



Number: /BC-TAC

Binh Duong, .../.../, 2025

SUMMARY REPORT

Regarding performance results in 2024 and mission directions for 2025 of the Board of Directors of the Company

To: General Meeting of Shareholders

1. Remuneration, operating expenses and other benefits of the Board of Directors in 2024

No	Full name	Position	Remuneration & rewards	Salary and other amounts from the salary fund	Total
I	Board of Directors		258,800,000	461,583,437	720,383,437
1	Trinh Xuan Tien	Chairman	81,600,000		81,600,000
2	Bui Duc Vinh	Member	46,800,000		46,800,000
3	Le Thi Xuyen	“	47,600,000	461,583,437	509,183,437
4	Hoang Van Xuyen	“	41,400,000		41,400,000
5	Chu Thi Mai	“	41,400,000		41,400,000
II	Operating expense				41,400,000
	Total				761,783,437

2. Summary of meetings and decisions of the Board of Directors in 2024

- In 2024, the Board of Directors held 07 meetings and issued 08 Resolutions to manage the company's production and business activities (including gathering and collecting written opinions).
- During the meetings, members of the Board of Directors discussed and fully and carefully evaluated related issues. Each member of the Board of Directors has played his role well, frankly giving comments and criticisms to find solutions to overcome difficulties, evaluate the inspection and supervision of operating activities of the Board of General Directors in each quarter, thereby building a plan to monitor production and business activities for the next quarter.
- The decisions of the Board of Directors at each time are meaningful in guiding the management of production and business activities of the Board of General Directors.

3. Report on transactions between the company, its subsidiaries, and companies controlled by a public company with over 50% or more of its charter capital and members of the Board of Directors and related persons of that

member; Company-to-company transactions in which a member of the Board of Directors is a founding member or a business manager within the most recent 3 years prior to the transaction date.

In 2024, the company will not have any transactions with the above subjects. This information has been announced in the 2024 Listed Company Governance Report.

4. Activities of independent members of the Board of Directors and results of assessment of independent members of the Board of Directors on the activities of the Board of Directors

- The Company's Board of Directors has worked with a sense of responsibility and transparency in governance, complying with regulations for public companies. Meetings of the Board of Directors were convened promptly and carried out according to the procedures specified in the Charter and internal regulations on corporate governance. The content of the meetings is discussed, criticized, and evaluated fully and carefully by members of the Board of Directors to provide directions and solutions that bring the highest benefits to the Company. The Board of Directors has fully performed the representative function of the owners in supervising the Company's operating activities, providing appropriate direction and timely direction to ensure the effective use of resources to achieve the targets assigned by the General Meeting of Shareholders, on the basis of compliance with the provisions of law and the Company's Charter.

- Issues related to business strategy, market expansion, technology investment and management system construction are regularly reviewed and evaluated by the Board of Directors in periodic meetings.

- Decisions of the Board of Directors at meetings are approved by the Board of Directors according to the majority principle, meeting minutes are fully prepared and signed by the Board of Directors members attending the meeting.

- In addition to performing the management and supervision functions of the Board of Directors, the Board of Directors has closely coordinated with the Board of Directors to find solutions to overcome difficulties in production and business in 2024.

5. Results of supervision for the General Director

The supervision of the General Director's activities has been carried out by the Board of Directors in accordance with the provisions of the Internal Regulations on Company Administration and the Operating Regulations of the Board of Directors. The Board of Directors' supervision activities over the General Director are carried out through forms such as: organizing meetings chaired by the Board of Directors, participating in periodic meetings organized by the General Director, and approving reports of the General Director.

Implementing the Resolution of the 2024 Annual General Meeting of Shareholders, the Board of Directors directed the General Director to closely follow the production and business plan of each month/quarter/year to organize and implement it in the spirit of maximizing business opportunities and resources of the company.

2024 is a year full of changes, from world politics to global economic fluctuations, affecting trade, import and export activities, especially the wood production and processing industry, which is facing many difficulties when inflation is

still high and monetary policy has not yet been loosened; The world economy is recovering slowly... causing import demand as well as orders in major markets to decline sharply, making market competition for orders increasingly fierce. The lack of orders persists, greatly affecting the company's production and business plans. The Board of Directors proactively followed the timely guidance resolutions, so the company's 2024 performance results met and exceeded the set plan, specifically as follows:

Unit: Billion vnd

No	Target	Plan	Implementation	Percentage
1	Revenue & other income	273.5	274.74	100.45
2	Profit before tax	10.7	10.74	100.37
3	Profit after tax	8.56	8.56	100.00
4	Investment in Basic Construction	8.66	6.33	73.09

- Total revenue realized in 2024 is 274.74 billion VND, reaching 100.45% of the year's plan and 103.23% compared to 2023.

- Profit before tax realized in 2024 is 10.74 billion VND, reaching 100.39% of the year plan and reaching 83.03% compared to 2023.

- Capital construction investment in 2024: the company has implemented necessary items to serve production needs equivalent to 73.09% of the approved plan, the remaining items will be implemented in 2025.

6. Mission directions for 2025

2025 is expected to continue to be a difficult year for the wood processing industry in general and Thuan An Wood in particular. The lack of orders persists, so businesses compete on product selling prices to get production orders, making the general level of output product selling prices lower, making it difficult for companies to find production orders.

However, with existing potential (capital resources, production technology, management capacity, brand reputation...), the Board of Directors will strive to carry out its responsibilities to direct the Executive Board to organize and complete the targets presented to the congress, specifically as follows:

No	Target	Unit	Implementation 2024	Plan 2025	Percentage
1	Total revenue	Billion vnd	274.74	275.09	100,13
2	Profit before tax	“	10.74	10.82	100,74
3	Profit after tax	“	8.56	8.66	101,17
4	Profit before tax/Charter capital ratio	%	10.33	10.40	100,68
5	Average income	Million vnd/person/month	9.76	9.93	101,74
6	Investment in capital construction	Billion vnd	6.33	15.77	249,13

To achieve the above goal, the Board of Directors continues to implement and provide solutions as follows:

Firstly, organize regular meetings of the Board of Directors and extraordinary meetings when required, promptly giving instructions to remove difficulties and obstacles in the company's operations.

Second, continue to direct, research and promulgate/amend internal regulations to continuously improve the quality of corporate governance towards openness, transparency, towards effectiveness and efficiency in management and administration.

Third, innovate and reorganize the company's organization in a streamlined, efficient and effective manner.

Fourth, continue to direct the implementation of solutions to improve productivity, product quality, save costs, reduce prices, improve competitiveness and promote opportunities to find new orders and customers.

The strong solidarity and determination of the Company's officers and employees along with the close direction of the Board of Directors will be the premise for completing the production and business plan proposed by the General Meeting of Shareholders.

To bring Thuan An Wood Processing Joint Stock Company to stability and sustainable development, the Board of Directors always looks forward to the long-term support and engagement of shareholders and partners.

Sincerely submitted./.

BOARD OF DIRECTORS

CHAIRPERSON

(signed)

Trinh Xuan Tien

Place of receipt:

- *As above*
- *Shareholders*
- *Board of Directors,*
Board of Supervisors,
Board of General Directors
- *Posted on Company Website*
- *Filed: Literature.*