

**DISCLOSURE OF INFORMATION ON ELECTRONIC PORTAL OF THE STATE
SECURITIES COMMISSION OF VIETNAM AND THE HANOI STOCK
EXCHANGE**

**Kính gửi: - The State Securities Commission
- Hanoi Stock Exchange**

- Company Name: Thong Nhat Joint - Stock Company
- Trading name: Thong Nhat Joint - Stock Company
- Address of headoffice: 2A Road, Bau Xeo Industrial Park, Trang Bom Town, Dong Nai Province
- Tel: (0251) 392 4377 Fax: (0251) 392 4692
- Website: www.bauxeo.com.vn
- Trustee of disclosure: Nguyễn Hữu Trí
- Title: Chief Accountant

Type of disclosure:

☒ Periodic ☐ 24h ☐ Extraordinary ☐ On Request ☐ Others

Contents of disclosure: Thong Nhat Joint Stock Company Announcement of documents for the 2025 Annual General Meeting of Shareholders

This information was published on the company's website on *March 01th*, 2025 as in the link www.bauxeo.com.vn under the Shareholder section.

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

Trang Bom, February 28th, 2025

Person authorized to disclose information



NGUYEN HUU TRI



Thong Nhat Joint Stock Company

Address: Bau Xeo Industrial Park, Trang Bom District, Dong Nai Province
Business Registration Certificate No. 4703000095 dated 2004-02-24
issued by the Department of Planning and Investment of Dong Nai Province.

MEETING INVITATION *Annual General Meeting of Shareholders 2025*

To: Shareholders

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated 17/06/2020;
- Pursuant to the Charter of Organization and Operation of Thong Nhat Joint Stock Company;

The Board of Directors of Thong Nhat Joint Stock Company hereby announces the convening of the 2025 Annual General Meeting of Shareholders.

- Time: Commencing at 08:30 on 21/03/2025.
- Location: Office of Thong Nhat Joint Stock Company – Road No. 2A, Bau Xeo Industrial Park, Trang Bom District, Dong Nai Province.
- Content of documents: enclosed herewith and posted on the website of Thong Nhat Joint Stock Company at: <http://bauxeo.com.vn>, Shareholder Relations section.
- Last registration date for exercising the right to attend the 2025 Annual General Meeting of Shareholders: 18/02/2025.

Note:

- Authorization procedures and Confirmation of Attendance should be sent to the Organizing Committee before 16:00 on 19/03/2025 by post or fax to: 0251.3924692.
- Nominations for membership of the Board of Supervisors for the term (2024-2029) must be sent to the Organizing Committee of the Company (Company address) before 16:00 on 19/03/2025; nominations received after this deadline will be considered invalid.
- For any inquiries, shareholders are kindly requested to contact Thong Nhat Joint Stock Company at 0251.3924377 (106) or 0909.279.815 (Mr. Tri).

We sincerely hope that all shareholders will attend or authorize a representative to attend in full to contribute to the success of the Meeting.

We look forward to welcoming you!

