55 – 11h00	Ending of the General Meeting



Time	Contents
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ON BEHALF OF THE MEETING
ORGANIZATION COMMITTEE

CHAIRMAN



HA XUAN TRUONG



Hanoi, 24 June 2025

REGULATIONS

ORGANIZING THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS OF VIETNAM ENTERPRISE DEVELOPMENT AND INVESTMENT JSC

CHAPTER I

GENERAL REGULATIONS

Article 1. Scope of application

Regulations on organizing the General Meeting of Shareholders used for organizing the 2025 Annual General Meeting of Shareholders of Vietnam Enterprise Investment and Development Joint Stock Company (FID).

Article 2. This Regulation specifically stipulates the rights and obligations of the parties participating in the Congress, the conditions and procedures for conducting the Congress.

Article 3. Shareholders and participating parties are responsible for implementing the provisions of this Regulation.

CHAPTER II

RIGHTS AND OBLIGATIONS OF PARTIES ATTENDING THE GENERAL MEETING

Article 4. Rights and obligations of shareholders attending the General Meeting of Shareholders

4.1. Conditions for attending the Congress:

All shareholders owning Company shares according to the shareholder list finalized by Vietnam Enterprise Investment and Development Joint Stock Company on 5 May 2025 or those duly authorized to attend.

4.2. Rights and obligations of eligible shareholders when attending the meeting:

- a. Shareholders or authorized individuals attending the General Meeting must bring the following documents:
 - Letter of invitation.
 - Identity card, Passport or other legal personal identification, copy of Business Registration Certificate.



- Original authorization letter (in case of being authorized to attend the General Meeting).

(In case the shareholder is an individual, the authorization document must be signed by that shareholder. In case the shareholder is a legal entity/organization, it must be stamped and signed by the legal representative of that legal entity/organization).

After presenting the above documents to the Shareholders' Qualification Examination Board, the shareholder or authorized person attending the General Meeting of Shareholders will receive a Voting Form/ Election Form (recording the shareholder's name and the number of shares with voting rights of that shareholder). The value of the Voting Form/ Election Form that the shareholder or authorized individuals attend the General Meeting with corresponds to the ratio of the number of voting shares that the shareholder owns or represents according to the registration to attend the General Meeting over the total number of shares with voting rights of the shareholders attending the General Meeting.

- b. Authorized by writing a proxy to attend and vote on his/her behalf at the General Meeting of Shareholders. The person authorized to attend the General Meeting may not re-authorize another person to attend the General Meeting.
- c. cShareholders attending the General Meeting who wish to express their opinions must obtain the consent of the Chairman, briefly speak and focus on the key issues that need to be discussed, in accordance with the approved agenda of the General Meeting. Issues that have been raised by previous participants must not be raised again to avoid duplication. Shareholders attending the General Meeting can also write down the contents on the Questionnaire and send it to the Secretariat.
- d. Have the rights to vote on all matters within the authority of the General Meeting of Shareholders as prescribed in the Company's Charter of Organization and Operation..
- e. Shareholders and shareholder representatives attending the General Meeting of Shareholders, after listening to the report on the contents to be approved, will discuss and approve by voting.
- f. During the General Meeting, shareholders must comply with the instructions of the Presidium, behave civilly and politely, and not cause disorder.
- g. Shareholders or authorized persons who arrive after the General Meeting has opened, after completing the registration procedures, are allowed to attend and vote on the remaining contents to be voted on according to the approved General Meeting agenda. In this case, the validity of the votes that have been conducted shall not be affected.

Article 5. Rights and obligations of the Chairman and the Presidium

5.1. The Chairman of the Board of Management shall chair or authorize another member of the Board of Directors to chair the meeting of the General Meeting of Shareholders, as approved by the General Meeting of Shareholders at the meeting.

5.2. Duties of the Presidium

- a. Conduct the activities of the General Meeting according to the program approved by the General Meeting. Carry out necessary tasks so that the General Meeting of Shareholders takes place in an orderly manner; reflecting the wishes of the majority of shareholders and shareholder representatives attending.
- b. Guide delegates and the General Meeting to discuss.
- c. Submit the draft and necessary contents for the General Meeting to vote on.
- d. Respond to issues requested by the General Meeting.

Article 6. Rights and obligations of the Shareholders' Qualification Examination Committee to attend the General Meeting

The Shareholders' Qualification Examination Committee was established by decision of the Company's Board of Management. The Committee is responsible for receiving documents from shareholders or authorized representatives attending the General Meeting of Shareholders in order to verify their eligibility and compare them against the finalized list of shareholders entitled to attend the meeting as at 5 May 2025. The Committee also distributes meeting materials, Voting Form/ Election Form. Prior to the official commencement of the General Meeting, the Committee reports to the meeting on the results of Shareholders' Qualification Examination Committee.

Article 7. Rights and obligations of the General Meeting Secretary

- 7.1. The Chairman appoints the Secretary at the General Meeting.
- 7.2. The Secretary performs support tasks as assigned by the Chairman, including:
 - a. Record fully and honestly the contents of the General Meeting.
 - b. Assist the Presidium in announcing the draft Minutes and Resolutions of the General Meeting and the Presidium's notice to shareholders upon request.
 - c. Receive shareholder questionnaires.

Article 8. Rights and obligations of the Voting Committee

- 8.1. The Chairman introduces the Voting Committee and organizes the voting for approval at the General Meeting.
- 8.2. The Voting Committee has the following duties:
 - a. Supervise the voting of shareholders or representatives attending the General Meeting.
 - b. Summarize the number of voting shares for each content and notify the results to the Chairman and the General Meeting Secretariat.
 - c. Receiving questionnaires from shareholders.

CHAPTER III

CONDUCTING THE GENERAL MEETING

Article 9. Conditions for conducting the General Meeting

The General Meeting of Shareholders is held when the number of shareholders attending the meeting represents more than 50% of the total number of shares with voting rights according to the list of shareholders of Vietnam Enterprise Investment and Development Joint Stock Company as of 5 May 2025.

Article 10. Order of the General Meeting

- 10.1. All shareholders attending the Meeting must be properly dressed
- 10.2. Shareholders entering the General Meeting room must sit in the correct position or area as specified by the General Meeting Organizing Committee. Strictly comply with the seating arrangement of the Organizing Committee.
- 10.3. No smoking in the General Meeting room.
- 10.4. Do not talk privately or use mobile phones during the General Meeting. Mobile phones must be turned off or not ringing.

Article 11. Method of voting to approve issues at the General Meeting

All contents in the agenda of the General Meeting must be approved by public voting of all shareholders attending the General Meeting by VOTING FORM according to the number of shares owned/represented and authorized. Each shareholder is given 01 VOTING CARD, 01 VOTING FORM and 02 ELECTION FORM stating: Name of Shareholder; Number of shares entitled to vote (owned/represented and/or authorized); Number of vote of the shareholder and stamped with the Company's seal.

11.1. VOTING CARDS: printed on white paper, used to vote on the following contents:

- a. Approval of the composition of the Presidium of the General Meeting;
- b. Approval of the Regulations on the organization of the 2025 Annual General Meeting of Shareholders;
- c. Approval of the Agenda;
- d. Approval of the composition of the Voting Committee;
- e. Approval of the Minutes and Resolutions of the General Meeting of Shareholders.

11.2. VOTING FORM: printed on blue paper, used to vote on contents according to reports and proposals.

- a. Valid voting forms:
 - Are the voting form issued by the Meeting Organization Committee, with the Company's seal.;
 - Voting form must not be torn, erased or scratched;

- With signature of confirmation of shareholder/authorized representative of shareholder participating in voting;
- Only mark (X) once for a voting content.
- b. Invalid voting forms:
 - Not issued by the Meeting Organization Committee.
 - Erase, edit content.
 - No signature of confirmation from shareholder/ authorized representative of shareholder attending.
 - No mark or more than one mark (X) for a voting content.
- c. Invalid voting forms will be void when counting votes.

