

Số/ No.: 09/2025/NQ-HĐQT

*Tp. Hồ Chí Minh, ngày 8 tháng 5 năm 2025*  
*Ho Chi Minh City, 8 May 2025*

**NGHỊ QUYẾT HỘI ĐỒNG QUẢN TRỊ**  
***RESOLUTION OF THE BOARD OF DIRECTORS***

**HỘI ĐỒNG QUẢN TRỊ CÔNG TY CỔ PHẦN NGUYÊN LIỆU Á CHÂU AIG**  
***THE BOARD OF DIRECTORS OF AIG ASIA INGREDIENTS CORPORATION***

Căn cứ/*Pursuant to:*

- Luật Doanh nghiệp số 59/2020/QH14 được thông qua ngày 17 tháng 6 năm 2020;  
Law on Enterprise No. 59/2020/QH14 dated June 17, 2020;
- Điều lệ của Công ty Cổ phần Nguyên liệu Á Châu AIG (“Công Ty” hoặc “AIG”);  
Charter of AIG Asia Ingredients Corporation (“Company” or “AIG”)
- Biên bản họp Hội đồng Quản trị (“HĐQT”) số 09/2025/BBH-HĐQT.  
Minute of Board of Directors (“BOD”) meeting No. 09/2025/BBH-HĐQT.

**QUYẾT NGHỊ/ RESOLVE**

**Điều 1: Phê duyệt tổ chức cuộc họp Đại hội đồng cổ đông thường niên năm 2025:**

**Article 1: Approval to hold the 2025 Annual General Meeting of Shareholders:**

- HĐQT phê duyệt chương trình, nội dung tài liệu phục vụ họp Đại hội đồng cổ đông thường niên năm 2025.  
*The Board of Directors approves the program and content of documents for the 2025 Annual General Meeting of Shareholders as attached.*
- Hội đồng quản trị ủy quyền cho Chủ tịch Hội đồng quản trị sửa đổi, bổ sung chương trình, nội dung tài liệu phục vụ cuộc họp Đại hội đồng cổ đông thường niên năm 2025 nếu có.  
*The Board of Directors authorizes BOD Chairman to amend and supplement the program and content of documents for the 2025 Annual General Meeting of Shareholders if any.*

**Điều 2:** Các thành viên Hội đồng Quản trị, Tổng Giám đốc và phòng ban, cá nhân liên quan có trách nhiệm thi hành Nghị quyết này.

*Article 2: Members of the Board of Directors, General Director and related departments and individuals are responsible for implementing this Resolution.*

**Điều 3:** Nghị quyết này có hiệu lực kể từ ngày ký.

*Article 3: This Resolution takes effect from the date of signing.*

**THAY MẶT HỘI ĐỒNG QUẢN TRỊ**  
**ON BEHALF OF THE BOARD OF DIRECTORS**  
**CHỦ TỊCH/ CHAIRMAN**





## ONLINE MEETING INVITATION ANNOUNCEMENT 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS AIG ASIA INGREDIENTS CORPORATION

**To Shareholders:**  
**Address:**

AIG Asia Ingredients Corporation respectfully invites Esteemed Shareholders to attend the 2025 Annual General Meeting of Shareholders of AIG Asia Ingredients Corporation as follows:

- **Meeting format:** Online Meeting
- **Time:** At 09:00 A.M, May 30, 2025
- **Location:** Lot TH - 1B, Street No. 7, Southern Commercial Area, Tan Thuan Export Processing Zone, Tan Thuan Dong Ward, District 7, Ho Chi Minh City, Vietnam
- **Note:** Esteemed Shareholders are kindly requested to register for participation and vote on the contents online. For details on registering to attend and voting on the contents in the form of an online meeting, Esteemed Shareholders, please refer to the **working regulations at the 2025 Annual General Meeting of Shareholders**.
- **Content of the Congress:** Contents under the authority of the General Meeting of Shareholders, detailed documents of the General Meeting of Shareholders will be updated, amended, and supplemented (if any) on the website [www.asiagroup-vn.com](http://www.asiagroup-vn.com) and viewed at the website: [www.ezgsm.fpts.com.vn](http://www.ezgsm.fpts.com.vn) from May 08, 2025. <http://www.asiagroup-vn.com/>
- **Registration for meeting attendance:** Esteemed Shareholders, please register to attend the Congress at the website: [www.ezgsm.fpts.com.vn](http://www.ezgsm.fpts.com.vn) from 10:00 A.M on May 28, 2025.
- **Authorization to attend the Congress:** If Esteemed Shareholders authorize another person to attend the Congress, Esteemed Shareholders, please register the Authorization to attend the Congress at the website: [www.ezgsm.fpts.com.vn](http://www.ezgsm.fpts.com.vn) and send the signed Authorization Letter (according to the form from the system or according to the provisions of the Civil Code) to the address below before the Congress officially opens.
- **Note:** The authorization letter must clearly state the name of the individual or organization being authorized and must include the number of Shares being authorized. The authorization letter must be the original, with a live signature. In case of receiving authorization from a corporate shareholder, the authorization letter must bear the seal of the authorizing organization.
- **Voting/Election:** Esteemed Shareholders exercise their voting/election rights at the website: [www.ezgsm.fpts.com.vn](http://www.ezgsm.fpts.com.vn) (The electronic voting time is specified in the Working Regulations).
- **Address for sending discussion questions and contacting for support:**

Contact person:	Address:	Email/Telephone:
Mr. Nguyen Tien Duc	Lot TH - 1B, Street No. 7, Southern Commercial Area, Tan Thuan Export Processing Zone, Tan Thuan Dong Ward, District 7, Ho Chi Minh City, Vietnam	Email: <a href="mailto:ducnguyen@asiagroup-vn.com">ducnguyen@asiagroup-vn.com</a> Telephone: (028) 5411 1557



Login information for the online General Meeting of Shareholders attendance system at the website: [www.ezgsm.fpts.com.vn](http://www.ezgsm.fpts.com.vn)

Username: (sent with the meeting Invitation)

Password: (sent with the meeting Invitation)

Sincerely.

ON BEHALF OF THE  
BOARD OF DIRECTORS  
CHAIRMAN

BERNHARD HACKL





## AGENDA ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025 (Expected)

1. **Time:** 09:00 A.M on May 30, 2025
2. **Meeting form:** Online meeting
3. **Location:** Lot TH-1B, Street No. 7, South Commercial Area, Tan Thuan Export Processing Zone, Tan Thuan Dong Ward, District 7, Ho Chi Minh City, Vietnam.
4. **Content:**

Time	Duration	Content
9:00 a.m - 9:30 a.m	30 minutes	<ul style="list-style-type: none"> <li>- Delegates register to attend the online the General Meeting of Shareholders;</li> <li>- Check the delegates' eligibility.</li> </ul>
09:30 a.m - 09:45 a.m	15 minutes	<ul style="list-style-type: none"> <li>- Opening of the Congress;</li> <li>- Stating the Reasons, introducing delegates;</li> <li>- Reporting the results of checking the eligibility of shareholders attending the the General Meeting of Shareholders;</li> <li>- Introduction and approval of the List of the Presiding Committee, the Secretariat - the Vote Counting Board of the Congress;</li> <li>- Approve the Agenda;</li> <li>- Approving the working regulations at the Congress, regulations on nomination, candidacy, and election to supplement BOD members for the term of 2023-2027</li> </ul>
09:45 a.m - 10:45 a.m	60 minutes	<p><b>Presenting the Reports and Proposals:</b></p> <ul style="list-style-type: none"> <li>- Report on summarizing business activities in 2024, operating direction for 2025;</li> <li>- Report on the activities of the BOD in 2024;</li> <li>- Report on the activities of the BOS in 2024;</li> <li>- Proposal on Audited Financial Statements for 2024;</li> <li>- Proposal on profit distribution in 2024;</li> <li>- Proposal on Appropriation to the funds in 2025;</li> <li>- Proposal on selection of an audit firm for the semi-annual 2025 Financial Statements review and the annual 2025 Financial Statements audit;</li> <li>- Report on remuneration and other benefits of the Board of Directors, Board of Supervisors, General Director and other managers in 2024;</li> <li>- Report on transactions with related parties in 2024;</li> <li>- Proposal on remuneration, bonuses and other benefits of the BOD from June 01, 2025;</li> <li>- Proposal on implementation of Shares issuance under the Employee Stock Ownership Program;</li> <li>- Proposal on the plan to issue shares to increase capital from the owner's equity in 2024;</li> <li>- Proposal on the dismissal of BOD members for the term of 2023-2027;</li> <li>- Proposal on additional election of BOD members for the term of 2023-2027.</li> </ul>





10:45 a.m - 11:15 a.m	30 minutes	<ul style="list-style-type: none"> <li>- Congress discussion;</li> <li>- Voting to approve the reports and Proposal of the Congress;</li> <li>- The vote counting board works and announces the voting results</li> <li>- Election Instructions and the General Meeting of Shareholders conducts the Election</li> </ul>
11:15 a.m - 11:30 a.m	15 minutes	<ul style="list-style-type: none"> <li>- Break time.</li> </ul>
11:30 a.m - 11:35 a.m	05 minutes	<ul style="list-style-type: none"> <li>- Announcing the election result.</li> </ul>
11:35 a.m - 12:05 a.m	30 minutes	<ul style="list-style-type: none"> <li>- Approving the minutes of the General Meeting of Shareholders;</li> <li>- Declaring the closing.</li> </ul>

(\*) The Agenda of the General Meeting of Shareholders may be adjusted, updated, supplemented and detailed on the website [www.asiagroup-vn.com](http://www.asiagroup-vn.com) or the online GMS attendance account of shareholders at the website: [www.ezgsm.fpts.com](http://www.ezgsm.fpts.com) , from May 08, 2025. <http://www.asiagroup-vn.com/>

**ORGANIZING COMMITTEE**



....., May ....., 2025



## POWER OF ATTORNEY

### Authorizing party:

- Shareholder's name (individual/organization): .....
- ID card/Passport/Business registration certificate No.: ..... issued by ..... on .....
- Address: .....
- Email: .....
- Legal representative (organization): .....
- Total number of owned shares: ..... Shares
- Total par value of shares (in numbers): .....
- Total par value of shares (in words): .....

### Authorized party:

- Full name: .....
- ID card/Passport/Business registration certificate: .....
- Date of issue ..... place of issue ..... (\*)
- Legal representative (organization): ..... ID card: .....
- Date of issue ..... place of issue .....
- Address: .....
- Email: (\*\*) .....



In case the shareholder cannot authorize another person, please authorize one of the Board of Directors' members of the Company according to the list below:

No.	Name	Position	Mark selection
1	Pham Dang Long	Board member	
2	Nguyen Ba Luong	Board member	

### **I. Content**

1. The authorized party is entitled to represent the authorizing party to attend the 2025 Annual the General Meeting of Shareholders to be held on May 30, 2025 in online form of AIG Asia Ingredients Corporation.
2. Within the scope of authorization, the authorized party has the right to give opinions, vote on issues, and elect (if any) of the 2025 Annual the General Meeting of Shareholders on May 30, 2025 of AIG Asia Ingredients Corporation in accordance with the law corresponding to the number of authorized Shares.
3. We are fully responsible for this authorization and commit to strictly comply with the current regulations of the law, regulations of AIG Asia Ingredients Corporation and do not have any complaints thereafter.