ON BEHALF OF THE BOARD
OF DIRECTORS,
CHAIRMAN

TRAN TRUNG TUAN



AGENDA

ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

No.	Content	Estimated Time
1.	- Welcome guests and register Delegates. - Receive the Meeting Attendance Registration Form (original)	08h00 – 08h30
2.	- Flag salutation ceremony - Declaration of reasons - Introduction of the program	08h30 – 08h40
3.	- Introduce delegates.	08h40 – 08h45
4.	- Approve the proposed Presidium – Secretariat – Ballot Counting Board of the General Meeting.	08h45 – 09h00
5.	- Report on the number of Delegates attending the General Meeting.	09h00 – 09h05
6.	- Approve the working regulations of the General Meeting.	09h05 – 09h10
7.	- Report on business performance results in 2024 and the plan for 2025 of the Company.	09h10 – 09h20
8.	- Report on the corporate governance.	09h20 – 09h30
9.	- Report of the Board of Supervisors.	09h30 – 09h45
10.	- Proposal for approval of contents under the authority of the General Meeting.	09h45 – 10h00
11.	- General Meeting discussion and voting.	10h00 – 10h15
12.	- Break.	10h15 – 10h30
13.	- Proposal for dismissal and supplementary election to replace members of the Company's Board of Supervisors for the term (2024-2029).	10h30 – 10h40
14.	- General Meeting discussion and voting.	10h40 – 10h45
15.	- Approve the election regulations.	10h45 – 10h50
16.	- The General Meeting conducts the election.	10h50 – 11h00
17.	- Statements and directions from the founding shareholders.	11h00 – 11h10
18.	- Receive feedback.	11h10 – 11h20
19.	- Approve the Minutes of the General Meeting and Voting Results.	11h20 – 11h30
20.	- Closing remarks of the General Meeting.	11h30



**REPORT
PRESIDING BOARD, SECRETARIAT AND
BALLOT COUNTING BOARD**

- Pursuant to the Enterprise Law of The Socialist Republic of Vietnam;
- Pursuant to the Charter of Organization and Operation of Thong Nhat Joint Stock Company;

The Organizing Committee presents the Presiding Board to preside over the 2025 Annual General Meeting of Shareholders, the Secretariat to assist the General Meeting, and the Ballot Counting Board, as follows:

I/ PRESIDING BOARD:

Consisting of 03 members:

- 1/ Mr. TRAN TRUNG TUAN - Chairman of The Board of Directors.
- 2/ Mr. TRẦN THANH – Vice Chairman of The Board of Directors
- 3/ Mr. NGUYEN HOANG DUNG - General Director.

II/ SECRETARIAT:

Consisting of 02 members:

- 1/ Ms. BIEN KIM NGAN - Assistant to the Board of Directors.
- 2/ Ms. NGUYEN THI LO HUE – Staff of Investment - Business Department.

III/ BALLOT COUNTING BOARD:

Consisting of 02 members:

- 1/ Mr. PHAN TRONG DAT - Investment & Business Department - Head of Board
- 2/ Ms. PHAN THI THUY DUNG - Finance and Accounting Department - Member

This is to report to the General Meeting and seek its opinion on the composition of the Presiding Board, the Secretariat, and the Ballot Counting Board.

**GENERAL MEETING
ORGANIZING COMMITTEE**



**REPORT ON THE NUMBER OF DELEGATES ATTENDING
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**

ies and gentlemen of the General Meeting,

On behalf of the Organizing Committee, I would like to report on the number of Delegates attending the General Meeting as follows:

. Total number of Delegates attending the General Meeting is:
...../.....delegates as notified.

-.....Delegates managing the State capital portion with a shareholding of shares, accounting for% of the implemented Charter Capital.

-.....Delegates representing shareholder groups, the number of shares represented is shares, accounting for% of the implemented Charter Capital.

- The total value of shares held by Delegates attending the General Meeting is shares /8,200,000, reaching % of the Charter Capital, meeting the conditions to conduct the General Meeting.

Through the process of proxy authorization and acceptance as per the Charter of Organization and Operation of Thong Nhat Joint Stock Company, all Delegates gathered here are fully qualified to attend the Annual General Meeting of Shareholders 2025.

This report is presented to the General Meeting.

Tràng Bom, Feb 28st, 2025

WORKING REGULATIONS ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

Objectives:

- Ensuring the principles of openness, fairness, and democracy.
- Facilitating the organization of the General Meeting.

I/ ENSURING ORDER AT THE GENERAL MEETING:

1/ Shareholders, upon entering the meeting room, are to be seated in designated locations or areas as directed by the Organizing Committee. Absolute adherence to the seating arrangements determined by the Organizing Committee is required.

2/ Smoking is prohibited within the Hall.

3/ Refrain from private conversations and the use of mobile phones during the proceedings of the General Meeting. All mobile devices should be set to vibrate mode.