11.3. ELECTION FOR BOARD OF MANAGEMENT MEMBERS: printed on yellow paper, used to elect Board of Management members.

11.4. ELECTION FOR BOARD OF SUPERVISION MEMBERS: printed on pink paper, used to elect Board of Supervision members.

Article 12. Approval of Resolutions of the General Meeting of Shareholders

Resolutions of the General Meeting of Shareholders on issues in the General Meeting are approved when approved by shareholders holding more than 50% of the total votes of all shareholders attending and voting at the meeting.

CHAPTER IV

END OF MEETING

Article 13. Minutes and Resolutions of the General Meeting of Shareholders

- 13.1. Minutes and Resolutions of the General Meeting of Shareholders must be completed and approved before the closing of the General Meeting.
- 13.2. Minutes and Resolutions of the General Meeting of Shareholders must be kept at Vietnam Enterprise Investment and Development Joint Stock Company.

Article 14. Implementation effect

This Regulation consists of 14 (fourteen) Articles, is read publicly before the General Meeting of Shareholders and takes effect immediately after being voted and approved by the 2025 Annual General Meeting of Shareholders..

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Recipient:

- As above;
- Save office.

ON BEHALF OF THE BOARD OF
MANAGEMENT
CHAIRMAN



HA XUAN TRUONG



Hanoi, 24 June 2025

REGULATIONS

ELECTION OF MEMBERS OF THE BOARD OF MANAGEMENT AND BOARD OF SUPERVISION AT THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS VIETNAM ENTERPRISE INVESTMENT AND DEVELOPMENT JSC

The 2025 Annual General Meeting of Shareholders of Vietnam Enterprise Investment and Development Joint Stock Company will conduct the election to replace members of the Board of Management and members of the Board of Supervision according to the following contents:

Article 1. Subjects of election

Shareholders owning shares with voting rights and authorized representatives of shareholders owning shares with voting rights according to the list of shareholders of Vietnam Enterprise Investment and Development Joint Stock Company as at 5 May 2025.

Article 2. Standards and conditions for becoming a member of the Board of Management and members of the Board of Supervision

1. Standards and conditions for membership in the Board of Management

Pursuant to Clause 1, Article 155 of the Enterprise Law No. 59/2020/QH14 dated 17 June 2020 (Enterprise Law) and implementing documents, members of the Board of Management must have the following standards and conditions:

- *Not subject to the right to establish and manage enterprises in Vietnam according to the provisions of the Enterprise Law of Vietnam.*
- *Have professional qualifications and experience in business administration or in the company's field, industry or business line and do not necessarily have to be a shareholder of the Company.*
- *A member of the Board of Management of a public company may concurrently be a member of the Board of Management of a maximum of 05 other companies.*

2. Standards and conditions for becoming a member of the Board of Supervision

Pursuant to the provisions of Article 169 of the Enterprise Law No. 59/2020/QH14 dated 17 June 2020; Article 286 of Decree No. 155/2020/ND-CP dated 31 December 2020 and implementing documents, members of the Board of Supervision must have the following standards and conditions:

- *Not subject to prohibition from establishing and managing enterprises in Vietnam according to the provisions of the Enterprise Law;*



- *Trained in one of the following majors: economics, finance, accounting, auditing, law, business administration or majors suitable for the business activities of the enterprise;*
- *Not a family relative of a member of the Board of Management, Directors or General Directors and other managers;*
- *Not a company manager; not necessarily a shareholder or employee of the company.*
- *Not working in the company's accounting or financial department;*
- *Not being a member or employee of an auditing firm approved to audit the company's financial statements in the previous 3 consecutive years.*

Article 3. Nomination of candidates for the Board of Management and Board of Supervision

1. Nominate candidates for the Board of Management

- a. Number of Board of Management members: The number of members of the Board of Management of Vietnam Enterprise Investment and Development Joint Stock Company elected to replace is 02 members.

b. Nominate candidates for the Board of Management

- *Shareholders holding common shares have the right to aggregate their voting rights to nominate candidates for the Board of Management. Shareholders or groups of shareholders holding from 5% to less than 10% of the total number of shares with voting rights may nominate (01) candidate; from 10% to less than 30% may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from 40% to less than 50% may nominate up to four (04) candidates; from 50% to less than 60% may nominate up to five (05) candidates; from 60% to less than 70% may nominate up to six (06) candidates; from 70% to 80% may nominate up to seven (07) candidates; and from 80% to less than 90% may nominate up to eight (08) candidates.*
- *In case the number of candidates for the Board of Management through nomination and candidacy is still not enough as required in Clause 5, Article 115 of the Law on Enterprises, the incumbent Board of Management shall introduce additional candidates or organize nominations in accordance with the provisions of the Company Charter, the Internal Regulations on Corporate Governance and the Operating Regulations of the Board of Management. The nomination of additional candidates by the incumbent Board of Management must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Management in accordance with the law provisions.*

2. Nominate candidates for the Board of Supervision

- a. Number of members of the Board of Supervision: The number of the Board of Supervision members of Vietnam Enterprise Investment and Development Joint Stock Company elected to replace is 01 member.

b. Nominate candidates for the Board of Supervision

- *Shareholders holding common shares have the right to aggregate their voting rights to nominate candidates for the Board of Supervision. Shareholders or groups of*

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shareholders holding from 5% to less than 10% of the total number of shares with voting rights may nominate (01) candidate; from 10% to less than 30% may nominate up to two (02) candidates; from 30% to less than 40% may nominate up to three (03) candidates; from 40% to less than 50% may nominate up to four (04) candidates; from 50% to less than 60% may nominate up to five (05) candidates; from 60% to less than 70% may nominate up to six (06) candidates; from 70% to 80% may nominate up to seven (07) candidates; and from 80% to less than 90% may nominate up to eight (08) candidates.

- In case the number of candidates for the Board of Supervision through nomination and candidacy is still not enough as required in Clause 5, Article 115 of the Enterprise Law, the incumbent Board of Supervision shall introduce additional candidates or organize nominations in accordance with the provisions of the Company's Charter, the Internal Regulations on Corporate Governance and the Regulations on the Operation of the Board of Supervisors. The nomination of additional candidates by the incumbent Board of Supervision must be clearly announced before the General Meeting of Shareholders votes to elect members of the Board of Supervision in accordance with the law provisions.

Article 4. Election forms and recording

4.1. List of candidates for the Board of Management and Board of Supervision

- Arranged in alphabetical order by name, full name written on the election forms.

4.2. Election forms and recording

- The election form is printed uniformly, with the total number of voting rights according to the shareholder code;
- Shareholders or authorized representatives are issued election forms for members of the Board of Directors, election forms for the Supervisory Board according to the shareholder code (ownership and/or authorization);
- In case of incorrect recording, shareholders may request the Election form Counting Committee to change the election form;
- Shareholders or authorized representatives must personally write the number of voting rights for each candidate in the blank box of that candidate on the election form.

4.3. Invalid election forms

- The election form does not follow the Company's prescribed form and does not have the Company's seal;
- The election form is crossed out, corrected, or has additional names that are not on the list of candidates approved by the General Meeting of Shareholders before voting;
- The election form has the total number of voting rights for the candidates of the shareholder exceeding the total number of voting rights held by that shareholder (including ownership and/or authorization rights).

Article 5. Election method and principle of cumulative voting

- Voting to elected members of the Board of Management and Board of Supervision shall be conducted by secret election form using the cumulative voting method.

- Each shareholder shall have a total number of votes corresponding to the total number of shares with voting rights (including the number of shares owned and authorized) multiplied by the number of members of the Board of Directors/Supervisory Board to be elected.
- A shareholder may cast all of his/her total votes for one (01) candidate, or divide the votes equally among all candidates, or only take a part/all of the votes to vote for a number of candidates, or not vote (abstain) provided that the total number of votes does not exceed the maximum number of votes that the shareholder owns/represents.