### Note:

(\*) Please send a copy of the ID card/Passport/Business registration certificate of the Authorizing Party and the Authorized Party. In case the Authorized Party is an organization, please send the authorization document/introduction letter of the organization for the representative of that organization to attend the General Meeting of Shareholders (attached to the ID card/Passport of the attending representative).

(\*\*) It is mandatory to provide an email for the Authorized Party to provide the Login Name and Password to attend the online congress.



## II. Authorization period

This Power of Attorney is valid from the date of signing until the end of the 2025 annual the General Meeting of Shareholders of AIG Asia Ingredients Corporation and is only valid when it is sent to the Organizing Committee before the official opening of the Congress.

**AUTHORIZED PARTY**  
*(Sign and clearly state full name)*

**AUTHORIZING PARTY**  
*(Sign, clearly state full name, and seal if it is an organization)*



### Note:

(\*) Please send a copy of the ID card/Passport/Business registration certificate of the Authorizing Party and the Authorized Party. In case the Authorized Party is an organization, please send the authorization document/introduction letter of the organization for the representative of that organization to attend the General Meeting of Shareholders (attached to the ID card/Passport of the attending representative).

(\*\*) It is mandatory to provide an email for the Authorized Party to provide the Login Name and Password to attend the online congress.



## WORKING REGULATIONS THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS AIG ASIA INGREDIENTS CORPORATION

### Pursuant to:

- *The Law on Enterprises No. 59/2020/QH14 was passed by the National Assembly of The Socialist Republic of Vietnam on June 17, 2020;*
- *The Law on Securities No. 54/2019/QH14 was passed by the National Assembly of The Socialist Republic of Vietnam on November 26, 2019;*
- *Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;*
- *The Charter of AIG Asia Ingredients Corporation dated June 07, 2024;*
- *The Regulations on Corporate Governance of AIG Asia Ingredients Corporation dated January 06, 2022.*

In order to ensure the success of the 2025 Annual General Meeting of Shareholders of AIG Asia Ingredients Corporation, the Board of Directors develops regulations, working principles, behaviors, and voting procedures in the General Meeting as follows:

### **Article 1. Purpose:**

- To ensure the order, principles of conduct, and voting at the Annual General Meeting of Shareholders of AIG Asia Ingredients Corporation are carried out in accordance with regulations and successfully.
- The resolutions of the General Meeting of Shareholders reflect the unified will of the General Meeting of Shareholders, meet the aspirations and rights of shareholders and comply with the law.

### **Article 2. Subjects and scope**

- **Applicable subjects:** All shareholders, representatives (authorized persons) of shareholders who are owning Shares of AIG Asia Ingredients Corporation and guests attending the Annual General Meeting of Shareholders of AIG Asia Ingredients Corporation must comply with the regulations of this Regulation, the Company's Charter and current regulations of law.
- **Scope of application:** This Regulation is used for organizing the 2025 Annual General Meeting of Shareholders of AIG Asia Ingredients Corporation.

### **Article 3. Interpretation of terms/abbreviations**

- Company : AIG Asia Ingredients Corporation
- BOD : Board of Directors
- BOS : Board of Supervisors
- OC : Organizing Committee



- GMS : the General Meeting of Shareholders
- Delegates : Shareholders, representatives (authorized persons) of shareholders
- System livestream of the GMS : Video broadcasting system of the General Meeting of Shareholders meeting live on the website [www.ezgsm.fpts.com](http://www.ezgsm.fpts.com) and [www.youtube.com](http://www.youtube.com)
- Congress : Meeting of the General Meeting of Shareholders

#### **Article 4. Conditions for conducting the General Meeting of Shareholders**

- A General Meeting of Shareholders may be conducted when the number of delegates attending represents over 50% of the total voting Shares.<sup>1</sup>
- In case the first meeting does not have the conditions to proceed as prescribed in Clause 1, Article 19 of the Company's Charter, the notice of invitation to the second meeting shall be sent within 30 days from the intended Date of the first meeting. The second General Meeting of Shareholders may be conducted when the number of shareholders attending represents from 33% of the total voting Shares or more.
- In case the second meeting does not have the conditions to proceed as prescribed in Clause 2, Article 19 of the Company's Charter, the notice of invitation to the third meeting shall be sent within 20 days from the intended Date of the second meeting. The third General Meeting of Shareholders may be conducted regardless of the total number of voting Shares of the shareholders attending.

**Note:** The Percentage of shareholders attending the General Meeting of Shareholders in the online form is determined when the delegates have "**Confirmed attendance at the online General Meeting of Shareholders**" on the electronic voting system as prescribed in Article 5 of this Regulation.

#### **Article 5. Delegates attending the 2025 Annual General Meeting of Shareholders**

- All of the Company's shareholders as of the record Date of April 29, 2025, are entitled to attend the online General Meeting of Shareholders via the Electronic Voting System or authorize their representatives to attend. In the event that more than one authorized representative is appointed in accordance with the law, the number of shares of each representative must be specifically determined.
- When attending online, delegates should note:
  - **Technical requirements:** Shareholders need to have an electronic device with an internet connection (e.g., computer, tablet, mobile telephone, other electronic devices with an internet connection).
  - **Implementation method:** Delegates access the link, log in according to the information provided to attend the online General Meeting of Shareholders and conduct electronic voting.

<sup>1</sup>Article 19, Clause 1 of the Company's Charter





- **Method of recording Delegates attending the online General Meeting of Shareholders:**  
Delegates are recorded by the electronic voting system as attending the online General Meeting of Shareholders when Delegates access the system using the access information provided in the meeting invitation and have performed "confirm attendance at the online General Meeting of Shareholders" on the electronic voting system.

#### **Article 6. Guests at the Meeting**

- Are the Company's management titles, guests, members of the Meeting Organizing Committee who are not company shareholders but are invited to attend the Meeting.
- Guests do not participate in speaking at the Meeting (*unless invited by the Chairman of the Meeting, or registered in advance with the Meeting Organizing Committee and approved by the Chairman of the General Meeting*).

#### **Article 7. Presiding Officer and Presidium**

- The presidium consists of 04 people, including 01 Presiding Officer and 03 Members. The Chairman of The Board of Directors is the Chairman of the Board and is the Presiding Officer of the General Meeting of Shareholders or the Chairman of The Board of Directors authorizes another Member of the Board of Directors to be the Presiding Officer of the Meeting.
- In the event that the Chairman is absent or temporarily Deceased of working, the remaining Board of Directors' members shall elect one of them to be the Presiding Officer of the meeting according to the majority principle. In the event that a person to be the Presiding Officer cannot be elected, the Head of the Board of Supervisors shall manage for the the General Meeting of Shareholders to elect a Presiding Officer of the meeting from among the attendees and the person with the highest votes shall be the Presiding Officer of the meeting;
- In other cases, the person signing the convocation notice of the General Meeting of Shareholders will manage for the the General Meeting of Shareholders to elect the Chairman of the meeting and the person with the highest votes is elected as the Chairman of the meeting.
- The Presiding Officer has the right to take necessary measures to conduct the meeting in a reasonable, orderly manner, in accordance with the Agenda that has been approved and reflecting the wishes of the majority of attendees.
- Tasks of the Presidium:
  - Conducting the Meeting in accordance with the Content of the Agenda, the regulations that have been approved by the Meeting;
  - Assigning and introducing representatives of the Board of Directors' members, Board of Supervisors, and the Board of General Director of the Company to present reports and Proposals at the Meeting;
  - Introducing the composition of the Presidium for the Meeting to vote on;



- Introducing the composition of the Secretariat - Vote Counting Board for the Meeting to vote on;
- Guiding the Meeting to discuss, take voting opinions on issues within the Content of the Agenda of the Meeting and related issues throughout the Meeting;
- Answering and recording issues within the Content of the Agenda that have been approved by the Meeting;
- Resolving issues arising throughout the Meeting;
- Approve and issue documents, results, minutes, and resolutions of the General Meeting after its conclusion;
- The Chairperson shall work on the principle of democratic centralism and make decisions by majority vote.

#### **Article 8. Delegate Eligibility Verification Committee**

- The Delegate Eligibility Verification Committee of the General Meeting consists of 02 people, including 01 Head and 01 member, who are responsible to the Presidium and the General Meeting of Shareholders for their duties.
- The Delegate Eligibility Verification Committee is introduced by the Chairperson.
- Tasks:
  - Receive documents from shareholders/authorized persons of shareholders (if any), and compare and check the validity of shareholders attending online.
  - Report to the General Meeting of Shareholders on the results of the delegate eligibility verification before the General Meeting of Shareholders officially proceeds.
  - Coordinate with the ballot counting committee to guide, support, and supervise voting.

#### **Article 9. General Meeting Secretariat**

- The Secretariat of the General Meeting consists of 02 people appointed by the Chairperson and submitted to the General Meeting for voting approval, responsible to the Presidium and the General Meeting of Shareholders for their duties and under the direction of the Presidium.
- Tasks:
  - Receive and review registration forms for shareholders' opinions, and transfer them to the Presidium for decision;
  - Record the minutes of the General Meeting of Shareholders fully and truthfully, including all diễn biến Content of the General Meeting and issues approved or noted by the shareholders at the General Meeting;
  - Assist the Chairperson in announcing the draft minutes of the General Meeting and the Resolutions on issues approved at the General Meeting.

#### **Article 10. Ballot Counting Committee**

- The Ballot Counting Committee is introduced by the Chairperson and submitted to the General Meeting for voting approval, consisting of 02 people, including 01 Head and 01 member.
- Tasks:
  - Conduct the counting of ballots.
  - Prepare the ballot counting minutes and publicly announce the ballot counting minutes before the General Meeting of Shareholders;
  - Hand over the ballot counting minutes and all online ballots to the organizing committee of the General Meeting of Shareholders;
  - Be responsible for the truthfulness and accuracy of the data, inspect, prepare ballot counting minutes, and publicly announce the ballot counting results.
- The responsibilities of each member of the Ballot Counting Committee are defined as follows:
  - Head of the Ballot Counting Committee: responsible for the procedures, order, and legality in conducting voting at the General Meeting of Shareholders.
  - Member in charge of data and statistics: responsible for ensuring the accuracy of the data, including but not limited to data entry, calculation, statistical data related to the conduct of the General Meeting of Shareholders and ballot counting data.

#### **Article 11. Discussion at the General Meeting**

##### **1. Principles:**

- Discussions shall only be conducted within the prescribed time and within the scope of the issues presented in the Agenda Content of the General Meeting of Shareholders;
- Only Delegates are allowed to participate in the discussion;
- Delegates who wish to register discussion Content shall do so in the following prescribed form:
  - Delegates can ask questions in the Discussion section of the online General Meeting interface at the link [www.ezgsm.fpts.com.vn](http://www.ezgsm.fpts.com.vn) or send an email to [ducnguyen@asiagroup-vn.com](mailto:ducnguyen@asiagroup-vn.com) (Questions are valid when sent from the email registered in the list of shareholders on Date April 29, 2025 or the email that the shareholder has registered information in the Registration Form for attending the meeting or authorization has been sent in hard copy to the Company).
  - The Secretariat will arrange the question Content of the Delegates and forward it to the Chairperson.

##### **2. Answering the opinions of the Delegates:**

- Based on the Delegates' Question Form, the Chairperson or a member designated by the Chairperson will answer the Delegates' opinions;
- In case of limitations on the organization time, the questions that have not been answered directly at the Congress will be answered by the Company in other forms.



