nafoods Group

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REPORT ON ACTIVITIES AND EVALUATION RESULTS OF INDEPENDENT MEMBER OF THE BOARD OF DIRECTORS – MR. NGUYEN HOANG HIEP ON THE ACTIVITIES OF THE BOARD OF DIRECTORS IN 2025

To: The 2026 Annual General Meeting of Shareholders

1. **Information about members of the Board of Directors ("BOD") preparing reports:**

Full name	Date of appointment	Position held at Nafoods Group Joint Stock Company
Nguyen Hoang Hiep	24/4/2025	- Independent member of the Board of Directors. - Member of the Sustainability Committee

2. **Activities of members of the Board of Directors preparing reports**

In 2025, I have fully attended 8/8 meetings of the BOD (achieving a 100% attendance rate), and concurrently, commented and voted on issues under my jurisdiction, with a 100% consensus rate for the contents approved by the BOD.

As an independent member of the BOD, I always comply with the provisions of the law, the Company's Charter and the Regulations on Operation of the BOD, and concurrently fully perform the assigned functions and tasks, including:

- Advise the BOD in setting sustainable development goals and sustainability performance targets and indicators (SPTs/ KPIs)).
- Propose environmental, social and governance (ESG) policies suitable with the Company's overall strategy, legal regulations as well as international standards and commitments that the Company pursues..
- Assist the Chairman of the Sustainability Committee in monitoring compliance with current legal regulations on the environment, labor, occupational safety and health and other relevant social issues.
- Support for the introduction/development of large clients/strategies and international partners
- Advising the Chairman of the Sustainability Committee on contents related to digital transformation and ESG sustainable development of Nafoods.

(A) 47 Nguyen Canh Hoan Street, Vinh Hung Ward, Nghe An Province, Vietnam. (T) +84 28.37.447.666 (W) www.nafoods.com (M) ir@nafoods.com

- Supervise the Board of Management, departments and other units in the Company in implementing strategies, policies, plans and goals related to sustainable development approved by the BOD.
- Increase awareness and capacity on sustainable development throughout the Company.

In the process of performing the duties, I always work closely with members of the BOD, the Board of Management and departments, and concurrently recognize and appreciate the support of stakeholders in 2025.

3. Evaluation of independent members of the Board of Directors preparing reports with the activities of the Board of Directors

- The BOD of the Company currently has 5 members, including 3 independent members and 3 non-executive members, ensuring compliance with regulations on corporate governance.
- The BOD fully performs the function of supervising, orienting, directing and supporting the Board of Management, ensuring that operating activities are suitable with the objectives assigned by the General Meeting of Shareholders **("GMS")**, complying with the law and the Company's Charter.
- Members of the BOD are assigned according to their professional fields to promote their strengths and experience, contributing to improving the efficiency of general operations.
- Members of the BOD demonstrate a high sense of responsibility and professionalism in performing their duties and protecting the interests of shareholders.
- Members of the BOD fully comply with the obligations of the Business Manager in accordance with the law and the Company's Charter, ensure publicity, transparency and disclose information in accordance with regulations.

Respectfully submit to the GMS for consideration and approval.

Sincerely!

INDEPENDENT MEMBER OF THE BOD

NGUYEN HOANG HIEP