For example: Shareholder Nguyen Van A owns 1,000 shares of the Company, the number of members of the Board of Management to be elected is 02 members, on the ballot for members of the Board of Management of Shareholder Nguyen Van A, it is written:

- Total number of shares with voting rights: 1,000 shares
- Total number of votes: $1,000 \times 2 = 2,000$ votes
- Shareholder Nguyen Van A can equally divide his total number of votes to vote for candidates or concentrate all his total votes on one candidate or vote for candidates according to the number of votes equivalent to the level of trust or not vote provided that the total number of votes does not exceed 2,000 votes.

Article 6. Voting Committee, voting and counting principles

6.1. Voting Committee

- The Voting Committee is nominated by the Chairman and approved by the General Meeting of Shareholders;
- The Voting Committee is responsible for:
 - o Introduce the content and method of recording and distributing votes;
 - o Conduct vote counting;
 - o Announce election results before the General Meeting.
- Members of the Voting Committee must not be on the list of nominees and candidates for the Board of Management;

6.2. Principles of voting and counting

- The Voting Committee shall check the ballot box in the presence of shareholders;
- Voting shall begin when the distribution of ballots is completed and shall end when the last shareholder places his/her ballot in the ballot box;
- The vote counting shall be conducted immediately after the voting is completed;
- The vote counting results shall be recorded in writing and announced by the Head of the Voting Committee to the General Meeting.

Article 7. Principles for election of members of the Board of Management and Board of Supervision

The principle of election of members of the Board of Management and Board of Supervision is determined by the percentage of votes over the total number of voting shares

(including owned and/or authorized shares) from high to low, starting from the candidate with the highest number of votes until the number of members specified in this Regulation is sufficient. In case there are 02 or more candidates with the same number of votes for the final member of the Board of Management and Board of Supervision, the General Meeting will re-elect among the candidates with the same number of votes.

Article 8. Preparation and publication of the Minutes of Vote Counting

- After counting the votes, the Voting Committee must prepare the Vote Counting Minutes. The Vote Counting Minutes include the following main contents: Election Committee; List of nominees; Total number of votes issued, total number of votes collected, total number of valid ballots, total number of invalid ballots corresponding to the number of shares with voting rights (including the number of shares owned and/or authorized); Vote counting results, and List of winners.
- The Vote Counting Minutes must be announced before the General Meeting.

Article 9. Other provisions

Complaints about voting and vote counting will be resolved by the Chairman of the General Meeting and recorded in the minutes of the General Meeting of Shareholders.

Article 10. Implementation effect

This Regulation consists of 10 (ten) Articles, is read publicly at the General Meeting of Shareholders and takes effect immediately after being voted and approved by the 2025 Annual General Meeting of Shareholders.

Recipient:

- *As above;*
- *Save office.*

**ON BEHALF OF THE BOARD OF
MANAGEMENT**



HA XUAN TRUONG



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

On behalf of the Board of Management of Vietnam Enterprise Investment and Development Joint Stock Company, we would like to report to the 2025 Annual General Meeting of Shareholders on the implementation of the Board of Management's tasks in 2024.

I. RESULTS OF PERFORMANCE OF TASKS IN WORKING AREAS

1. Evaluation of production and business performance in 2024:

Based on the 2024 production and business plan approved by the 2024 Annual General Meeting of Shareholders, the Board of Management has assigned the plan to the Board of General Directors and specialized departments, and directed the implementation, with the following results:

Unit: VND

No	Items	2024 Plan	2024 Implementation	Ratio (%)
1	Total revenue	120,000,000,000	56,128,696,800	46.8%
2	Charter capital	247,159,580,000	247,159,580,000	100%
3	Profit after tax	1,200,000,000	7,949,790,294	662.5%
4	Dividends	0%	0%	/

(Source: Audited consolidated financial statements 2024)

II. ACTIVITIES OF THE BOARD OF MANAGEMENT IN 2024

The Board of Management operated in compliance with the Company's Charter, the Enterprise Law, the Securities Law and other relevant legal regulations. Meetings of the Board of Management were held regularly and in accordance with the Company's charter. The Board of Management closely followed the orientation set out in the Resolutions of the General Meeting of Shareholders and the Company's actual circumstances to provide guidance, oversight, and direction for the Company's operations in accordance with the approved Resolutions.

1. Members:

The Annual General Meeting of Shareholders in 2024 approved the dismissal and replacement election of a member of the Board of Management. The current number of members of the Board of Management is five (05), specifically as follows:



No	Full name	Position
1	Mr. Ha Xuan Truong	Chairman
2	Ms. Vu Thi Thuy	Member
3	Mr. Nguyen Duc Toan	Member
4	Ms. Bui Thuy Linh	Member
5	Mr. Pham Tuan Khanh	Member

2. Management and supervision performance of the Board of Management in 2024:

In 2024, the Board of Management held 07 meetings, issued Minutes and Resolutions as a basis for the Board of General Directors to implement production and business activities, specifically as follows:

- Resolution of the Board of Management approving the finalization of the list of shareholders attending the 2024 Annual General Meeting of Shareholders;
- Resolution of the Board of Management approving the dismissal and election of a replacement Chairman of the Board of Management;
- Resolution of the Board of Management approving the change of the time to hold the 2024 Annual General Meeting of Shareholders;
- Resolution of the Board of Management approving the change of the auditing unit for the separate and consolidated financial statements in 2023;
- Resolution of the Board of Management approving the contents of the 2024 Annual General Meeting of Shareholders;
- Resolution of the Board of Management approving the business performance results for the 2nd quarter of 2024;
- Resolution of the Board of Management approving the business performance results for the 3rd quarter of 2024.

3. Supervision of the Board of General Directors and Managers' activities:

With the role, responsibility and authority, the Board of Management of the Company has performed the tasks of supervision, direction and operation the Company in accordance with the law provisions, the Company's Charter and Resolutions of the General Meeting of Shareholders specifically as follows:

- The Board of Management always closely monitors the activities of the Board of General Directors and the Managers in the Company and promptly resolves arising issues under the authority of the Board of Management. Create favorable conditions for the management activities of the Board of General Directors and Managers in the Company.
- Require the General Director and Managers to strengthen the direction and regularly report to the Board of Management on monthly and quarterly production and business results to improve the efficiency of production and business activities.
- Supervise the direction and operation of production and business activities according to the Resolution of the General Meeting of Shareholders.

- All production and business activities are inspected and supervised by the Company's Board of Supervision and specialized departments to minimize risks in the best way.
- Direct the strict implementation of reporting and information disclosure regimes according to regulations.

In general, in 2024, the Board of General Directors of the Company clearly recognized the advantages and difficulties of the Company and was flexible in operating production and business activities. Based on the provisions of the Company Charter and the Board of Directors' Operating Regulations, the coordination between the Board of Management and the Executive Board is very close and effective in orienting development as well as resolving difficulties and problems in the Company's operations.

4. General assessment of the Board of Management's performance:

- The Board of Management has directed the amendment and supplementation of the Management Regulations to comply with the provisions of law and the Company's reality.
- The Board of Management has closely, promptly and regularly coordinated with the Board of General Directors and the Supervisory Board in directing the implementation of the Resolutions of the General Meeting of Shareholders and the Board of Management for the Company.
- All decisions of the Board of Management are discussed, fully, promptly and in accordance with regulations with the Board of Supervision and the Board of General Directors.
- The proposals of the Board of General Directors to the Board of Management are researched, discussed and promptly directed.
- The Company fully and promptly complies with the Resolutions of the General Meeting of Shareholders, the Board of Management and the regulations of the State.

5. Board of Management's remuneration report.

- The Company's Board of Management will not receive remuneration in 2024.
- The operating expenses, transactions, business expenses, etc. of the Board of Management during the year are carried out in accordance with the Company's regulations and rules.

6. Report on transactions between the company, subsidiaries, companies in which FID controls 50% or more of the charter capital with members of the Board of Management and related persons of such members; transactions between the Company and companies in which members of the Board of Management are founding members or business managers within the last 3 years before the transaction time:

None.