## Article 12. Voting at the Congress

### 1. Principle:

- All issues in the Agenda and meeting Content of the Congress must be discussed and voted on publicly by the GMS. Delegates can choose to vote by electronic voting at the link: [www.ezgsm.fpts.com.vn](http://www.ezgsm.fpts.com.vn)

### 2. Electronic voting:

- How to vote:
  - Delegates select one of three voting options "Approve", "Disapprove" or "No opinion" for each issue to be voted on at the Congress that has been set up in the electronic voting system.
  - After that, the Delegate confirms the vote so that the electronic voting system records the results.
- Some other regulations when conducting electronic voting:
  - In case the Delegate does not complete all the voting issues according to the Agenda Content of the Congress, the issues that have not been voted are considered as the Delegate not voting on that issue.
  - In the event of issues arising outside of the congress Agenda that has been sent, Delegates may cast additional votes. If the Delegate does not vote on arising issues, it is considered that the Delegate did not vote on that arising issue.
  - Delegates can change the voting results (but cannot cancel the voting results); including the voting results supplementing issues arising outside the Congress Agenda. The online system only records the ballot counting for the final voting result at the time of closing the electronic voting of each ballot counting session specified in the working regulations of the congress.
- The electronic voting time is specifically regulated as follows:
  - Voting Content No. 01 (including approval of the Presidium personnel, the Secretariat - the Vote Counting Committee). Delegates vote from **09:00 A.M on May 29, 2025** until the OC announces the end of the voting time for the voting Content No. 01.
  - Voting Content No. 02 (including the Congress Agenda; Working Regulations at the Congress, Regulations on nomination, candidacy, and election of additional BOD members for the term of 2023-2027): Delegates vote from **09:00 A.M on May 29, 2025** until the OC announces the end of the voting time for the voting Content No. 02.
  - Voting Content No. 03 (including Reports and Proposals at the Congress): Delegates vote from **09:00 A.M on May 29, 2025** until the OC announces the end of the voting time for the voting Content No. 03.
  - Election Content: Delegates conduct elections from **09:00 A.M on May 29, 2025** until the Congress approves the election Content.
  - Voting Content No. 04 (Approving the Meeting Minutes and the Resolution of the Congress): Delegates vote from **09:00 A.M on May 29, 2025** until the OC announces the end of the voting time for the voting Content No. 04.



- Delegates can access the electronic voting system and vote 24 hours a day and 07 days a week, except in cases of system maintenance or other reasons beyond the Company's control. At the end of the voting time, the system does not record any further electronic voting results from Delegates.
3. Voting rate:
- Every 01 (one) share is equivalent to one voting right. Each attending delegate represents one or more voting rights.
  - As of the shareholder list closing date (Date April 29, 2025), the total number of shares with voting rights of the Company is: **170,601,298** shares, equivalent to **170,601,298** voting rights.
  - Issues requiring a vote at the General Meeting shall only be approved if they are supported by shareholders owning over 50% of the total voting shares of all attending shareholders. In certain cases, issues subject to voting as stipulated in Clause 1, Article 21 of the Company's Charter must have the approval of 65% or more of the total voting shares of all attending shareholders.
  - Note:
  - Shareholders/authorized representatives with related interests do not have the right to vote on contracts and transactions with a value of 35% or more, or transactions that lead to the value of transactions arising within 12 months from Date of the first transaction with a value of 35% or more of the total asset value recorded in the most recent financial statements; these contracts or transactions are only approved when the number of shareholders/authorized representatives accounts for 65% of the total remaining voting shares in favor (according to Clause 4, Article 167, Enterprise Law 2020).
  - Shareholders/authorized representatives of shareholders owning from 51% of the total number of shares with voting rights or more, or affiliated persons of that shareholder, do not have the right to vote on contracts and transactions with a value greater than 10% (total asset value of the Company recorded in the most recent financial statements) between the Company and that shareholder (according to Point b, Clause 3 and Clause 4, Article 167 of the Enterprise Law 2020).

#### **4. Recording of voting results**

The vote counting results will be announced immediately at the online the General Meeting of Shareholders meeting after the vote counting is completed and before the meeting is closed.

#### **Article 13. Minutes, Resolution of the General Meeting of Shareholders Meeting**

All contents at the General Meeting of Shareholders must be recorded by the Meeting Secretary in the Minutes of the General Meeting of Shareholders meeting. The Minutes of the General Meeting of Shareholders meeting must be read and approved before the Meeting is closed.

#### **Article 14. Implementation of Regulations**



These organizational regulations are read publicly before the 2025 Annual the General Meeting of Shareholders and take effect immediately when the the General Meeting of Shareholders of AIG Asia Ingredients Corporation approves them by vote.

Shareholders, authorized representatives of shareholders, and guests who violate these Regulations will be considered by the Presiding Board depending on the specific level and have forms of handling according to the Company's Charter and the Enterprise Law.

*These regulations take effect immediately after being approved by the Company's the General Meeting of Shareholders by vote.*

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

***Recipients:***

- GMS;
- BOD Member, General Directors, BOS  
Member;
- Archived: Office, Secretary.

**BERNHARD HACKL**



**DRAFT**

**REGULATIONS ON SUPPLEMENTARY NOMINATION, CANDIDACY, AND ELECTION  
MEMBER OF THE BOARD OF DIRECTORS FOR THE TERM OF 2023 – 2027  
AIG ASIA INGREDIENTS CORPORATION**

**Pursuant to:**

- *Enterprise Law No. 59/2020/QH14 dated June 17, 2020;*
- *Securities Law No. 54/2019/QH14 dated November 26, 2019 and accompanying sub-law documents;*
- *Decree 155/2020/ND-CP detailing the implementation of several articles of the Securities Law passed on December 31, 2020;*
- *Charter of AIG Asia Ingredients Corporation;*
- *the Regulations on Corporate Governance of AIG Asia Ingredients Corporation;*

The Vote Counting Committee of the General Meeting announces the Regulations on supplementary nomination, candidacy, and election of Member of the Board of Directors for the term of 2023 – 2027 at the 2025 Annual General Meeting of Shareholders of AIG Asia Ingredients Corporation as follows:

**I. Explanation of abbreviated terms/words:**

- Company : AIG Asia Ingredients Corporation
- BOD : Board of Directors
- BOS : Board of Supervisors
- the GMS : The General Meeting of Shareholders.
- Delegate : Shareholders, representatives (authorized persons).

**II. Chairperson at the general meeting:**

The chairperson at the general meeting is responsible for presiding over the election with the specific tasks of:

- Introducing the list of nominations and candidacies for the BOD;
- Supervising the voting and vote counting;
- Resolving complaints about the election (if any)

**III. Regulations on nomination and candidacy for the BOD**

- Number of BOD' members: 01 person
- Term: 2023 – 2027
- Maximum number of BOD' candidates: unlimited



**1. Rights to nominate and run for the BOD: (according to Article 25 of the company's charter)**

A shareholder or group of shareholders owning 10% or more of the total common Shares or another smaller percentage as stipulated in the company's charter has the right to nominate candidates for the BOD in accordance with the Enterprise Law and the company's charter.

Nominees must meet the standards outlined in section 2 below.

In the event that the number of BOD' candidates through nomination and candidacy is still insufficient, the incumbent BOD may introduce additional candidates or organize nominations in accordance with the company's charter, the Regulations on Corporate Governance, and the Regulations on Operation of the BOD.

**2. Standards for candidates participating in the BOD: Candidates participating in the BOD must meet the following standards and conditions (according to Article 155 of the Enterprise Law 59/2020/QH14, Decree 155/2020/ND-CP)**

- Having full civil act capacity, not being in the subjects who are not allowed to manage enterprises according to the provisions of Clause 2, Article 17 of the Enterprise Law 59/2020/QH14;
- Having Qualification, experience in business administration or in the field, industry, or profession of the company and not necessarily being a shareholder of the company;
- Member of the BOD of a company may concurrently be a BOD' members of a maximum of 05 other companies.
- Member of the BOD need to have the following qualities and capabilities:
  - + Having leadership qualities, integrity, responsibility, prudence, ethics, and receiving the trust of the shareholders, other BOD' members, managers, and employees of the Company;
  - + Ability to balance the interests of all relevant stakeholders and make sound decisions;
  - + Possesses the professional experience and educational qualifications necessary to operate effectively; has experience in business administration or the Company's business line, industry, or profession.
  - + Has international business experience, understands local issues, and has knowledge of markets, products, and competitors;
  - + Ability to translate knowledge and experience into practical solutions.
  - + Integrity and high ethical standards;
  - + Accurate judgment;
  - + Ability and willingness to face challenges and seek innovation;
  - + Good communication skills.

**IV. Election principles:**

- Compliance with the provisions of law and the Company's Charter.
- Voting rights are calculated according to the number of Shares owned or represented. Election results are calculated based on the number of voting Shares of shareholders attending the meeting.
- For each election, a shareholder representative may only use one ballot corresponding to the number of Shares owned or represented.
- The ballot counting Cluster is nominated by the Presidium and approved by the congress. Members of the ballot counting Cluster must not be named on the list of nominees and candidates for the BOD.

#### **V. Voting method:**

- Implemented according to the cumulative voting method (According to Clause 3, Article 148 of the Enterprise Law 2020): accordingly, each shareholder has a total number of votes equal to the total number of Shares owned multiplied by the number of members to be elected to the BOD (01 member).
- Online delegates access the electronic voting system and conduct their election (note that Delegates must vote during the electronic voting period specifically stipulated in the Working Regulations).
- In case of confusion: Attending delegates access the electronic voting system and redo their election (note that Delegates must vote during the electronic voting period specifically stipulated in the Working Regulations).

#### **VI. Ballot**

##### **1. Content of the Ballot**

- The ballot (voting ballot) is an online ballot

In the event that shareholders cast votes by number: An invalid ballot is one in which the total number of votes cast for candidates exceeds the total number of votes allowed to be cast, calculated at the time of the ballot count.

#### **VII. Conduct elections and determine results**

##### **1. Voting and Ballot Counting**

How to fill out the Ballot: Delegates vote for a maximum number of candidates equal to the number of members to be elected (01 member);

##### **Note:**

- In case of errors, shareholders can change the election results (but cannot cancel the election results); including the results of supplementary elections for issues arising outside the Agenda of the Congress. The online system only records ballot counting for the final election results at the time of the end of electronic voting of each ballot counting session as stipulated in the working regulations of the congress.



- After the voting ends, the system will automatically record the end of the ballot counting.
- The ballot counting Cluster is responsible for preparing the ballot counting record, announcing the results, and together with the Chairperson, resolving shareholders' questions and complaints (if any).
- For sensitive issues and if shareholders request, the Company must appoint an independent organization to collect and count ballots.

## **2. Principles for electing candidates:**

- The elected candidates are determined according to the number of votes received, from highest to lowest, starting from the candidate with the highest number of votes until the required number of members is reached.
- In the event that two (02) or more candidates receive the same number of votes for the final member position, a re-election will be conducted among the candidates with the equal number of votes.
- If the first election does not yield the required number of members, elections will continue until the full number of members needed is elected.

## **VIII. Dossier for participation in nomination and candidacy for election to the BOD:**

Documents for participation in candidacy and nomination for election to the BOD include:

- Nomination paper for Member of the BOD, Candidacy paper for Member of the BOD (according to the form).
- Minutes of the shareholders group meeting (in case of nomination by a group of shareholders) (according to the form).
- Curriculum vitae (according to the form).
- Copies of the following documents: Citizen Identification Card/Passport.
- Certified copies of diplomas certifying cultural Qualification and Qualification (If any).
- Written commitment from the candidate stating: (i) the candidate accepts the nomination from the Shareholder or group of Shareholders; (ii) commits to act and perform duties honestly, loyally, diligently, and in the best interest of the Company if elected as a Member of the BOD; (iii) commits to the truthfulness, accuracy, and reasonableness of the personal information provided.