II/ VOTING MATTERS:

1/ **Principle:** All matters within the agenda of the General Meeting shall be ratified by obtaining the opinions of all shareholders through the casting of ballots. Each shareholder shall possess a single ballot, bearing the shareholder's identification code, the number of voting shares (both held and by proxy), and affixed with the Company's seal.

2/ **Voting Procedure:** Shareholders cast their votes (in favor, against, or abstaining) on a single issue or multiple issues concurrently by submitting their ballots. During the voting process for a particular matter, shareholders are expected to adhere to the guidance provided by the Chairman of the General Meeting.

3/ Voting Regulations:

- Each share held or represented holds one voting unit.

III/ EXPRESSING OPINIONS AT THE GENERAL MEETING:

1/ **Principle:** Shareholders attending the General Meeting would like to express their opinions or discuss matters may register with the Secretariat or directly raise their hand to speak.

2/ **Content:** Maintain brevity and focus on the central issues requiring discussion, aligning with the approved agenda of the General Meeting. The Chairman shall address shareholder inquiries.

IV/ RESPONSIBILITIES OF THE CHAIRMAN

1/ Conduct the General Meeting in accordance with the agenda and the established rules and regulations adopted by the General Meeting.

2/ Guide the General Meeting's discussions, solicit voting opinions on matters listed in the agenda, and address any related concerns throughout the duration of the General Meeting.

3/ Resolve issues that arise during the General Meeting.

V/ RESPONSIBILITIES OF THE SECRETARIAT

1/ Diligently and truthfully record the entirety of the proceedings, discussions, and matters either approved by the shareholders or noted for further consideration at the General Meeting.


2/ Draft the Minutes of the General Meeting and the Resolutions pertaining to the matters adopted at the General Meeting.

VI/ MINUTES OF THE GENERAL MEETING OF SHAREHOLDERS

All matters addressed at the General Meeting of Shareholders shall be documented within the official Minutes. The Minutes must be read aloud and ratified before the end of the General Meeting.

The preceding constitutes the Working Regulations for the 2025 Annual General Meeting of Shareholders of Thong Nhat Joint Stock Company.

Respectfully submitted to the General Meeting for review and approval.

**On behalf of the Board of Directors
CHAIRMAN OF THE BOARD OF
DIRECTORS** 



Trần Trung Tuan

**BUSINESS PERFORMANCE REPORT FOR THE YEAR 2024
AND PLAN FOR THE YEAR 2025**

Respectfully To: The Shareholders of the Company

Pursuant to the Charter and the Resolution of the 2024 Annual General Meeting of Shareholders, the Board of Directors of Thong Nhat Joint Stock Company hereby submits the report on the company's business performance in 2024 and the plan for 2025, specifically as follows:

PART 1
BUSINESS PERFORMANCE RESULTS IN 2024

1/ Business Performance Results in 2024:

(Unit: million VND)

No.	Index	Plan year 2024	Implement ation in 2024	Percentag e of implement ation compared to plan (%)
1/	Total Revenue	98.654	85.682	86,85
2/	Total Cost	72.412	51.817	71,56
3/	Profit Before Tax	26.242	33.865	129,05
4/	Corporate Income Tax	5.510	7.286	132,23
5/	Profit After Tax	20.731	26.578	128,20
6/	Expected Dividends	25%	25%	100,00

2/ Investment Activities:

- Completed the construction of the worker apartment building, Block CC5;
- Completed the construction and installation of the greenbelt separating Bau Xeo 2 Industrial Park from National Highway 1A, and the greenbelt along the left side of National Highway 1A (in front of Pou Sung Vietnam CO., LTD.);

- Completed the construction of the wastewater connection and collection system for Pou Sung Vietnam Co., Ltd. and Shing Mark Vina Co., Ltd.;

- Constructed and installed the parallel road on the right side of National Highway 1A and the fence from marker C64 to C65 (the section passing through Binh Tay Company).