7. Activities of independent members of the Board of Management and results of independent members' assessment of the activities of the Board of Management:

- Activities of independent members of the Board of Management: Vietnam Enterprise Investment and Development Joint Stock Company has 01 independent member of the Board of Management, Mr. Nguyen Duc Toan. In 2024, the activities of the independent

members of the Board of Management were carried out in accordance with the provisions of the Company's Charter and relevant legal documents.

- Assessment of the independent members of the Board of Management on the activities of the Board of Management: In 2024, the Company's Board of Management held all Board of Management meetings in accordance with current laws, and issued Minutes and Resolutions as a basis for the Board of General Directors to carry out production and business activities.

III. TARGETS AND TASKS IN 2025

Inheriting and promoting the achievements, overcoming the remaining difficulties in 2024, the Board of Management of the Company is determined to strive to build a stable and sustainable development Company, overcoming the common difficulties of the Vietnamese economy in 2025 with the following main measures:

- Regularly inspect and supervise the implementation of signed contracts and the effective use of capital, ensuring the completion of the 2025 plan.
- Maintain weekly exchange of information between the Chairman of the Board of Management and non-directly managing members of the Board of Management to create unity and promote initiatives and ideas of members for the activities of the Board of Management and the Company.
- Maintain monthly meetings of the Board of Directors to propose timely and flexible policies and strategies, and resolve issues arising in the process of production and business operations.
- Draft the Company's development strategy.
- The Board of Management continues to direct and supervise the Company's Executive Board to complete and exceed the targets set for 2025 as follows:

Đơn vị tính: đồng

No	Items	2025 Implementation	2025 Plan
1	Total revenue	56,128,696,800	150,000,000,000
2	Charter capital	247,159,580,000	247,159,580,000
3	Profit after tax	7,949,790,294	1,500,000,000
4	Dividends	0%	0%

The above is the report of the Board of Management of Vietnam Enterprise Investment and Development Joint Stock Company summarizing the results of operations in 2024 and the direction of operations in 2025. We hope that our valued Shareholders will contribute practical ideas to help the Board of Management of the Company operate better and better and have the best strategy for the stable and sustainable development of the Company.

After the Annual General Meeting of Shareholders approves the report contents, the Board of Management will develop a specific roadmap and program in the spirit of innovation with drastic and thorough guidance measures to bring Vietnam Enterprise Investment and

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Development Joint Stock Company to sustainable development.

On behalf of the Board of Management, we would like to express our gratitude for the support and trust of all Shareholders in the past time.

Respectfully report to the General Meeting of Shareholders./.

Recipient:

- General Meeting of Shareholders;
- BOM, BOS, BOD;
- Save office;

ON BEHALF OF THE BOARD OF
MANAGEMENT
CHAIRMAN



HA XUAN TRUONG



**REPORT ON
SUMMARY OF PRODUCTION AND BUSINESS ACTIVITIES IN 2024
AND DIRECTIONS AND TASKS IN 2025**

PART I

RESULTS OF PRODUCTION AND BUSINESS TASKS IN 2024

I. Report of the Board of General Directors on the production and business situation in 2024

In 2024, the Board of General Directors of the Company has made efforts to implement and deploy production and business activities, closely following the Company's policies under the close direction of the Board of Management, in accordance with the orientation of the Resolution of the 2024 General Meeting of Shareholders.

1. Members, remuneration and operating expenses of the Board of General Directors

In 2024, the Company's Board of General Directors consists of 03 members: 01 General Director; 01 Deputy General Director and 01 Chief Accountant. In 2024, the Company's Board of General Directors has no member changes, specifically:

No	Full name	Position
1	Ms. Bui Thuy Linh	General Director
2	Mr. Ha Xuan Truong	Deputy General Director
3	Mr. Ngo Van Khanh	Chief Accountant

The remuneration of the Board of General Directors in the year is: VND 94,800,000. The operating expenses, transactions, business expenses, etc. of the Board of General Directors in the year are carried out in accordance with the Company's regulations and rules.

2. Business performance results in 2024

Implementing the Company's production and business plan for 2024, the Company's Board of General Directors reports to Shareholders the Company's business results as follows:

Unit: VND

No	Items	2024 Plan	2024 Implementation	Ratio (%)
1	Total revenue	120,000,000,000	56,128,696,800	46.8%
2	Charter capital	247,159,580,000	247,159,580,000	100%



3	Profit after tax	1,200,000,000	7,949,790,294	662.5%
4	Dividends	0%	0%	/

(Source: Audited consolidated financial statements 2024)

II. Evaluation of operating areas

1. Main production and business activities

In 2024, the global situation continued to evolve in a complex and unpredictable manner, with many risk and uncertainty factors. Military conflicts escalated, strategic competition among major powers intensified, and many countries adopted stronger trade protectionism measures. Public debt and budget deficits increased, major economies experienced downturns, and partial disruptions in global supply chains affected global peace, stability, and economic growth. In addition, natural disasters and extreme weather events severely impacted livelihoods and socio-economic development in many countries. However, the global economy has gradually stabilized as global goods trade improved, inflationary pressures eased, financial market conditions continued to loosen, and labor markets showed positive recovery. As at December 2024, most international organizations maintained or slightly raised their global economic growth forecasts by 0.1 to 0.3 percentage points compared to previous projections, estimating growth between 2.7% and 3.2%, which is equivalent to the growth rate of 2023. Domestically, Vietnam's GDP in 2024 was estimated to grow by 7.09% compared to the previous year, the fourth-highest growth rate in the 2011–2024 period, after 2018, 2019, and 2022. In terms of the added value contribution to the overall economy, the agriculture, forestry, and fisheries sector grew by 3.27%, contributing 5.37%; the industry and construction sector increased by 8.24%, contributing 45.17%; and the services sector expanded by 7.38%, contributing 49.46%. In 2024, the Company's consolidated revenue and profit after tax reached VND 56.13 billion (fulfilling 46.8% of the 2024 target) and VND 7.95 billion (achieving 662.5% of the 2024 target), respectively.

2. Investment activities

In 2023, the Company strengthened its investment governance efforts to maximize returns for the Company and its shareholders. On 20 April 2023, Vietnam Enterprise Investment and Development Joint Stock Company received Business Registration Certificate No. 2600377146 of Vietnam Industry Steel and Iron Joint Stock Company, issued by the Department of Planning and Investment of Phu Tho Province. Accordingly, Vietnam Industry Steel and Iron Joint Stock Company reduced its charter capital from VND 480,000,000,000 (four hundred eighty billion dong) to VND 200,000,000,000 (two hundred billion dong), resulting in FID's ownership percentage in the company increasing from 32.01% to 76.82%. Currently, the Company holds 1,536,400 shares in Vietnam Industry Steel and Iron Joint Stock Company, accounting for 76.82% of the total shares. As a result, Vietnam Industry Steel and Iron Joint Stock Company officially became a subsidiary of the Company as at 20 April 2023.

3. Financial and accounting performance

- Strictly comply with financial statements standards and promptly disclose information in accordance with information disclosure regulations to create transparency for shareholders.
- Develop good management measures and effectively use capital in the production and business process.

- Restructure human resources to proactively handle work related to financial, accounting, and capital.

4. Information disclosure and contents related to the stock market

- Regularly and irregularly disclose information to provide timely and transparent information to shareholders in accordance with current legal regulations.
- Strictly comply with regulations for enterprises listed on the stock market.

5. General assessment

2025 continues to be a difficult and challenging year for the Company as the economy is still suffering from many negative impacts of the global economic downturn. However, the Company's Board of General Directors have tried to find solutions and propose timely solutions to implement the plan set forth by the General Meeting of Shareholders. At the same time, with the efforts of the Board of General Directors and staff, the Company will propose solutions to solve outstanding problems, overcome difficulties and orient the right business strategy, creating a premise for the Company's development in the future. 2025 will be a year with many opportunities as the Government has proposed policies to support development and restore the economy to achieve a GDP growth rate of over 8%.