The person nominating to the BOD must be responsible before the law and the GMS for the accuracy and truthfulness of the content in their dossier.

The application should be sent to AIG Asia Ingredients Corporation before 06:00 P.M on May 15, 2025 to the following address:

### **Office of AIG Asia Ingredients Corporation**

**Address:** Lot TH-1B, Street No. 7, Southern Business Area, Tan Thuan Export Processing Zone, Tan Thuan Dong Ward, District 7, Ho Chi Minh City, Vietnam.

**Telephone:** (028) 5411 1557 Fax: (028) 5411 1667

The above is the entire Regulation on nomination, candidacy, and election of additional Members of the BOD for the term 2023 – 2027 at the 2025 Annual General Meeting of Shareholders of AIG Asia Ingredients Corporation, respectfully submitted to the General Meeting of Shareholders for consideration and approval.

**This regulation takes effect immediately after being approved by the GMS.**

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

***Recipients:***

- The General Meeting of Shareholders;
- Members of the BOD, Executive Board, Member of the BOS;
- Archived: General Affairs Division, Secretary.

**BERNHARD HACKL**







## NOMINATION PAPER

### MEMBER OF THE BOARD OF DIRECTORS, TERM 2023 - 2027

(Applicable to shareholders)

**To: AIG Asia Ingredients Corporation**

- Shareholder's full name:.....
- ID card/Passport/Business Registration Certificate No.:.....
- Date of issue:..... Place of issue:.....
- Legal representative (If any):.....
- Number of Shares owned:..... Shares
- Corresponding to the total par value:..... VND

**Request AIG Asia Ingredients Corporation to allow me to nominate:**

1. **Mr./Ms.:**.....  
 ID card/Passport No.:..... Date of issue:..... Place of issue:.....  
 Permanent address:.....  
 Qualification:.....Major:.....  
 Currently owning:..... (Shares)  
 Corresponding to the total par value:..... VND
2. **Mr./Ms.:**.....  
 ID card/Passport No.:..... Date of issue:..... Place of issue:.....  
 Permanent address:.....  
 Qualification:.....Major:.....  
 Currently owning:..... (Shares)  
 Corresponding to the total par value:..... VND
3. **Mr./Ms.:**.....  
 ID card/Passport No.:..... Date of issue:..... Place of issue:.....  
 Permanent address:.....  
 Qualification:.....Major:.....  
 Currently owning:..... (Shares)  
 Corresponding to the total par value:..... VND
4. **Mr./Ms.:**.....



ID card/Passport No.:..... Date of issue:..... Place of issue:.....

Permanent address:.....

Qualification:.....Major: .....

Currently owning:..... (Shares)

Corresponding to the total par value:..... VND

**5. Mr./Ms.:.....**

ID card/Passport No.:..... Date of issue:..... Place of issue:.....

Permanent address:.....

Qualification:.....Major:.....

Currently owning:..... (Shares)

Corresponding to the total par value:..... VND

**To be a candidate to participate in the Board of Directors of AIG Asia Ingredients Corporation for the term of 2023 - 2027.**

Sincerely thank you!

Attached documents:

- Copy of ID card/Passport.
- Curriculum vitae of the candidate.
- Diplomas and certificates of cultural and Qualification (If any).

....., May....., 2025

Nominator

*(Signature, stamp and full name)*







## NOMINATION PAPER

### MEMBER OF THE BOARD OF DIRECTORS, TERM 2023 - 2027

*(Applicable to group of shareholders)*

**To: AIG Asia Ingredients Corporation**

- Representative of the group of shareholders:.....
- ID card/Passport/Business Registration Certificate No.:.....Date of issue:.....  
Place of issue:..... (attached list of group of shareholders)
- Number of Shares owned by the group of shareholders:.....  
Shares
- Corresponding to the total par value:..... VND

**Request AIG Asia Ingredients Corporation to allow us to nominate:**

1. **Mr./Ms.:**.....  
ID Card/Passport No.:.....Date of issue:..... Place of issue:.....  
Permanent Address:.....  
Education level:.....Major:.....  
Currently owning:..... (Shares)  
Corresponding to the total par value:..... (VND)
2. **Mr./Ms.:**.....  
ID Card/Passport No.:..... Date of issue:..... Place of issue:.....  
Permanent Address:.....  
Education level:.....Major:.....  
Currently owning:..... (Shares)  
Corresponding to the total par value:..... (VND)
3. **Mr./Ms.:**.....  
ID Card/Passport No.:..... Date of issue:..... Place of issue:.....  
Permanent Address:.....  
Education level:.....Major:.....  
Currently owning:..... (Shares)  
Corresponding to the total par value:..... (VND)
4. **Mr./Ms.:**.....

ID Card/Passport No.:..... Date of issue:..... Place of issue:.....  
Permanent Address:.....  
Education level:.....Major:.....  
Currently owning:..... (Shares)  
Corresponding to the total par value:..... (VND)

5. **Mr./Ms.:**.....  
ID Card/Passport No.:..... Date of issue:..... Place of issue:.....  
Permanent Address:.....  
Education level:.....Major:.....  
Currently owning:..... (Shares)  
Corresponding to the total par value:..... (VND)

**To be a candidate to participate in the Board of Directors of AIG Asia Ingredients Corporation for the term of 2023 - 2027**

**Sincerely thank you!**

**Attached documents:**

- Copy of ID Card/Passport.
- Candidate's resume.
- Diplomas and certificates of cultural and professional qualification (If any).

....., May ....., 2025

Representative of the nominating  
shareholder group

*(Signature, stamp and full name)*





**LIST OF SHAREHOLDER GROUPS**  
**ATTACHED IS THE NOMINATION REQUEST OF THE**  
**SHAREHOLDER GROUP**  
**(in the form)**

No.	Name	ID/Passport/BRC	Permanent address	Number of Shares owned	Shareholder's signature/signature, stamp if organization
1					
2					
3					
4					
5					
6					
7					
8					
9					
10					
11					
12					
....					
....					
.....					
.....					
<b>Total</b>					





## MEETING MINUTES OF CIVIL GROUP

### NOMINATION OF CANDIDATES TO PARTICIPATE IN THE BOARD OF DIRECTORS AIG ASIA INGREDIENTS CORPORATION TERM 2023 - 2027

- Pursuant to the Charter on Organization and Operation of AIG Asia Ingredients Corporation.
- Pursuant to the Regulations on additional nomination of members of the Board of Directors of AIG Asia Ingredients Corporation for the term 2023 - 2027.

Today, Date...../...../2025, at....., we are the shareholders of AIG Asia Ingredients Corporation, jointly holding..... shares (in words:..... shares), accounting for.....% of the total voting Shares of the Company, whose names are listed below:

No.	Shareholder's Name	Id Card/Passport/Business Registration	Address	Number of Shares owned	Signature and full name
1					
2					
3					
4					
5					
	<b>Total</b>				



**We unanimously agree to nominate:**

**Mr./Ms.:**.....

ID card/Passport No.:..... Date of issue:..... Place of issue:.....

Permanent address:.....

**To represent the civil group to carry out the nomination procedures in accordance with the Regulations on participating in additional nominations to the Board of Directors of AIG Asia Ingredients Corporation for the term 2023 - 2027.**

**And unanimously agree to nominate the following candidates to participate in the Board of Directors:**

**1. Mr./Ms.:**.....

ID card/Passport No.:..... Date of issue:..... Place of issue:.....

Permanent address:.....

Education level:.....Major:.....

Currently owning:..... (Shares)



Corresponding to the total value at par value:..... (VND)

2. **Mr./Ms.:**.....

ID card/Passport No.:..... Date of issue:..... Place of issue:.....

Permanent address:.....

Education level:.....Major:.....

Currently owning:..... (Shares)

Corresponding to the total value at par value:..... (VND)

3. **Mr./Ms.:**.....

ID card/Passport No.:..... Date of issue:..... Place of issue:.....

Permanent address:.....

Education level:.....Major:.....

Currently owning:..... (Shares)

Corresponding to the total value at par value:.....(VND)

4. **Mr./Ms.:**.....

ID card/Passport No.:..... Date of issue:..... Place of issue:.....

Permanent address:.....

Education level:.....Major:.....

Currently owning:..... (Shares)

Corresponding to the total value at par value:..... (VND)

5. **Mr./Ms.:**.....

ID card/Passport No.:..... Date of issue:..... Place of issue:.....

Permanent address:.....

Education level:.....Major:.....

Currently owning:..... (Shares)

Corresponding to the total value at par value:.....(VND)

This record was made at.... hours, Date..... /.../..... at.....

.....

....., May....., 2025

Nominee representing the group

(Signature, seal, and full name)



## SELF-NOMINATION FORM

### MEMBER OF THE BOARD OF DIRECTORS, TERM 2023 - 2027

***To: AIG Asia Ingredients Corporation***

- My name is:.....
- ID card/Passport No.:..... Date of issue:..... Place of issue:.....
- Legal representative (if any):.....
- Number of Shares owned (As of Date....../....../20....):..... Shares
- Corresponding to the total value at par:..... VND

I would like to nominate myself to the Board of Directors of AIG Asia Ingredients Corporation for the term 2023 - 2027.

If I am trusted by the shareholders to be elected as a Member of the Board of Directors, I would like to devote all my abilities and enthusiasm to contribute to the development of AIG Asia Ingredients Corporation.

Sincerely thank you!

#### Enclosed documents:

- Copy of ID card/Passport.
- Candidate's resume.
- Diplomas certifying cultural and Qualification.
- Confirmation of valid Shares ownership.

....., May....., 2025

**Self-nominee**

*(Signature, stamp and full name)*



**CỘNG HÒA XÃ HỘI CHỦ NGHĨA VIỆT NAM**

*THE SOCIALIST REPUBLIC OF VIETNAM*

**Độc Lập – Tự Do – Hạnh Phúc**

*Independence - Freedom – Happiness*

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**SƠ YẾU LÝ LỊCH**

*CURRICULUM VITAE SUMMARY*



1/ Họ và tên: 1/ Name:	
2/ Giới tính: 2/ Gender:	
3/ Ngày tháng năm sinh: 3/ Date of Birth:	
4/ Nơi sinh: 4/ Place of Birth:	
5/ CCCD/Hộ chiếu: 5/ ID card No./Passport:	ngày cấp: Date of issue:
6/ Quốc tịch: 6/ Nationality:	
7/ Dân tộc: 7/ Ethnicity:	
8/ Địa chỉ thường trú: 8/ Permanent Address:	
9/ Số điện thoại: 9/ Phone Number:	
10/ Địa chỉ email: 10/ Email Address:	
11/ Trình độ chuyên môn: 11/ Qualification:	
12/ Quá trình công tác: 12/ Work Experience: + Từ ... đến ... : + From ... to ... :	

\* Người có liên quan theo quy định tại khoản 46 Điều 4 Luật Chứng khoán ngày 26 tháng 11 năm 2019.

\* Related person as prescribed in Clause 46, Article 4 of the Law on Securities dated November 26, 2019.