The value of construction investment implemented in 2024 (including projects carried over from 2023 to 2024): 43.67 billion VND / 106.09 billion VND, reaching 41.16% of the plan.

Accumulated up to December 31, 2024, the total investment payment value of the Industrial Park is 483.06 billion VND (including compensation costs of 161.37 billion VND) compared to the total approved investment of 673.69 billion VND, reaching a rate of 71.70%, the total investment payment value of the Service Center Area is 546.67 billion VND (including compensation and land use costs of 149.99 billion VND) compared to the total investment of approved projects of 845.83 billion VND, reaching a rate of 64.63%.

3/ Other Activities:

3.1/ Activities related to the Industrial Park:

- Successfully implemented environmental protection and fire prevention and fighting measures. No incidents of solid waste or hazardous waste discharge or fire and explosion occurred within the Industrial Park. Treated wastewater parameters consistently met regulatory standards.

- Fully and seriously implemented environmental protection regulations, such as wastewater and surface water measurement; declared and paid environmental protection fees; regularly inspected the connection and separation of rainwater and wastewater drainage systems, and the wastewater quality of enterprises. The results of sampling and analyzing wastewater from the centralized wastewater treatment system show that the wastewater discharge quality met the permitted threshold.

- Completed the signing of a Wastewater Treatment Contract with Pou Sung Vietnam Co., Ltd. and Shing Mark Vina Co., Ltd. to collect wastewater to the centralized wastewater treatment plant of the Industrial Park in accordance with the Law on Environmental Protection. (The Ministry of Natural Resources and Environment has been notified of the wastewater connection of these two enterprises).

- Researched the investment plan for the Industrial Park Wastewater Treatment Plant - Phase 2. (Investment will only be made when the incoming wastewater exceeds the design capacity of Phase 1: 4,000 m³/day).

- Signed an Infrastructure Use Contract for clean water connection and wastewater treatment with Binh Tay Food Joint Stock Company.

- Signed a land lease contract with the Department of Natural Resources and Environment for the land allocated for a gas station in Bau Xeo 1 Industrial Park.

3.2/ Activities related to the Service Center Area:

- Completed the issuance of Certificates of Land Use Rights and Ownership of Assets attached to Land for 142 adjoining houses and villas in the Service Center Area project and handed them over to customers in accordance with regulations.

- Registered the selling price of the houses; completed the confirmation of eligibility to sell future homes for 98 apartments in Block 5, adjusted the sales plan for apartments in Block 6, and continued to receive applications for the purchase of worker apartments. Up to now, 36/205 apartments have been sold and handed over.

- Continued to work with the Department of Finance, Department of Construction, and People's Committee of Dong Nai Province to reimburse the invested costs of technical infrastructure construction for the 20% social housing land area (3.5ha) handed over to the locality at the Trade, Service, and Residential Area.

- Urged the local authorities to receive and hand over the infrastructure of the Trade, Service, and Residential Area.

- Continued to search for customers to lease the Kindergarten (land lot C8), the Commercial Service Store (land lot C11), and the Commercial Service Store (land lot C10 - Zone B).

- Coordinated with the consulting unit to prepare an environmental permit application report for the Trade, Service, and Residential Area project.

3.3/ Management:

- Worked with the Dong Nai Provincial Tax Department on adjusting the land rental price of Bau Xeo 2 Industrial Park in the direction of a 15% increase compared to the previous cycle. However, according to Decree No. 103/2024/ND-CP dated July 30, 2024 of the Government regulating land use fees and land rental fees, and Notification No. 11224/TB-CTDON dated December 04, 2024 of the Dong Nai Provincial Tax Department, the land rent for the cycle from September 01, 2024 to September 30, 2024 is 13,500 VND/m²/year, and a 15% increase compared to the previous cycle is not permitted.