PART II BUSINESS PRODUCTION PLAN 2025

Based on the actual production and business situation, transitional work as well as the expected source of work to be contracted in 2025, the Company builds the 2025 plan targets and respectfully submits them to the General Meeting of Shareholders, specifically as follows:

I. KEY TASKS IN 2025

1. Main economic indicators:

The Board of General Directors respectfully submits to the General Meeting of Shareholders the implementation plan for 2025 as follows:

Unit: VND

No	Items	2024 Plan	2024 Implementation
1	Total revenue	56,128,696,800	150,000,000,000
2	Charter capital	247,159,580,000	247,159,580,000
3	Profit after tax	7,949,790,294	1,500,000,000
4	Dividends	0%	0%

2. Key tasks:

2.1. Production activities

The year 2025 is expected by the Company's Board of General Directors to be a year of significant improvement in scale and production and business activities. The Company focuses on the following key tasks:

- Trading sector: Continue to research and seek to trade products with high profit margins and fast turnover, as well as seek reputable and sustainable business partners.
- Real estate sector: Choose to invest in feasible real estate projects that are suitable for the Company.
- Strengthen and develop the field of leasing grinding and selection lines, actively seek reputable partners.
- Strengthen training, organize training sessions for workers to improve their skills to increase labor productivity and ensure product quality.

2.2. Investment activities

- Strengthen inspection and supervision of financial management, accounting and capital use throughout the company. Strengthen cash flow control, ensuring proper use.
- Focus on balancing and arranging capital sources to ensure sufficient capital for production and business activities, especially key activities.
- Regularly review debts, especially over-prepayments/over-prepayments/internal debts within the company and debts with customers.
- Evaluate investments and then propose the best plan to restructure these investments.

II. SOLUTIONS TO IMPLEMENT THE 2025 PRODUCTION AND BUSINESS PLAN

- Improve the Company's organizational and management model in a streamlined and efficient manner, enhancing competitiveness and reducing operating costs;
- Strengthen training for senior and middle-level managers by sending them to management and leadership courses. Focus on internal training for sales staff to improve performance. Supplement new, qualified human resources to serve business activities, especially managers and sales staff who are energetic and enthusiastic in their work;
- Strengthen the search for potential customers and new investment opportunities;
- Strengthen coordination between the Company's Board of Management, Board of Supervision and Board of General Directors to ensure that policies and decisions from the Board of Management are implemented promptly and most effectively;
- Be transparent in management and operation;
- Develop appropriate mechanisms and policies for each department in the Company to ensure effective promotion of employees' capacity;

The above information is the report on production and business results in 2024 and the production and business plan for 2025.

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

Recipient:

- General Meeting of Shareholders;
- BOM, BOS, BOD;
- Save office;

**ON BEHALF OF THE BOARD OF
GENERAL DIRECTORS
GENERAL DIRECTOR**



BUI THUY LINH



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

To: Annual General Meeting of Shareholders 2025

Vietnam Enterprise Investment and Development Joint Stock Company

- Pursuant to the Enterprise Law No. 59/2020/QH14 approved by the 14th National Assembly of the Socialist Republic of Vietnam on 17 June 2020;
- Pursuant to the Charter's Company of Vietnam Enterprise Investment and Development Joint Stock Company.
- Based on the working regulations of the Board of Supervision.

The Board of Supervision of Vietnam Enterprise Investment and Development Joint Stock Company (FID) would like to report to the 2025 Annual General Meeting of Shareholders on the inspection and supervision on production and business activities of the FID Board of Supervision in 2024 and the Board of Supervision's operation plan in 2025 as follows:

PART A: RESULTS OF INSPECTION AND SUPERVISION IN 2024

I. ACTIVITIES OF THE BOARD OF SUPERVISION IN 2024

1. Organization:

In 2024, the Company's Board of Supervision consists of 03 members: 01 Head of the Board and 02 Members of the Board of Supervision. In 2024, the Company's Board of Supervision has no member changes, specifically:

No.	Full name	Position
1	Ms. Hoang Thi Tuyet Lan	Head of Supervisory Board
2	Mr. Nguyen Huu Tho	Member of Supervisory Board
3	Mr. Nguyen Thanh Trung	Member of Supervisory Board

2. Operational situation of the Board of Supervision in 2024

- In 2024, the Board of Supervision held a meeting to assign tasks to each member of the Board of Supervision to perform the functions and tasks of the Board, and held a meeting to develop and supplement the 2024 operational plan. Also in 2024, the Board of Supervision held 02 meetings to summarize the activities of the period and propose a plan for inspection and supervision activities for the next period.
- After the General Meeting of Shareholders, the Board of Supervision made a supplementary plan for the year-end operation plan and held a meeting to assign tasks to each member of the Board of Supervision.
- The Board of Supervision has inspected and supervised all aspects of the Company's operations through attending meetings of the Board of Management and Board of General Directors and periodic documents and reports of specialized departments.
- Checking and monitoring compliance with the State's policies, laws, regulations of the Board of Management and Board of General Directors of the Company through reviewing and studying the Board of Management's Resolutions and the Board of General Directors' Decisions on business operations.
- Coordinating with UHY Auditing and Consulting LLC to supervise the implementation of the review of the separate and consolidated financial statements for the first 6 months of 2024 and the audit of the separate and consolidated financial statements for 2024.

3. Results of controlling the Company's management and operation activities:

The management of business and production activities by the Board of Management and Board of General Directors of the Company in 2024 was carried out in accordance with the Enterprise Law, the Company's Charter, Resolutions of the General Meeting of Shareholders and the Board of Management, as well as other relevant legal regulations.

In 2024, the Board of Management held 07 meetings to oversee the Company's operations. The Board of Management regularly monitored the implementation of issued resolutions and supervised the Company's performance through periodic reports submitted by the Board of General Directors. The Board of Management also provided direction, support, and favorable conditions for the Board of General Directors and Board of Supervision to fulfill their roles and responsibilities in accordance with applicable regulations.

The Board of General Directors has consistently worked with a high sense of responsibility and dedication. It has thoroughly assessed both favorable conditions and challenges, regularly carried out risk management to prevent losses and proactively anticipated potential opportunities. The Board of General Directors maintained decisive, flexible, and hands-on management across all activities of the Company. It promptly implemented measures and strategic decisions to overcome difficulties and actively expanded market reach. The Board of General Directors also applied effective solutions in human resource management, including personnel, salaries, bonuses, and corporate governance structure, in order to enhance autonomy and flexibility within departments and divisions. Furthermore, it mobilized and improved the efficiency of all available resources in terms of capital, assets, and labor, thereby strengthening the management apparatus and optimizing cost savings.



4. Report on the assessment of transactions among the Company, its subsidiaries, and companies in which FID holds more than 50% of charter capital, and members of the Board of Management, Board of General Director, other executives of the enterprise, and their related persons; transactions among the companies in which a member of the Board of Management, Board of General Directors, other executives of the enterprise is the Company's founders have served as managers within the past three years prior to the transaction time:

None.

5. Coordination among the Board of Supervision, Board of Management, Executive Board and shareholders:

- In 2024, the Board of Supervision closely coordinated with the Board of General Directors and the Executive Board in fulfilling its assigned functions and duties. The Board of Management and the Board of General Directors facilitated the Board of Supervision's work by providing relevant information and documents related to the Company's operations. The Board of Supervision was fully invited to attend meetings of the Board of Management and the Company's periodic briefing sessions.
- The Board of Supervision worked in close coordination with the Board of Management and the Board of General Directors in conducting inspections and oversight activities at subsidiaries as well as within the Company's executive apparatus. This collaboration enabled timely identification and resolution of existing issues, contributing to improved management efficiency and ensuring full compliance with prevailing regulations issued by State authorities.

6. Board of Supervision's income statement in 2024:

The Company's Board of Supervision will not receive remuneration in 2024.