+ Từ ... đến ... : + From ... to ... :	
13/ Các công ty đang nắm giữ chức vụ thành viên Hội đồng quản trị và các chức danh quản lý khác: <i>13/ Companies where currently holding a position as a Member of the Board of Directors and other management positions:</i>	
14/ Tổng số CP nắm giữ (chốt ngày.../.../...) .... cổ phần, chiếm ....% vốn điều lệ, trong đó: <i>14/ Total number of shares held (as of .../.../...).... shares, representing....% of charter capital, of which:</i>	
+ Đại diện phần vốn của (tên tổ chức là cổ đông Nhà nước/cổ đông chiến lược/ khác): + Capital Representative of (name of the organization being the State shareholder/strategic shareholder/other):	.... cổ phần, chiếm .....% vốn điều lệ .... shares, representing.....% of charter capital
+ Cá nhân sở hữu: + Personally owned:	.... cổ phần, chiếm .....% vốn điều lệ .... shares, representing.....% of charter capital
15/Các cam kết nắm giữ (nếu có) <i>15/ Commitments to hold shares (If any)</i>	
16/ Những người liên quan có nắm giữ cổ phiếu của công ty: <i>16/ Affiliated persons holding shares of the company:</i>	<div>..... – Mỗi quan hệ: .....; nắm giữ: ..... CP, chiếm .....% vốn điều lệ</div> <div>..... – Relationship: .....; holding: ..... shares, representing .....% of charter capital</div> <div>..... – Mỗi quan hệ: .....; nắm giữ: ..... CP, chiếm .....% vốn điều lệ</div> <div>..... – Relationship: .....; holding: ..... shares, representing .....% of charter capital</div>

\* Người có liên quan theo quy định tại khoản 46 Điều 4 Luật Chứng khoán ngày 26 tháng 11 năm 2019.

\* Related person as prescribed in Clause 46, Article 4 of the Law on Securities dated November 26, 2019.

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17/ Các lợi ích có liên quan tới Công ty và các bên có liên quan đến Công ty (nếu có): <i>17/ Interests related to the Company and related parties of the Company (If any):</i>	
18/ Quyền lợi mâu thuẫn với Công ty: <i>18/ Conflicts of Interest with the Company:</i>	
19/ Họ, tên của cổ đông hoặc nhóm cổ đông đề cử ứng viên (nếu có): <i>19/ Name of the shareholder or shareholder group nominating the candidate (If any):</i>	
20/ Danh sách người có liên quan của người khai*: <i>20/ List of affiliated persons of the declarant*:</i>	

Tôi cam đoan những lời khai trên đây là hoàn toàn đúng sự thật, nếu sai tôi xin hoàn toàn chịu trách nhiệm trước pháp luật.

*I hereby certify that all information provided above is completely truthful, and I bear full legal responsibility for any inaccuracies.*

....., ngày ..... tháng ..... năm 2025

....., 2025

**Người khai**

*Declarant*

*(Ký tên, ghi rõ họ tên)*

*(Signature, full name)*

\* Người có liên quan theo quy định tại khoản 46 Điều 4 Luật Chứng khoán ngày 26 tháng 11 năm 2019.

\* Related person as prescribed in Clause 46, Article 4 of the Law on Securities dated November 26, 2019.

Stt No.	Mã CK Stock Code	Họ tên Name	Tài khoản giao dịch chứng khoán Securities trading account	Chức vụ tại công ty (nếu có) Position at the company (if any)	Mối quan hệ đối với công ty/ người nội bộ Relationship with the company/insider	Loại hình Giấy NSH (*) Type of NSH No (*) (ID card No./ Passport/ Giấy ĐKKD) Business Registration Certificate)	Số Giấy NSH (*) NSH No (*)	Ngày cấp date of issue	Nơi cấp place of issue	Địa chỉ trụ sở chính/ Địa chỉ liên hệ Head office address/ Contact address	Số cổ phiếu sở hữu cuối kỳ Number of shares owned at the end of the period	Tỷ lệ sở hữu cổ phiếu cuối kỳ Percentage of share ownership at the end of the period	Thời điểm bắt đầu là người có liên quan của công ty/ người nội bộ Time of starting to be affiliated person	Thời điểm không còn là người có liên quan của công ty/ người nội bộ Time of ending to be affiliated person	Lý do (khi phát sinh thay đổi liên quan đến mục 13 và 14) Reasons (when changes related to items 13 and 14 occur)	Ghi chú (về việc không có số Giấy NSH và các ghi chú khác) Note (regarding the absence of NSH No and other notes)
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1		Nguyễn Văn A	xxxxxxx	Chủ tịch Chairman HĐQT BOD		CMND ID card	024123456	17/12/2015 December 17, 2015	HCM City's Public Security	16 Võ Văn Kiệt, District 1, HCMC 16 Vo Van Kiet, District 1, HCMC			01/01/2020 January 01, 2020	15/05/2020 May 15, 2020	Miễn nhiệm Date of dismissal	
1.01		Nguyễn Thị B	yyyyyyy		Vợ Wife	CMND ID Card	025123456	11/05/2016 May 11, 2016	HCM HCMC City's Public Security	1 Nam Kỳ Khởi Nghĩa, District 1, HCMC 1 Nam Ky Khoi Nghia, District 1, HCMC			04/05/2018 May 04, 2018			
1.02																

\* Người có liên quan theo quy định tại khoản 46 Điều 4 Luật Chứng khoán ngày 26 tháng 11 năm 2019.

\* Related person as prescribed in Clause 46, Article 4 of the Law on Securities dated November 26, 2019.

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Stt No.	Mã CK Stock Code	Họ tên Name	Tài khoản giao dịch chứng khoán Securities trading account	Chức vụ tại công ty (nếu có) Position at the company (If any)	Mối quan hệ đối với công ty/ người nội bộ Relationship with the company/insider	Loại hình Giấy NSH (*) Type of NSH No (*) (ID card No./ Passport/ Giấy ĐKKD) Business Registration Certificate)	Số Giấy NSH (*) NSH No (*)	Ngày cấp date of issue	Nơi cấp place of issue	Địa chỉ trụ sở chính/ Địa chỉ liên hệ Head office address/ Contact address	Số cổ phiếu sở hữu cuối kỳ Number of shares owned at the end of the period	Tỷ lệ sở hữu cổ phiếu cuối kỳ Percentage of share ownership at the end of the period	Thời điểm bắt đầu là người có liên quan của công ty/ người nội bộ Time of starting to be affiliated person	Thời điểm không còn là người có liên quan của công ty/ người nội bộ Time of ending to be affiliated person	Lý do (khi phát sinh thay đổi liên quan đến mục 13 và 14) Reasons (when changes related to items 13 and 14 occur)	Ghi chú (về việc không có số Giấy NSH và các ghi chú khác) Note (regarding the absence of NSH No and other notes)
15		Nguyễn Văn C	zzzzzzzz	Kế toán trưởng Chief Accountant		CMND ID Card	020123456	11/02/2011 February 11, 2011	Public Security				14/03/2020 March 14, 2020		Bổ nhiệm Appointment	
....																
15.25		Nguyễn Thị D			Con Child											
15.26		Công ty Cổ phần ABC ABC Joint Stock Company			Tổ chức có liên quan Affiliated organization	GCNĐKDN Business Registration Certificate	30123456	15/10/2014 October 15, 2014					15/04/2020 April 15, 2020		Bổ nhiệm Appointment	Nguyên Văn C là thành viên HĐQT CTCP ABC Nguyên Van C is a member of the Board of Directors of ABC Joint Stock Company

\* Người có liên quan theo quy định tại khoản 46 Điều 4 Luật Chứng khoán ngày 26 tháng 11 năm 2019.

\* Related person as prescribed in Clause 46, Article 4 of the Law on Securities dated November 26, 2019.



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## REPORT OF THE GENERAL MEETING OF SHAREHOLDERS

*Regarding the report summarizing business activities in 2024,  
Operating direction for 2025*

### I. Characteristics of business operations in 2024:

In 2024, the global economy slowed down with persistent inflation and prolonged supply chain disruptions, putting pressure on food raw material costs due to high energy costs, transportation, and input agricultural prices. Protectionist trade trends and geopolitical instability disrupted material flows. However, production shifts and a focus on sustainability created opportunities for countries like Vietnam if they meet global standards.

Impacts on the Food Ingredients industry include inflation and supply chain disruptions pushing input material prices up, global instability making it difficult to ensure stable supply and predictable prices, sustainability trends and international standards requiring businesses to invest in green production and traceability, and businesses needing to improve quality, reduce costs, and adapt to new standards to compete.

Despite experiencing a year with many difficulties and challenges in the general situation, thanks to continuous efforts, proactiveness, creativity, sensitivity, as well as the close connection between the Board of Directors and employees, AIG Asia Ingredients Corporation ("AIG") still took advantage of opportunities and achieved encouraging business results, creating jobs and ensuring stable income for all Company employees in the face of difficulties in the past year.

### II. Summary of business operations in 2024:

- AIG's total consolidated net revenue in 2024 was 12,387 Billion VND, reaching 96% of the 2024 plan.
  - Consolidated profit after tax in 2024 was 836 Billion VND, reaching 94% of the 2024 plan.
  - Earnings per share in 2024 was VND 3,970.
- ❖ Below are the main indicators of business results on separate and consolidated reports (audited) compared with the 2024 plan.

No.	Financial Indicators	Unit	Consolidated Business Results			Separate Business Results	
			Actual 2024	Plan 2024	%	Actual 2024	Plan 2024
1	Net revenue	Billion VND	12,387	12,950	96%	35	35
2	Profit after tax (*)	Billion VND	836	890	94%	204	212



3	% Profit/Revenue Ratio	%	6.75%	6.87%			
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(\*) Details of profit after tax distributed by equity:

Profit after tax	Unit	Consolidated Business Results		
		Actual 2024	Plan 2024	%
- Profit after tax of Parent Company	Billion VND	704	752	94%
- Profit after tax of Non-controlling Interests	Billion VND	132	138	96%
<b>Profit after tax</b>	<b>Billion VND</b>	<b>836</b>	<b>890</b>	<b>94%</b>

### III. Business plan 2025

International organizations such as the IMF and World Bank forecast that global economic growth in 2025 will slow down. The main reasons are increased trade tensions, slow cooling of inflation, and geopolitical instability. Growth is expected to be uneven across regions, with the US and China likely to grow more slowly, while some Asian countries maintain good growth momentum. Financial risks and supply chain volatility remain factors to monitored closely.

Vietnam is expected to continue maintaining positive economic growth in 2025, with a forecast from the World Bank of 6.8%. The main growth drivers come from export recovery, stable FDI inflows and domestic consumption. However, Vietnam also faces challenges from the unstable global economic situation, especially the new trade policies of the US and the slowdown of major trading partners. The government continues to focus on improving the investment environment, promoting the disbursement of public investment capital and sustainable development to achieve the set growth targets.

Despite the aforementioned difficulties, the Company's Board of Directors still proposes a double-digit growth business plan for 2025, aiming for sustainable development in revenue and profit growth.

#### Key business plan Indicators for 2025:

- The consolidated revenue plan for 2024 is 14,800 Billion VND, equivalent to 119% compared to the actual figure in 2024.
  - The consolidated after-tax profit plan for 2025 is 980 Billion VND, equivalent to 117% compared to the actual figure in 2024.
- ❖ Below are the main Indicators of the 2024 business plan.