- The Company implemented a land rent exemption and reduction in 2023 for businesses in the Industrial Park with a total amount of 2.68 billion VND (According to Decision No. 25/2023/QĐ-TTg dated October 03, 2024 of the

Prime Minister on land rent reduction in 2023 and Decision No. 610/QĐ-CTĐN dated October 03, 2024 of the Dong Nai Provincial Tax Department on reducing land rent in 2023 for Thong Nhat Joint Stock Company).

- The Company's Board of Directors approved the Resolution on interim dividend payment for the first phase of 2024, at a percentage of 20%/par value (the record date is December 27, 2024 and the payment date is February 22, 2025).

PART 2

BUSINESS PLAN FOR 2025

1/ Plan for basic targets:

- Total revenue : 114,646 million VND.
- Total expenses : 80,527 million VND.
- Profit before tax : 34,119 million VND.
- Corporate income tax : 7,506 million VND.
- Profit after tax : 26,613 million VND.
- Dividend Percentage : 25%

+ The planned total revenue for 2025 is 114.64 billion VND, an increase of 33.80% compared to the same period in 2024, of which Industrial Park service revenue is the main component, accounting for 68% of total revenue, specifically:

. Industrial Park infrastructure revenue reached 108.29% compared to the same period due to the increase in infrastructure usage fees for some businesses in the Industrial Park and the signing of a wastewater treatment contract with Pou Sung Vietnam Co., Ltd. and Shing Mark Vina Co., Ltd.

. Revenue from the Trade, Service, and Residential Area reached 28.53 billion VND, a significant increase due to the commencement of business operations for worker apartments in Block CC6 and Block CC5.

+ The planned total expenses for 2025 are 80.52 billion VND, a 55.41% increase compared to the same period in 2024, due to corresponding increases in worker apartment sales expenses, clean water sales expenses, wastewater treatment expenses, no more land rent exemptions, and the government no longer offering a 30% land rent reduction for businesses affected by the Covid-19 pandemic.

+ The planned pre-tax profit for 2025 is 34.11 billion VND, equating to 100.75% compared to the same period in 2024.

+ Projected dividend allocation for 2025: 20.5 billion VND, achieving a 25% ratio.

2/ Investment Plan:

- The investment and construction deployment will be carried out based on the completion of ongoing projects from 2024 and continued investment in completing the Industrial Park infrastructure according to the approved detailed plan. Focus on adjusting the design and completing the construction of the apartment building for workers (NC2 plot); constructing the cultural center (C2 plot); and implementing preparatory work for investing in public - service land projects (regional level).

- Determining the progress and disbursement plan for 2025 projects will be specifically calculated in accordance with the investment and construction process of the Industrial Park and Service Center Area.

- To ensure a balanced and sufficient source for project implementation, minimizing the need to borrow capital from credit institutions, in addition to equity capital, the Company will mobilize contributions from customers to meet investment needs for 2025.

3/ Implementation Solutions:

- Review all revenue sources, balance cash flow, strictly control and reduce management costs, inspect and supervise ongoing projects to ensure proper use of investment capital for effective investment, thus securing the Company's business results, focusing on several key tasks as follows:

- Focus on implementing preparation for investment and construction of component projects (commercial - service, healthcare, culture, education) according to the approved plan to ensure compliance with business regulations. Specifically:

+ Regarding the worker apartment building (NC2 plot): The Company will focus on transferring the remaining apartments (Block CC6) according to regulations. Complete the construction and sale of Block CC5 apartments; implement procedures for investment and construction of the remaining Blocks.

+ For public - service works such as: Service Center, cultural center, post office, restaurants, hotels, polyclinic, commercial service works, vocational school, kindergarten, 2 commercial service stores: The Company will seek partners for joint ventures or invest to lease according to regulations. The kindergarten and 2 commercial service stores have been completed and

accepted: The Company needs to promptly find tenants to avoid waste, deterioration, and protect the Company's interests.