II. RESULTS OF MONITORING THE IMPLEMENTATION OF THE 2024 PRODUCTION AND BUSINESS PLAN

1. Items for implementing production and business plans

Unit: VND

No	Items	2024 Plan	2024 Implementation	Ratio (%)
1	Total revenue	120,000,000,000	56,128,696,800	46.8%
2	Charter capital	247,159,580,000	247,159,580,000	100%
3	Profit after tax	1,200,000,000	7,949,790,294	662.5%
4	Dividends	0%	0%	/

(Source: Audited consolidated financial statements 2024)

2. Financial and accounting work

- Fully comply with the State's regulations and accounting principles. Complete financial statements and implement information disclosure regimes within the prescribed time.
- Provisions are carried out in accordance with financial and accounting regulations audited by UHY Auditing and Consulting Company Limited.
- The Board of Supervision has appraised the financial statements before auditing and the financial statements after auditing.
- Check the evidence verifying the information in the financial statements; assess compliance with current Accounting Standards and Regimes, applied accounting principles and methods as well as the overall presentation of the financial statements.
- Appraise each item on the financial statements; check accounting books, documents, inventory records of materials, assets, capital as at 31 December 2024; debt records and other related documents.
- Review the audit financial statements and management letter issued by the independent auditing firm.

After the assessment, the Board of Supervision commented:

In 2024, the company complied with the provisions of the Accounting Law, the Accounting System and Vietnamese Accounting Standards; at the same time, it was consistent with the characteristics of the company's production and business activities and management requirements. The preparation, circulation, use and preservation of accounting documents generally ensured legality, reasonableness and validity; the preparation, recording, use and preservation of accounting books were completed timely in accordance with the provisions of the current accounting system. The accounting reports were prepared in compliance with current accounting standards and regulations.

3. Labor and salary performance

- Average income of employees is VND 35,500,000 per person
- The company pays health insurance and social insurance in accordance with current regulations

III. RESULTS OF 2024 FINANCIAL STATEMENTS APPRAISAL.

- The financial statements fully reflect the company's production, business and financial activities, presented according to prescribed reporting forms.
- The financial statements have honestly and reasonably reflected in all material aspects the financial situation as at 31 December 2024.
- Recording, opening accounting books, classifying economic contents 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 in accordance with regulations on information disclosure on the stock market.
- The FID's 2024 separate and consolidated financial statements have been audited in accordance with the provisions of the Charter and the Resolution of the 2024 General Meeting of Shareholders, performed by UHY Auditing and Consulting Company Limited.

IV. CONCLUSION AND RECOMMENDATIONS

The Board of Supervision agrees with the Board of Management's Operating Report, the income statement, the Audited Financial Statements in 2024 and the Company's 2024 Profit Distribution Plan presented at the General Meeting.

In order to successfully complete the 2024 plan tasks, the Board of Supervision respectfully requests the Company's leadership to:

- Continue to strengthen the restructuring work towards efficiency, in accordance with actual conditions, closely following the Company's development strategy;
- Strengthen inspection and supervision work to enhance responsibility for the Company's departments and divisions.

PART B: BOARD OF SUPERVISION'S 2025 ACTIVITY PLAN

- Review the structure, functions and tasks of the internal control and audit department to consolidate the apparatus to suit FID's operations.
- Check compliance with policies, laws, regulations and guidance documents
- Check and monitor the implementation of the work of building regulations, rules and internal management procedures of FID.
- Check the organizational structure and labor of the unit, personnel appointment, labor recruitment, salary and income payment.
- Check and monitor the implementation of the unit's production and business plan for 2024 approved by the General Meeting of Shareholders. Check the implementation of statistical reports according to the regulations of the Departments/Offices and units regarding the timeliness and accuracy of data.
- Check and monitor the implementation of the plan to balance capital needs and cash flow plans to serve the unit's production and business activities in 2025.
- Conduct appraisal of the quarterly, semi-annual and annual financial statements in 2025.

The above information is a summary report on the Board of Supervision's performance in 2024 and the Board of Supervision's main operating directions in 2025.

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

Sincerely./.

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Recipient:

- General Meeting of Shareholders;
- BOM, BOS, BOD;
- Save office;

**ON BEHALF OF THE BOARD OF
SUPERVISION
HEAD OF BOARD**



HOANG THI TUYET LAN



No: 01/2025/TTr-HDQT-FID

Hanoi, 24 June 2025

PROPOSAL

(Re: Approval of Audited Separate and Consolidated Financial Statements for 2024)

To: Annual General Meeting of Shareholders 2025

Vietnam Enterprise Investment and Development Joint Stock Company

- Pursuant to the Enterprise Law No. 59/2020/QH14 approved by the 14th National Assembly of the Socialist Republic of Vietnam on 17 June 2020;
- Pursuant to the Securities Law No. 54/2019/QH14 approved by the 14th National Assembly of the Socialist Republic of Vietnam on 26 November 2019;
- Pursuant to the Charter's Company of Vietnam Enterprise Investment and Development Joint Stock Company.

Pursuant to the Resolution of the 2024 Annual General Meeting of Shareholders, the Board of Management of the Company has selected UHY Auditing and Consulting Company Limited to audit the 2024 Separate and Consolidated Financial Statements. The Board of Management respectfully submits to the General Meeting of Shareholders for approval of the audited 2024 Separate and Consolidated Financial Statements. The Company has disclosed information in accordance with regulations and posted the full text of the 2024 Separate and Consolidated Audited Financial Statements on the Company's website, including:

- + Balance sheet;
- + Income statement;
- + Cash flow statement;
- + Notes to financial statements.

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

Recipient:

- General Meeting of Shareholders;
- BOM, BOS, BOD;
- Save office;

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



HA XUAN TRUONG

PROPOSAL

(Re: the selection of an Auditing Firm in 2025)

To: Annual General Meeting of Shareholders 2025

Vietnam Enterprise Investment and Development Joint Stock Company

- Pursuant to the Enterprise Law No. 59/2020/QH14 approved by the 14th National Assembly of the Socialist Republic of Vietnam on 17 June 2020;
- Pursuant to the Securities Law No. 54/2019/QH14 approved by the 14th National Assembly of the Socialist Republic of Vietnam on 26 November 2019;
- Pursuant to the Charter's Company of Vietnam Enterprise Investment and Development Joint Stock Company.

The Board of Supervision (BOS) of the Company respectfully submits to the General Meeting of Shareholders (GMS) for approval of the plan to select an independent auditing firm to conduct the audit of the 2025 Semi-Annual Financial Statements and the 2025 Financial Statements of Vietnam Enterprise Investment and Development Joint Stock Company as follows:

- UHY Auditing and Consulting Co., Ltd;
- CPA Vietnam Auditing Co., Ltd.

We respectfully request the General Meeting of Shareholders to approve the authorization for the Board of Management to select a specific auditing firm from the above list.

In case of failure to negotiate with the auditing firms in the above list, the General Meeting of Shareholders authorizes the Board of Management to select another auditing firm with reputation, audit quality, appropriate auditing fees and qualified to provide auditing services approved by the State Securities Commission to audit public interest entities in 2025.

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

Recipient:

- General Meeting of Shareholders;
- BOM, BOS, BOD;
- Save office;

**ON BEHALF OF THE BOARD OF
SUPERVISION**

HEAD OF BOARD



HOÀNG THỊ TUYẾT LAN

No: 03/2025/TTr-HDQT-FID

Hanoi, 24 June 2025

PROPOSAL

(Re: remuneration payment to the Board of Management and Board of Supervision in 2024 and the payment plan for 2025; Profit distribution plan for 2024 and expected for 2025)

To: Annual General Meeting of Shareholders 2024
Vietnam Enterprise Investment and Development Joint Stock Company

- Pursuant to the Enterprise Law No. 59/2020/QH14 approved by the 14th National Assembly of the Socialist Republic of Vietnam on 17 June 2020;
- Pursuant to the Securities Law No. 54/2019/QH14 approved by the 14th National Assembly of the Socialist Republic of Vietnam on 26 November 2019;
- Pursuant to the Charter's Company of Vietnam Enterprise Investment and Development Joint Stock Company.