No.	Financial Indicators	Unit	Consolidated Business Results			Separate Business Results	
			Actual 2024	Plan 2024	%	Actual 2024	Plan 2024

1	Net revenue	Billion VND	12,387	14,800	119%	35	37
2	Profit after tax (*)	Billion VND	836	980	117%	204	445
3	% Profit/Revenue Ratio	%	6.75%	6.62%			

(\*) Details of after-tax profit distributed by owner's equity:

Profit after tax	Unit	Consolidated Business Results		
		Actual 2024	Plan 2025	%
- Profit after tax of Parent Company	Billion VND	704	799	113%
- Profit after tax of Non-controlling Interests	Billion VND	132	181	137%
Profit after tax	Billion VND	836	980	117%

The entire Board of Management and all members of the AIG Corporation continue to strive to achieve the revenue and profit Indicators according to the plan set for 2025 with the following orientations:

- Closely monitor the plan objectives and make timely adjustments according to each stage and time to complete the assigned plan.
- Adhere to market needs and trends to orient the development of new products.
- Maximize the capacity of existing machinery and equipment lines to increase production output, increase revenue, contribute to reducing product costs, and increase profits.
- Closely monitor, control, and promote progress when building new projects to expand production scale and invest in joint ventures and partnerships.
- Along with strengthening production and business development, business risk management is also regularly controlled, and working capital management is strengthened.
- Continue to best control costs incurred in each member company in order to optimize profits.
- Continue to streamline the personnel structure, focusing on core business issues in order to save costs and increase operational efficiency.

Dear the General Meeting of Shareholders:

In 2024, in the face of unpredictable market and economic fluctuations, AIG reacted quickly and promptly and found opportunities to strongly reform the Company's organization and business management model in order to create a solid foundation for future development steps.

In 2025, although continuing to face many difficulties, with the solidarity and determination to win of all employees, AIG will continue to overcome obstacles, promote internal resources, and especially always have the trust and companionship of shareholders and customers. We believe that AIG will complete the planned Indicators assigned by the General Meeting of Shareholders.

Wishing the Delegates and all Shareholders health and happiness.



Thank you and sincerely greet you!

*Ho Chi Minh City, May ... 2025*

**Recipients:**

- *Board of Directors, Board of Supervisors*
- *General Director*
- *AIG Shareholders*
- *Archived Board of Directors*

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

**BERNHARD HACKL**



**DRAFT**



## **REPORT**

### **ACTIVITIES OF THE BOARD OF DIRECTORS AIG ASIA INGREDIENTS CORPORATION**

Implementing the Charter on organization and operation of AIG Asia Ingredient Corporation, the Board of Directors of the company would like to report to the General Meeting of Shareholders on the activities of the Board of Directors in 2024 as follows:

#### **I. ON PERSONNEL, ACTIVITIES OF THE BOARD OF DIRECTORS**

##### **1. Personnel of the Board of Directors**

The current Board of Directors consists of 07 members, including 01 Chairman of the Board of Directors, Mr. BERNHARD HACKL, and 06 members of the Board of Directors.

##### **2. Activities of the Board of Directors**

- The Board of Directors has operated in accordance with the law. The Board of Directors' members have shown solidarity, demonstrated their sense of responsibility, and performed well the rights and obligations of Board of Directors' members as stipulated in the Charter.
- Over the past year, the Company's Board of Directors has exercised the rights and duties of the Board of Directors in accordance with the Company's Charter and the Enterprise Law.

##### **3. Remuneration, operating expenses and other benefits of the Board of Directors and each Member of the Board of Directors as prescribed in Clause 3, Article 163 of the Enterprise Law and the Company's Charter:**

- Remuneration and other benefits of the Board of Directors in 2024: 1,200,000,000 VND.

#### **II. ON TASK PERFORMANCE:**

##### **1. Summary of meetings of the Board of Directors and decisions of the Board of Directors:**

- Over the past year, the Company's Board of Directors has held 14 Meetings of the Board of Directors to direct and orient the Company's development. These meetings have been conducted in accordance with the procedures and regulations of the Company's Charter and the Enterprise Law to promptly resolve arising issues.
- Summary of meetings of the Board of Directors and Resolutions/Decisions of the Board of Directors presented in the Report on corporate governance in 2024 No. 02/2024/BCQT-AIG Date January 23, 2025 and made information disclosure in accordance with legal regulations.
- Minutes of the Meetings of the Board of Directors are fully prepared, ensuring compliance with the law; records and documents have been fully sent to the Board of



Directors' members attending the meeting for reference and study in advance in accordance with the Charter.

**2. Evaluation of the Board of Directors' activities regarding the activities of the General Director of Directors and other managers**

- The Board of Directors supervises and directs the General Director through resolutions, decisions and periodic meetings. The Chairman of the Board of Directors attends working sessions and some important meetings of the Company.
- In 2024, the General Director has proactively and flexibly followed the Resolutions of the Board of Directors, deploying the Company's business operations in accordance with the resolutions of the General Meeting of Shareholders, resolutions, and decisions of the Board of Directors.
- The Board of Directors highly appreciates the efforts of the General Director in 2024, which has proactively implemented many positive solutions that bring high efficiency to the Company's business operations.
- The General Director has proactively and actively followed the market situation to propose reasonable and effective solutions in management and business, thereby helping the Company complete its plan beyond the set target.

**3. Report on transactions between the Company, its subsidiaries, or companies in which the Company holds more than 50% of the charter capital, and members of the Board of Directors or their related persons; transactions between the Company and companies in which a member of the Board of Directors is a founding member or has been a business manager within the three years immediately preceding the transaction date**

Transactions between the Company and the above subjects are carried out in accordance with the law, fully disclosed as prescribed, and listed in the Audited Financial Statements in 2024, the Report on corporate governance in 2024, and the Company's Annual Report in 2024.

**4. Regarding the company's production and business results in 2024**

- AIG's total consolidated net revenue in 2024 was 12,387 Billion VND, reaching 96% of the 2024 plan.
  - The consolidated profit after-tax in 2024 was 836 Billion VND, reaching 94% of the 2024 plan.
  - Earnings per Shares in 2024 were VND 3,970.
- Below are the key Indicators of business results in separate and consolidated reports (audited) compared with the 2024 plan.

(\*) Details of after-tax profit by owner's equity:

Profit after tax	Unit	Consolidated Business Results		
		Actual 2024	2024 Plan	%
- Profit after tax of Parent Company	Billion VND	704	752	94%
- Profit after tax of Non-controlling Interests	Billion VND	132	138	96%
<b>Profit after tax</b>	<b>Billion VND</b>	<b>836</b>	<b>890</b>	<b>94%</b>

In 2024, all leaders and employees of the Company have strived to maintain stable operations and development.

### III. ORIENTATION FOR 2025 ACTIVITIES

#### Regarding the direction of production and business development:

- Direct and implement the 2025 business plan successfully according to the resolution of the 2025 Annual General Meeting of Shareholders.
- Closely monitor the domestic and global economic situation and the Company's production and business activities. Based on that, analyze and evaluate to promptly have policies to direct and orient the General Director to organize the task implementation with the highest efficiency.
- Focus on trading strong commodity lines; improve the value of the goods that the Company provides to the market.
- Direct and strengthen inspection and supervision to prevent risks in business, ensuring capital safety. Focus on financial management, cost reduction to improve the Company's competitiveness.

#### Regarding personnel management

- Continue to consolidate the management system and personnel structure according to the new organizational structure, further enhance the strategic and supervisory role of the Board of Directors, and focus on training, coaching, and supervision for the management team.
- Develop the quality of the existing human resources, with a focus on dynamic employees who can quickly adapt to market trends.
- Focus on training, coaching, and supervision for the management team.
- Ensure competitive salary policies and benefits policies. Evaluate operational efficiency through performance management, create opportunities, environment, and promotion regimes for potential managers, organize methodical and in-depth training programs to build a team of successor managers, serving long-term development needs.



**Regarding the key business plan Indicators for 2025:**

No.	Financial Indicators	Unit	Consolidated Business Results			Separate Business Results	
			Actual 2024	Plan 2025	%	Actual 2024	Plan 2025
1	Net revenue	Billion VND	12,387	14,800	119%	35	37
2	Profit after tax (*)	Billion VND	836	980	117%	204	445
3	% Profit/Revenue Ratio	%	6.75%	6.62%			

(\*) Details of after-tax profit by owner's equity:

Profit after tax	Unit	Consolidated Business Results		
		Actual 2024	Plan 2025	%
- Profit after tax of Parent Company	Billion VND	704	799	113%
- Profit after tax of Non-controlling Interests	Billion VND	132	181	137%
<b>Profit after tax</b>	<b>Billion VND</b>	<b>836</b>	<b>980</b>	<b>117%</b>

The above is the report on the activities of the Board of Directors of the company in 2024 and the orientation for activities in 2025, respectfully submitted to the General Meeting of Shareholders for comments to complete and approve the report.

Sincerely thank you, Esteemed Shareholders.

*Ho Chi Minh City, May ...., 2025*

**Recipients:**

- Board of Directors, Board of Supervisors
- General Director
- AIG Shareholders
- Archived Board of Directors

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

**BERNHARD HACKL**



**DRAFT**



## **REPORT OF THE BOARD OF SUPERVISORS SUBMITTED TO THE 2025 ANNUAL GENERAL MEETING OF SHAREHOLDERS**

*Dear Esteemed Shareholders, Dear  
entire Congress,*

On behalf of the Board of Supervisors of AIG Asia Ingredients Corporation, I would like to present to the Congress the report of the Board of Supervisors on the operational situation of AIG Asia Ingredients Corporation (referred to as "the Company" or "AIG") in 2024 as follows:

### **I. Report on personnel, activities, and remuneration of the Board of Supervisors:**

#### **1. Personnel and activities of the Board of Supervisors:**

- In 2024, there were no personnel changes in the Board of Supervisors, which includes 03 members elected by the General Meeting of Shareholders to perform supervisory activities in accordance with the law and the company's charter. In 2024, the Board of Supervisors regularly monitored the activities of the Board of Directors and General Director to perform the following main tasks:
  - Monitoring the implementation of the annual business plan and investment projects.
  - Monitoring the implementation of the Resolutions issued by the General Meeting of Shareholders and the Board of Directors.
  - Monitoring the observance and compliance with legal regulations and the Company's Charter.
  - Evaluating the audited Financial Statements.
  - Monitoring the compliance with legal regulations on information disclosure of the Company to ensure that important information is always fully disclosed and updated in a timely manner for shareholders.
- In 2024, the Board of Supervisors held 03 meetings. All meetings aimed to review and ensure the transparency and efficiency of the Group's operations. Minutes of the meetings were fully recorded, carefully archived, and unanimously approved by all members.

#### **2. Remuneration, operating expenses, and other benefits of the Board of Supervisors:**

- The Board of Supervisors was paid in full according to the remuneration level for the Board of Supervisors for the term 2023-2027 approved by the Annual General Meeting of Shareholders.
- Remuneration of the Board of Supervisors in 2024: 132,000,000 VND.

### **II. Results of monitoring business operations in 2024:**



**1. Production and business activities:**

**The Board of Supervisors would like to report some key points in 2024 as follows:**

- Entering 2024, the economy still faces many challenges as the market has not shown strong signs of recovery, affecting the business operations of enterprises, including AIG. Therefore, AIG's leadership has always developed plans to respond, as well as always striving to minimize negative impacts on the Corporation's business operations such as best controlling arising costs in each member company to optimize profits, focusing on developing core business lines to rise revenue growth, increase operational efficiency, focusing on investing in technology, consolidating the personnel apparatus to work effectively, optimizing the supply chain, diversifying customer service methods, coordinating with customers to bring the best products to consumers thereby optimizing the Corporation's revenue, costs and profits.