- Focus on effective environmental protection: strictly control the discharge of businesses, ensuring that wastewater to the Wastewater Treatment Plant does not exceed the station's treatment capacity. During the rainy season, regularly inspect the wastewater and rainwater collection systems of businesses, ensuring separate systems to prevent wastewater from mixing into the rainwater drainage system and vice versa.

- Accelerate the site clearance compensation for the Industrial Park to have available land for lease.

- Research new development orientations for the Company, seek new projects, and explore joint ventures and capital contributions to expand the Company's business activities.

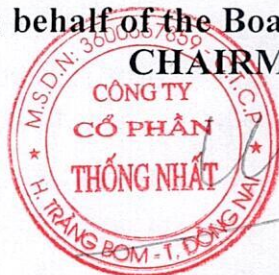
This is the summary of Thong Nhat Joint Stock Company's business performance in 2024 and the plan for 2025. This report is presented to the General Meeting and we welcome contributions from the delegates to assist the Company in its development process to bring practical benefits to the Company and shareholders.

Respectfully./.

Recipients:

- As above;
- Board of Directors' members;
- Member of the Board of Supervisors;
- The Company's Management Board;
- Save VT, Investment and Business Department.

On behalf of the Board of Directors

CHAIRMAN


Tran Trung Tuan

APPENDIX 01

INVESTMENT PLAN FOR BASIC CONSTRUCTION IN 2025

(Unit: Dong)

No.	Project Items	Remaining Value / Investment Capital
A.	PROJECTS CONTINUING INTO 2025	17,836,607,502
I.	BAU XEO Industrial Park	2,351,376,984
1/	Consulting design, appraisal, supervision, and payment of remaining value as per the contract	148,160,461
2/	Construction and installation, payment of the remaining value under the contract, warranty	2,203,216,523
II.	BAU XEO Industrial Park TTDV ZONE	15,485,230,518
1/	Consulting design, appraisal, supervision, and payment of the remaining value as per contract	3,513,432,709
2/	Construction, installation, settlement of remaining value according to the contract, warranty	11,971,797,809
B.	PROJECTS DEPLOYED IN 2025	187,300,000,000
I.	BAU XEO Industrial Park	71,300,000,000
1/	Investment and construction consultancy	800,000,000
2/	Site clearance compensation	50,000,000,000
3/	Leveling of the Industrial Park, phases 3, 4, and some areas in phase 2 after land recovery	2,500,000,000
4/	Technical Infrastructure of land lot N2	4,500,000,000
5/	Centralized wastewater treatment plant of Industrial Park - phase 2 (increasing capacity to 8,000 m3) (28% completion)	11,500,000,000
6/	Firefighting vehicle	2,000,000,000
II.	BAU XEO Industrial Park TTDV ZONE	116,000,000,000
1/	Investment and construction consultancy	4,000,000,000
2/	Construction at public - service land area (regional level)	20,000,000,000
3/	Worker's apartment building (NC2 land lot): Blocks 3, 4, and technical infrastructure	92,000,000,000
	TOTAL	205,136,607,502

PROPOSAL

“Regarding the approval of matters under the authority of the” General Meeting of Shareholders”

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of certain articles of the Law on Securities;
- Pursuant to Circular 116/2020/TT-BTC of the Ministry of Finance guiding certain articles on corporate governance applicable to public companies under Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of certain articles of the Law on Securities;
- Pursuant to the Charter of Thong Nhat Joint Stock Company;
- Pursuant to the Resolution of the 2024 Annual General Meeting of Shareholders;
- Pursuant to the audited Financial Statements as of December 31, 2024 of Thong Nhat Joint Stock Company, audited by AASC Auditing Firm Limited Liability Company;
- Pursuant to Report No. 03/BC-HĐQT dated 28/02/2025 of the Board of Directors of the Company reporting on business performance results in 2024 and the plan for 2025;

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval the following matters:

1/ Approval of the Company's 2024 Reports:

The Board of Directors submits to the General Meeting of Shareholders for approval the 2024 Reports of Thong Nhat Joint Stock Company, including:

- Report on business performance results in 2024 and the plan for 2025, No. 03/BC-HĐQT dated 28/02/2024;
- Report on Corporate Governance in 2024, No. 02/BC-HĐQT dated January 21, 2025;
- Report on the appraisal of the 2024 business performance by the Board of Supervisors;
- Audited 2024 Financial Statements (Independent Audit Report No. 180225.001/BCTC.HCM).