The Board of Directors of Vietnam Enterprise Investment and Development Joint Stock Company respectfully submits to the General Meeting of Shareholders for approval the remuneration payment plan of the Board of Management and Board of Supervision in 2024 and the remuneration plan of the Board of Management and Board of Supervision in 2025; the profit distribution plan for 2024 and the Company's 2025 profit distribution plan as follows:

1. Remuneration of the Board of Management and the Board of Supervision in 2024:

The Board of Management and the Board of Supervision will not receive remuneration in 2024.

2. Remuneration plan of the Board of Management and Board of Supervision in 2025:

Based on the Company's 2025 production and business plan, the Board of Management submits to the General Meeting of Shareholders for approval of the remuneration payment level for the Company's Board of Management and Board of Supervision in 2025 as follows:

- For professional members of the Board of Management and Board of Supervision, pay according to the Company's salary regulations;
- For non-professional members of the Board of Management and Board of Supervision, remuneration will be received when the Company completes its 2025 business plan;
- Specific remuneration levels will be submitted to the General Meeting of Shareholders for approval after the 2025 business results are available.



3. Profit distribution plan of 2024

The Board of Management submitted to the General Meeting of Shareholders for approval not to set up funds and not to pay dividends in 2024.

4. Profit distribution plan of 2025

Dividend payment and fund allocation plan for 2025: Authorize the Board of Management to implement based on the Company's 2025 business results.

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

Sincerely./.

Recipient:

- General Meeting of Shareholders;
- BOM, BOS, BOD;
- Save office;

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



HA XUAN TRUONG



No: 04/2025/TTr-HDQT-FID

Hanoi, 24 June 2025

PROPOSAL

*(Re: Dismissal and election of replacement members of the Board of Management and
Board of Supervision)*

To: Annual General Meeting of Shareholders 2025
Vietnam Enterprise Investment and Development Joint Stock Company

- Pursuant to the Enterprise Law No. 59/2020/QH14 issued on 17 June 2020 and documents, amendments, supplements, and instructions for implementation;
- Pursuant to the Securities Law No. 54/2019/QH14 dated 26 November 2019 and documents, amendments, supplements, and instructions for implementation;
- Pursuant to the Charter of Vietnam Enterprise Investment and Development Joint Stock Company;
- Based on the Resignation Letter of Ms. Vu Thi Thuy and Mr. Pham Tuan Khanh as members of the Board of Management and the Resignation Letter of Ms. Hoang Thi Tuyet Lan as member of the Board of Supervision.

Based on the Resignation Letter of the members of the Board of Management and Board of Supervision, pursuant to the provisions of the Enterprise Law, the Charter's Company, the Board of Management of Vietnam Enterprise Investment and Development Joint Stock Company respectfully submits to the General Meeting of Shareholders to vote for approval of the dismissal and election of replacement members of the Board of Management and Board of Supervision of the Company, specifically as follows:

1. Approving the dismissal of the Board of Management's members:
 - **Ms. Vu Thi Thuy**
 - **Mr. Pham Tuan Khanh**
2. Approving the dismissal of Ms. Hoang Thi Tuyet Lan from the position of Member of the Board of Supervision.
3. Approving the election to replace 02 members of the Board of Management and 01 member of the Board of Supervision at the 2025 Annual General Meeting of Shareholders.

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



Recipient:

- As above;
- Board of Management;
- Board of Supervision;
- Save office.

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

CHAIRMAN



HA XUAN TRUONG



Số: 05/2025/TTr-HĐQT-FID

Ha Noi, 24 June 2025

PROPOSAL

(Re: Nomination of personnel for election to replace members of the Board of Directors and the Supervisory Board)

**To: The 2025 Annual General Meeting of Shareholders
Vietnam Enterprise Investment and Development Joint Stock Company**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to the Law on Securities No. 54/2019/QH14 dated November 26, 2019;
- Pursuant to the Charter of Vietnam Enterprise Investment and Development Joint Stock Company.

Pursuant to the provisions of law and the Company's Charter, the Board of Directors has notified shareholders of the criteria, conditions, procedures, and timeline for nominating/self-nominating candidates for election to the Board of Directors as replacements at the 2025 Annual General Meeting of Shareholders of Vietnam Enterprise Investment and Development Joint Stock Company.

By the end of the prescribed period, the Organizing Committee of the General Meeting of Shareholders had received nomination/self-nomination documents for candidates to be elected as replacements to the Board of Directors from shareholders and groups of shareholders. The Organizing Committee reviewed the list of candidates in accordance with the criteria and conditions stipulated in the Company's election regulations. Based on this, the Board of Directors respectfully submits to the General Meeting of Shareholders for approval the list of candidates (nominated by eligible shareholders/groups of shareholders) for election as replacement members of the Board of Directors, as follows:

No.	Name of Candidate	ID Card/Passport	Nominated Position
01	Chu Đức Chien	001077043262	Member of the Board of Directors
02	Nguyen Van Thien	034075000048	Member of the Board of Directors
03	Pham Thi Thuy Hang	025185000533	Member of the Supervisory Board

(Candidate information as outlined in the attached document).



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

Nơi nhận:

- GMS;
- BOM, BOS, BOD;
- Save office.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



HA XUAN TRUONG



SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

CURRICULUM VITAE

1. Full name: Chu Duc Chien
2. Date of birth: 23/06/1977
3. Place of birth: Nam Dong, Dong Da, Ha Noi
4. Nationality: Việt Nam
5. Ethnicity group: Kinh
6. Citizen ID number: 001077043262 Date of issue: 24/01/2025 Place of issue:
Ministry of Public Security
7. Permanent residence registration: No. 26, Lane 92, Nguyen Luong Bang, Nam Dong, Dong Da, Hanoi
8. Permanent address: No. 26, Lane 92, Nguyen Luong Bang, Nam Dong, Dong Da, Hanoi
9. Professional qualification: University
10. Phone number: 096 2665959
11. Email address: zelvietnam@gmail.com
12. Current position at the Company: None
13. Other current positions held: Deputy Director of BALTIC International Joint Stock Company
14. Shares owned: 0 shares (0% of charter capital), including:
 - + Legal representative (Organization): 0 shares (0% of charter capital)
 - + Individual ownership: 0 shares (0% of charter capital)
15. Employment history:

No.	Period	Organization	Position
1	01/2003 - 08/2005	JOHNSON & JOHNSON (VIETNAM) COMPANY LIMITED	Product Manager
2	2005 - 2007	HUONG VANG JOINT STOCK COMPANY	General Director
3	2007 - hiện tại	BALTIC INTERNATIONAL JOINT STOCK COMPANY	Deputy Director

16. List of related persons (According to the definition in the Securities Law):

No.	Name	Relationship with the Declarant/ Company	Business Registration No. (Organization)/ ID Number / Date & Place of Issue	Address	Shares Held	Ownership (%)
1	Le Thi Hien	Wife	035181002960	No. 26, Lane 92, Nguyen Luong Bang, Nam Dong, Dong Da, Hanoi	0	0%
2	Chu Ngoc Hien Vy	Daughter	035306000393	No. 26, Lane 92, Nguyen Luong Bang, Nam Dong, Dong Da, Hanoi	0	0%
3	Chu Ngoc Huong Linh	Daughter	001302013374	No. 26, Lane 92, Nguyen Luong Bang, Nam Dong, Dong Da, Hanoi	0	0%
4	Chu Xuan Lam	Father	Deceased	-	0	0%
5	Doan Thi Hong	Mother	027154000230	No. 26, Lane 92, Nguyen Luong Bang, Nam Dong, Dong Da, Hanoi	0	0%
6	Chu Xuân Cường	Brother	001080010221	No. 26, Lane 92, Nguyen Luong Bang, Nam Dong, Dong Da, Hanoi	0	0%

				Hanoi		
7	Dao Thi Thai	Mother in law	035157005267	Tieu Ha Bac Village, Tieu Dong, Binh Luc, Ha Nam	0	0%
8	Le Thi Hop	Sister in law	035188011857	Room 3636 – HH4B Linh Dam, Hoang Liet, Hoang Mai, Hanoi	0	0%
9	BALTIC International Joint Stock Company	Mr. Chien - Deputy Director.	0102264065	No. 24B/81 Nguyen Phong Sac Street, Dich Vong Hau Ward, Cau Giay District, Hanoi City, Vietnam	0	0%

17. Shareholding commitment (if any): None

18. Related interests with the Company: None

19. Conflicting interests with the Company: None

I hereby declare that the information provided above is true and accurate. I accept full responsibility before the law for any false declarations.