❖ **Consolidated business results in 2024 the Company achieved are as follows:**

No.	Indicators	Unit	Actual 2023	Plan 2024	Actual 2024	% of Actual compared to Plan	% of Actual compared to 2023
1	Net revenue	Billion VND	11,915	12,950	12,387	96%	104%
2	Profit after tax	Billion VND	787	890	836	94%	106%

According to the Resolution of the General Meeting of Shareholders in 2024, the Company developed a consolidated business plan for the AIG Corporation in 2024: Net revenue equal to 109% and profit after tax equal to 113% compared to the implementation in 2023.

**Implementation results in 2024 the Company has achieved:**

- ✓ Consolidated net revenue reached 12,387 Billion VND ⇔ reaching 96% compared to the plan and 104% compared to the implementation in 2023.
- ✓ Consolidated profit after tax reached 836 Billion VND ⇔ reaching 94% compared to the plan and 106% compared to the implementation in 2023.

In the context of the general economy still having many fluctuations, there are still many unfavorable factors from the market, this result shows the efforts and determination of the leadership and AIG employees to successfully maintain a stable growth rate - specifically, the Company achieved consolidated net revenue and profit after tax, both reaching close to the planned level (reaching over 94% compared to the planned level) and growing more than the previous year (growing over 4% compared to 2023). Maintaining a stable growth rate in the context of an economy that still has many fluctuations has demonstrated the Corporation's ability

to operate in the face of difficulties, and the belief that the Group will continue to grow and achieve even higher profits in the future.

**2. Investment situation in the Company's subsidiaries:**

- As of December 31, 2024, the Company has ten (10) direct Company's subsidiaries with the following equity ownership Percentage:

No.	Name of company	Percentage of ownership
1	Asia Chemical Corporation ("ACC")	96.34%
2	Asia Sai Gon Food Ingredients Joint Stock Company ("AFI")	64.01%
3	AFC Food Company Limited ("AFC")	100%
4	Asia Coconut Processing Joint Stock Company ("ACP")	73.42%
5	APIS Corporation ("APIS")	76.96%
6	VICTA Trading Corporation ("VICTA")	99.98%
7	Asia Hoa Son Corporation ("AHS")	99.99%
8	Asia Agricultural Technology Corporation ("ATC")	99.50%
9	Mekong Delta Gourmet Joint Stock Company ("MDG")	99.2%
10	Asia Specialty Ingredients Joint Stock Company ("ASI")	83.00%

There are three (03) indirect Company's subsidiaries (which are direct Company's subsidiaries of ACC and APIS), including:

No.	Name of company	Percentage of ownership
1	Asia Chemical Corporation (ACC) Pte. Ltd ("ACC PTE")	96.34%
2	Asia Healthcare Company Limited ("AHC")	91.52%
3	Asia Food Shimakyu Company ("AFS")	50.03%

And four (04) joint venture and associated companies, including:

No.	Name of company	Percentage of ownership
1	Nature ACH Biological Products Corporation ("NatureACH")	30.00%
2	Vinh Hao Spirulina Algae Corporation ("TVH")	49.00%
3	Asia Cold Industry Corporation ("ACI")	40.00%
4	G.C Food Joint Stock Company ("GCF")	44.50%

**3. Important events during the year:**

- **Purchased additional Shares of Asia Hoa Son Corporation ("AHS"):** On April 15, 2024, the Company completed the transfer of 7,194,000 Shares of AHS, equivalent to a 33% ownership percentage. Accordingly, the Company's ownership percentage and voting rights in AHS increased from 66.99% to 99.99%.



- **Purchased Shares of G.C Food Joint Stock Company ("GCF"):** On July 24, 2024, the Company completed the purchase of 44.50% of Shares of G.C Food Joint Stock Company ("GCF") – GCF's main business is food trading.
- **Contributed capital to establish Mekong Delta Gourmet Joint Stock Company ("MDG"):** In 2024, the Company implemented Resolution of the Board of Directors No. 05/2023/QD-HDQT/AIG and completed the contribution of sufficient capital at MDG. Accordingly, the Company holds a 99.2% ownership percentage in MDG.
- **Contributed capital to establish Asia Specialty Ingredients Joint Stock Company ("ASI"):** In 2024, the Company implemented Resolution of the Board of Directors No. 02/2024/NQ-HDQT/AIG and completed the contribution of sufficient capital at ASI. Accordingly, the Company holds an 83.00% ownership percentage in ASI.
- **Trading Stocks on the UPCoM market:** On November 01, 2024, Hanoi Stock Exchange issued announcement No. 4877/TB-SGDHN on officially listing the Stocks of AIG Asia Ingredients Corporation on the UPCoM market with Stock symbol: AIG on the first trading date of November 11, 2024 - the reference price is VND 63,000/Share. This event is a historical milestone marking a strategic step in AIG's continuous development and innovation journey. Trading on the UPCoM market not only opens up new investment opportunities but also affirms AIG's commitment to transparency, professionalism and sustainable development orientation.

### **III. Results of monitoring the implementation of management tasks of the Board of Directors and the operation of the General Director:**

The Company's Board of Directors in 2024 includes 6 members. Each Board of Directors' members demonstrates a very high spirit, enthusiasm and sense of responsibility. The Board of Directors has closely followed the goals and operating orientations of the General Meeting of Shareholders' Resolution to implement specific tasks. The interests of the Company and Shareholders are always the constant goal of the Board of Directors.

The Board of General Director consisting of 7 members has fully demonstrated its role in operating and implementing tasks in a timely manner according to the Content of the Resolution, Decision of the Board of Directors, regularly organizing meetings to find solutions to promote business activities, solutions to save costs to optimize profits in order to achieve the best business results to preserve and develop shareholders' capital, fully fulfill obligations to the State and fully implement regimes and policies for employees.





The Board of Supervisors commented that the activities of the Board of Directors and the General Director in 2024 are in accordance with legal regulations and the Company's Charter. The Resolutions, Decisions of the Board of Directors and the General Director are issued in the correct order, with the correct authority, in accordance with the provisions of law and the Company's Charter.

**IV. Results of evaluating the coordination of activities between Member of the Board of Supervisors with the Board of Directors, General Director and shareholders:**

In 2024, Member of the Board of Supervisors regularly received coordination from the Board of Directors and General Director to perform their supervisory tasks, through being provided with complete periodic financial statements, minutes, Resolutions after meetings of the Board of Directors to promptly grasp actual information about the production and business activities and the implementation of the Company's investment projects.

During the year, the Board of Supervisors also did not receive any complaints from shareholders regarding the management and operation activities of the Board of Directors and the General Director of the Company.

**V. Report on transactions between the Company, its subsidiaries, or companies in which the Company holds more than 50% of the charter capital, and members of the Board of Directors or their related persons; transactions between the Company and companies in which a member of the Board of Directors is a founding member or has been a business manager within the three years immediately preceding the transaction date.**

- The transactions between the Company and the above-mentioned parties were carried out in accordance with the provisions of law, fully disclosed as prescribed, and listed in the separate Financial Statements, consolidated Financial Statements audited in 2024, the corporate governance report in 2024, and the annual report in 2024 of the Company.

**VI. Results of monitoring the implementation of the Resolution of the the General Meeting of Shareholders in 2024:**

- Appropriation for funds in 2024: The Company did not appropriate funds for the Development Investment Fund and the Welfare and Reward Fund in accordance with the Resolution of the the General Meeting of Shareholders in 2024.
- Selection of the auditing firm for the 2024 financial year: On July 24, 2024, the Company signed a contract, selecting Ernst & Young Vietnam Company Limited to review and audit the separate Financial Statements and consolidated Financial Statements of the Company.
- Remuneration payment for the Board of Directors and Board of Supervisors in 2024: The company made full payments according to the remuneration levels for the Board of Directors and Board of Supervisors approved by the General Meeting of Shareholders.
- Issuing Shares under the option program for employees: The Company is completing documents to implement the program as prescribed.

**VII. Appraisal results of the Financial Statements in 2024**

The Company's quarterly, semi-annual, and annual Financial Statements are prepared, sent, and disclosed on time, in accordance with the provisions of law.



The Company's separate and consolidated Financial Statements in 2024 were audited by Ernst & Young Vietnam Company Limited and given an unqualified opinion. After appraisal, the Board of Supervisors agreed with the data in the Company's separate and consolidated Financial Statements in 2024 that had been audited.

In our opinion, the separate and consolidated Financial Statements fairly and reasonably reflect, in all material respects, the consolidated financial situation of the Group as of December 31, 2024, without material errors, ensuring the provision of accurate information to shareholders and investors.

#### **VIII. OPINIONS OF THE BOARD OF SUPERVISORS:**

Through the process of monitoring the operation and appraising the Financial Statements in 2024 of the Company, the Board of Supervisors agreed with the Content and data in the Financial Statements in 2024 of the Company submitted to the Congress

- It is respectfully requested that the Congress approve the audited separate and consolidated Financial Statements in 2024.

The above is the full text of the Report on the performance of the duties of the Board of Supervisors in 2024, which is respectfully submitted to the Annual General Meeting of Shareholders for consideration and approval.

Wishing the Delegates and all shareholders good health and happiness. Wishing the Congress a successful event.

Sincerely.

*Ho Chi Minh City, May....., 2025*

**ON BEHALF OF BOARD OF  
SUPERVISORS  
HEAD OF BOARD**

**LE NGOC SANG**



**DRAFT**

**PROPOSAL TO THE 2025 ANNUAL GENERAL MEETING OF  
SHAREHOLDERS**

*Re: Audited Financial Statements for 2024*



- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of The Socialist Republic Of Vietnam on June 17, 2020;
- Pursuant to the Law on Corporate Income Tax passed by the National Assembly on June 03, 2008;
- Pursuant to the Charter of AIG Asia Ingredients Corporation (the "Charter");
- Pursuant to the separate and consolidated Financial Statements of 2024 of AIG Asia Ingredients Corporation ("Company") audited by Ernst & Young Vietnam Company Limited;

The Board of Directors of AIG Asia Ingredients Corporation respectfully submits to the General Meeting of Shareholders for approval the separate and consolidated Financial Statements of 2024 of the Company audited by Ernst & Young Vietnam Company Limited.

(Please see the Company's audited separate and consolidated Financial Statements of 2024 at the link <https://www.asiagroup-vn.com/>).

Respectfully submit to the General Meeting of Shareholders for consideration.