2/ Distribution of Profit and Dividend Payment for 2024:

- Allocation to the Development Investment Fund: 2,417,697,005 VND.
- Allocation to the Welfare and Reward Fund: 2,863,679,060 VND (based on two months of actual salary and an additional allocation of 20% of the profit exceeding the plan, equivalent to 1,169,511,642 VND, as per the Resolution of the Annual General Meeting of Shareholders dated 2024-06-28).
- Bonus for the Board of Directors & Members of the Board of Supervisors: 531,574,764 VND (02% of net profit).
- Bonus for the Executive Board : 265,787,382 VND (01% of net profit).
- 2024 Dividend Payment, Percentage : 25%: 20,500,000,000 VND.
- Retained Earnings from Previous Years : 12,132,908,287 VND.

3/ Approval of the Planned Targets and Projected Profit Distribution for 2025:

3.1/ Planned Business Performance Targets for 2025:

- Actual Revenue : 114,646,000,000 VND.
- Profit Before Tax : 34,119,000,000 VND.
- Budgetary Contributions : 7,506,180,000 VND.
- Profit After Tax : 26,612,820,000 VND.
- Dividend : 25%.

3.2/ Projected Profit Distribution After Tax for 2025:

- Allocation to the Development Investment Fund: 05% of profit after tax.
- Allocation to the Welfare: 02% of profit after tax.
- Bonus for the Board of Directors & Member of the Board of Supervisors: 02% of profit after tax.
- Bonus for the Executive Board: 01% of profit after tax.
- 2025 Dividend Payment: 25%

4/ The remuneration regime for the Board of Directors' members, the Board Secretary, and the Board of Supervisors in 2025 will be reduced compared to 2024, specifically as follows:

- Chairman of the Board of Directors' remuneration: 10,000,000 VND/person/month.
- Board of Directors' members remuneration: 8,000,000 VND/person/month.
- Head of the Board of Supervisors remuneration: 6,000,000 VND/person/month.
- Member of the Board of Supervisors and Board Secretary remuneration: 4,000,000 VND/person/month.

- Living expenses for Board of Directors' members, Board Secretary and the Board of Supervisors : 5,000,000 VND/person/month.

(Personal Income Tax for the aforementioned amounts shall be paid by the Company).

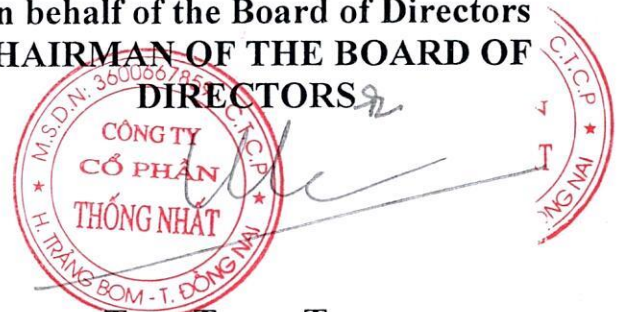
5/ Authorize the Company's Board of Directors to:

- Select one of the three auditing firms: AASC Auditing Firm Limited Liability Company; A&C Auditing and Consulting Company Limited; Ernst & Young Vietnam Auditing Company Limited to audit the Company's 2025 Financial Statements.

The above matters fall under the decision-making authority of the General Meeting of Shareholders. The Company's Board of Directors respectfully submits this proposal for the General Meeting's consideration and voting.

Respectfully./.

**On behalf of the Board of Directors
CHAIRMAN OF THE BOARD OF
DIRECTORS**



Tran Trung Tuan