Hanoi, 19 May 2025

DECLARANT

(Signature and Full Name)


Chu Đức Chiêm

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

CURRICULUM VITAE

1. Full name: Nguyen Van Thien
2. Date of birth: 20/08/1975
3. Place of birth: Thai Binh
4. Nationality: Vietnam
5. Ethnicity group: Kinh
6. Citizen ID number: 034075000048 Date of issue: 31/12/2021 Place of issue: Department of Administrative Management of Social Order – Ministry of Public Security
7. Permanent residence registration: Group 11, Cluster 2, Nhat Tan Ward, Tay Ho District, Hanoi
8. Permanent address: Apartment 1210 – Block C1 – D'Capitale Condominium, 119 Tran Duy Hung, Cau Giay, Hanoi
9. Professional qualification: Bachelor of Economics
10. Phone number: 0963007586
11. Email address: thienpn@gmail.com
12. Current position at the Company:
13. Other current positions held:
 - + Chairman of the Board of Directors - Vietnam Indo Vina Agriculture Investment & Development Joint Stock Company
 - + Director - Vinh Long Tourism Investment and Development Joint Stock Company
14. Shares owned: 1,200,000 shares, accounting for 4.855% of the Company's charter capital, including:
 - + Legal representative (organization): 0 shares (0%)
 - + Individually owned: 1,200,000 shares (4.855%)
15. Employment History:

No.	Period	Organization	Position
1	2006 - 2010	Southern Bank	Credit Officer
2	2010 - Present	Vinh Long Tourism Investment Joint Stock Company	Chairman of the BOD
		Vietnam Indo Vina Agriculture Investment & Development Joint Stock Company	General Director

16. List of Related Persons (According to the provisions of the Securities Law):

No.	Name	Relationship with the Declarant/ Company	Business Registration No. (Organization)/ ID Number/ Date & Place of Issue	Address	Shares Held	Ownership (%)
1	Nguyen Van Tien	Older brother	034060004309 – Issued on 14/08/2021 – Department of Administrative Management of Social Order	Thai Binh	0	0
2	Nguyen Thi Loan	Older sister	034163012569 – Issued on 16/09/2021 – Department of Administrative Management of Social Order	Thai Binh	0	0
3	Nguyen Van Tien	Older brother	034069005167 – Issued on 27/10/2022 – Department of Administrative Management of Social Order	Thai Binh	0	0
4	Nguyen Thi Hien	Older sister	034172003447 – Issued on 25/09/2021 – Department of Administrative Management of Social Order	Thai Binh	0	0
5	Ho Minh Hien	Wife	001179000772 – Issued on 20/08/2013 – Department of Administrative Management of Social Order	16 Pho Duc Chinh, Hanoi	0	0
6	Ho Ngoc Long	Brother-in-law		16 Pho Duc Chinh, Hanoi	0	0

7	Nguyen Ho Ha Chi	Child		16 Pho Duc Chinh, Hanoi	0	0
8	Nguyen Ho Bach Duong	Child		16 Pho Duc Chinh, Hanoi	0	0
9	Nguyen Ho Hai Anh	Child		16 Pho Duc Chinh, Hanoi	0	0
10	Nguyen Le Thao Nguyen	Child		28 Hang Giay, Hanoi	0	0
11	Nguyen Le Trung Nguyen	Child		28 Hang Giay, Hanoi	0	0
12	Vietnam Indo Vina Agriculture Investment & Development Joint Stock Company	Mr. Thien - Chairman	0107413289	No. 9, Alley 192/248/30 Le Trong Tan, Dinh Cong Ward, Hoang Mai District, Hanoi	0	0
13	Vinh Long Tourism Investment JSC	Mr. Thien - Director	1500999180	No. 75 Tran Phu Street, Block 2, Ward 4, Vinh Long City, Vinh Long Province	0	0

17. Commitments to hold shares (if any): None

18. Related interests with the Company: None


19. Conflicting interests with the Company: None

I hereby declare that the information provided above is true and accurate. I accept full responsibility before the law for any false declarations.

Hanoi, 19 May 2025

DECLARANT

(Signature and full name)


 Nguyễn Văn Hiếu³

SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

CURRICULUM VITAE

1. Full name: Pham Thi Thuy Hang
2. Date of birth: 01/07/1985
3. Place of birth: Phong Chau – Phu Tho
4. Nationality: Vietnam
5. Ethnicity group: Kinh
6. Citizen ID number: 025185000533 Date of issue: 07/03/2025 Place of issue: Ministry of Public Security
7. Permanent residence registration: Group 13, Mai Dong, Hoang Mai District, Hanoi
8. Permanent address: Group 13, Mai Dong, Hoang Mai District, Hanoi
9. Professional qualification: Master's Degree
10. Phone number: 0913566822
11. Email address: phamhang1785@gmail.com
12. Current position at the Company: None
13. Other current positions held:
 - General Director - Ngoc Viet Global Joint Stock Company
 - General Director - Hai Linh Trading and Service Co., Ltd.
14. Shares owned: 0 shares (0% of charter capital), including:
 - + Legal representative (Organization): 0 shares (0% of charter capital)
 - + Individual ownership: 0 shares (0% of charter capital)

15. Employment history

No.	Period	Organization	Position
1	2007-2008	Wall Street Securities	Broker
2	2008-2009	Ocean Bank	Teller
3	2009-2010	Ocean Bank	Controller
4	2010-2011	Ocean Bank	Deputy Head of Accounting Dept.
5	2011-2022	Ocean Bank	Deputy Director – Transaction Office
6	2022-2024	Hoa Binh Trading Development Investment JSC	General Director
7	2025	Ngoc Viet Global Joint Stock Company	General Director

16. List of related persons (According to the definition in the Securities Law):

No.	Name	Relationship with the Declarant/ Company	Business Registration No. (Organization)/ ID Number / Date & Place of Issue	Address	Shares Held	Ownership (%)
1	Nguyen Thi Thu Hien	Mother	025161000096	Group 13, Mai Dong, Hoang Mai District, Hanoi	0	0
2	Pham Thi Thanh Hai	Younger Sister	025185015557	Group 13, Mai Dong, Hoang Mai District, Hanoi	0	0
3	Nguyen Diep Thao Chi	Daughter	Minor	Group 13, Mai Dong, Hoang Mai District, Hanoi	0	0
4	Ngoc Viet Global JSC	Ms. Hang - General Director	0109276119	Floor 2, No. 3 Alley 107 Nguyen Chi Thanh, Lang Ha, Dong Da, Hanoi	0	0
5	Hai Linh Trading and Service Co., Ltd.	Ms. Hang - General Director	0110618656	Floor 5, No. 37 Alley 45 Tran Thai Tong, Dich Vong, Cau Giay, Hanoi	0	0

17. Shareholding commitment (if any): None

18. Related interests with the Company: None


19. Conflicting interests with the Company: None

I hereby declare that the information provided above is true and accurate. I accept full responsibility before the law for any false declarations.

Hanoi, 19 May 2025

DECLARANT

(Signature and Full Name)


Pham Thi Phuy Hang