*Ho Chi Minh City, May ..., 2025*

**Recipients:**

- Board of Directors, Board of Supervisors
- General Director
- AIG Shareholders
- Archived Board of Directors

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

**BERNHARD HACKL**



**DRAFT**



## **PROPOSAL TO THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**

**Re: Profit distribution in 2024**

- Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of The Socialist Republic Of Vietnam on June 17, 2020;
- Pursuant to the Law on Corporate Income Tax passed by the National Assembly on June 03, 2008;
- Pursuant to the Charter of AIG Asia Ingredients Corporation (the "Charter");
- Pursuant to the Financial Statements of 2024 of AIG Asia Ingredients Corporation ("Company") audited by Ernst & Young Vietnam Company Limited;

The Board of Directors of AIG Asia Ingredients Corporation ("Company") respectfully submits to the General Meeting of Shareholders ("GMS") for approval the plan for profit distribution in 2024 and appropriation to the funds in 2024 as follows:

### **1. Profit in 2024 (data according to audited separate financial statements)**

- Profit before tax: 203,741,390,097 VND
- Current Corporate Income Tax Expense: 430,000 VND
- Profit after corporate income tax: 203,740,960,097 VND

### **2. Appropriation to the funds:**

Implementing the Resolution of the Annual General Meeting of Shareholders in 2024, the Company has proceeded to appropriate to the funds as follows:

- Investment and Development Fund: No appropriation to the investment and development fund in 2024
- Bonus and Welfare Fund: No appropriation to the Reward and Welfare Fund in 2024

### **3. Issuance of Shares to increase capital from equity in 2024:**

The Board of Directors proposes that the General Meeting of Shareholders approve the issuance of Shares to increase capital from equity in 2024 at the Percentage of 20%/par value, equivalent to 358,262,720,000 VND.

Time and detailed Content according to the Proposal for issuance of Shares to increase capital from equity in 2024.

Respectfully submit to the General Meeting of Shareholders for consideration.



*Ho Chi Minh City, May ..., 2025*

**Recipients:**

- *Board of Directors, Board of Supervisors*
- *General Director*
- *AIG Shareholders*
- *Archived Board of Directors*

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

**BERNHARD HACKL**





**DRAFT**

**PROPOSAL TO THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025**

**Re: Appropriation to the funds in 2025**

*Pursuant to the Law on Enterprises No. 59/2020/QH14 passed by the National Assembly of The Socialist Republic Of Vietnam on June 17, 2020;*

- *Pursuant to the Law on Corporate Income Tax passed by the National Assembly on June 03, 2008;*
- *Pursuant to the Charter of AIG Asia Ingredients Corporation;*

**Regarding the appropriation to the funds in 2025:**

The Board of Directors of AIG Asia Ingredients Corporation proposes the Percentage of appropriation to the funds from profit after tax in 2025 as follows:

- Development Investment Fund: No appropriation for the development investment fund in 2025.
- Bonus and Welfare Fund: No appropriation for the Reward and Welfare Fund in 2025.

Submitted to the General Meeting of Shareholders for consideration.

*Ho Chi Minh City, May ... 2025*

**Recipients:**

- *Board of Directors, Board of Supervisors*
- *General Director*
- *AIG Shareholders*
- *Archived Board of Directors*

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

**BERNHARD HACKL**

DRAFT



## PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS

*Re: Selection of an audit firm for the semi-annual 2025 Financial Statements review and the annual 2025 Financial Statements audit*

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of The Socialist Republic Of Vietnam on June 17, 2020;*
- *Pursuant to the Charter of AIG Asia Ingredients Corporation.*

The Board of Supervisors of AIG Asia Ingredients Corporation (“the Company”) respectfully submits to the General Meeting of Shareholders (“GMS”) the list of audit firms to be selected as the audit firm for the semi-annual 2025 Financial Statements review and the annual 2025 Financial Statements audit of AIG Asia Ingredients Corporation and authorizes the Board of Directors of AIG Asia Ingredients Corporation to decide on the selection and signing of contracts with one of the following independent audit firms:

- Ernst & Young Vietnam Co., Ltd.  
28th Floor, Bitexco Financial Tower – No. 2, Hai Trieu Street, District 1, Ho Chi Minh City  
or;
- KPMG Limited  
10th Floor, Sun Wah Tower – No. 115, Nguyen Hue Street, District 1, Ho Chi Minh City

Submitted to the GMS for consideration.

*Ho Chi Minh City, May ... 2025*

### Recipients:

- *Board of Directors, Board of Supervisors*
- *General Director*
- *AIG Shareholders*
- *Archived Board of Directors*

**ON BEHALF OF THE BOARD OF  
SUPERVISORS  
HEAD OF THE BOARD OF  
SUPERVISORS**

**LE NGOC SANG**



**DRAFT**



**REPORT TO THE GENERAL MEETING OF SHAREHOLDERS**

***On Remuneration and other benefits of the Board of Directors, Board of Supervisors,  
General Director and other managers in 2024***

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of The Socialist Republic Of Vietnam on June 17, 2020 and guiding documents,*
- Pursuant to the Charter of AIG Asia Ingredients Corporation,*

The Board of Directors of AIG Asia Ingredients Corporation respectfully submits to the General Meeting of Shareholders for approval the remuneration report of the Board of Directors, Board of Supervisors and Board of General Directors in 2024 as follows:

Remuneration and other benefits of Member of the Board of Directors, Member of the Board of Supervisors and Board of General Directors in 2024 is 5,258,733,000 VND.

Submitted to the General Meeting of Shareholders for consideration and approval.

*Ho Chi Minh City, May ... 2025*

**Recipients:**

- Board of Directors, Board of Supervisors*
- General Director*
- AIG Shareholders*
- Archived Board of Directors*

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

**BERNHARD HACKL**

**DRAFT**



## **REPORT TO THE GENERAL MEETING OF SHAREHOLDERS**

### ***On Transactions with related parties in 2024***

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of The Socialist Republic Of Vietnam on June 17, 2020 and guiding documents;*
- *Pursuant to the Securities Law No. 54/2019/QH14 passed by the National Assembly of The Socialist Republic Of Vietnam on November 26, 2019 and guiding documents;*
  - *Pursuant to the Charter of AIG Asia Ingredients Corporation.*

**The Company's significant transactions with related parties in 2024 include:**

<b>Related party</b>	<b>Relationship</b>	<b>Business content</b>	<b>Transaction value in 2024 (VND)</b>
Asia Chemical Corporation (ACC)	Company's subsidiaries	Dividends declared	166,437,124,000
		Dividends received	202,767,320,000
		Rendering of services	7,759,723,308
		Loan drawdown	200,000,000,000
		Loan interest	5,953,424,661
VICTA Trading Corporation (VICTA)	Company's subsidiaries	Capital reimbursement	129,967,680,000
		Loan drawdown	100,000,000,000
		Loan interest	3,243,232,877
		Dividends declared	10,997,266,000
		Dividends received	10,997,266,000
		Purchase of fixed assets, tool and supplies	1,948,195,000
		Office rental and utility services	158,144,218
		Rendering of services	3,230,405,068



Related party	Relationship	Business content	Transaction value in 2024 (VND)
Mekong Delta Gourmet Joint Stock Company (MDG)	Company's subsidiaries	Capital contribution	264,600,000,000
Asia Sai Gon Food Ingredients Joint Stock Company (AFI)	Company's subsidiaries	Dividends declared	39,175,000,000
		Dividends received	39,175,000,000
		Loan drawdown	165,000,000,000
		Loan interest	6,068,506,846
		Loan interest paid	3,581,452,055
		Rendering of management consulting services	12,600,383,373
Asia Coconut Processing Joint Stock Company (ACP)	Company's subsidiaries	Dividends declared	27,270,000,000
		Dividends received	42,540,000,000
		Lending	15,000,000,000
		Lending interest	110,753,425
		Rendering of management consulting services	7,992,996,303
APIS Corporation (APIS)	Company's subsidiaries	Dividends received	5,002,700,000
		Dividends declared	5,002,700,000
		Rendering of services	3,163,021,902
		Purchase of goods	83,925,812
Asia Specialty Ingredients Joint Stock Company (ASI)	Company's subsidiaries	Capital contribution	37,350,000,000
		Loan drawdown	25,000,000,000
		Loan repayment	25,000,000,000

Related party	Relationship	Business content	Transaction value in 2024 (VND)
		Loan interest	166,136,986
		Loan interest paid	166,136,986
		Lending	10,000,000,000
		Lending interest	87,020,547
Mr. Nguyen Viet Hung	Shareholder, Board of Directors' members at the Company's subsidiaries until July 01, 2024	Received Shares transfer	239,000,000,000
Asia Hoa Son Corporation (AHS)	Company's subsidiaries	Loan drawdown	80,000,000,000
		Loan interest	2,547,232,880
		Dividends declared	10,899,500,000
		Dividends received	10,899,500,000

As of the end of the accounting period, receivables and payables with related parties are as follows:

Related party	Relationship	Business content	December 31, 2024 (VND)
<b>Trade receivables</b>			
Asia Sai Gon Food Ingredients Joint Stock Company (AFI)	Company's subsidiaries	Rendering of services	8,615,089,546
Asia Coconut Processing Joint Stock Company (ACP)	Company's subsidiaries	Rendering of services	6,969,192,978



Related party	Relationship	Business content	December 31, 2024 (VND)
APIS Corporation (APIS)	Company’s subsidiaries	Rendering of services	12,416,570
Asia Chemical Corporation (ACC)	Company’s subsidiaries	Rendering of services	67,075,145
VICTA Trading Corporation (VICTA)	Company’s subsidiaries	Rendering of services	19,433,148
<b>Other receivables</b>			
Asia Coconut Processing Joint Stock Company (ACP)	Company’s subsidiaries	Dividends receivable	12,000,000,000
		Short-term Loan Receivables	15,000,000,000
		Lending interest	110,753,425
Asia Specialty Ingredients Joint Stock Company (ASI)	Company’s subsidiaries	Lending interest	87,020,547
		Short-term Loan Receivables	10,000,000,000
<b>Short-term Trade payables</b>			
APIS Corporation (APIS)	Company’s subsidiaries	Purchase of goods	4,939,160
<b>Short-term loans</b>			
Asia Sai Gon Food Ingredients Joint Stock Company (AFI)	Company’s subsidiaries	Loan drawdown	165,000,000,000
Asia Corporation (ACC)	Company’s subsidiaries	Loan drawdown	200,000,000,000
VICTA Trading Corporation (VICTA)	Company’s subsidiaries	Loan drawdown	100,000,000,000
Asia Hoa Son Corporation (AHS)	Company’s subsidiaries	Loan drawdown	80,000,000,000
<b>Borrowing interest</b>			

Related party	Relationship	Business content	December 31, 2024 (VND)
Asia Sai Gon Food Ingredients Joint Stock Company (AFI)	Company's subsidiaries	Loan interest	2,487,054,791
Asia Chemical Corporation (ACC)	Company's subsidiaries	Loan interest	5,953,424,661
VICTA Trading Corporation (VICTA)	Company's subsidiaries	Loan interest	3,243,232,877
Asia Hoa Son Corporation (AHS)	Company's subsidiaries	Loan interest	2,547,232,880

*Note: Data according to the audited separate financial statements 2024.*

Submitted to the General Meeting of Shareholders for consideration and approval.

**Recipients:**

- Board of Directors, Board of Supervisors
- General Director
- AIG Shareholders
- Archived Board of Directors

*Ho Chi Minh City, May ... 2025*

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



**BERNHARD HACKL**



DRAFT

## PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS

*Re: Remuneration, bonuses and other benefits of the Board of Directors from June 01, 2025*



To:

**THE GENERAL MEETING OF SHAREHOLDERS  
AIG ASIA INGREDIENTS CORPORATION**

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of The Socialist Republic Of Vietnam on June 17, 2020;
- Pursuant to the Securities Law No. 54/2019/QH14 passed by the National Assembly of The Socialist Republic Of Vietnam on November 26, 2019;
- Pursuant to Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Securities Law;
- Pursuant to the Charter of AIG Asia Ingredients Corporation;

The Board of Directors respectfully submits to the General Meeting of Shareholders ("the General Meeting of Shareholders") for approval the following Content:

- Total remuneration, bonuses, and other benefits for the Board of Directors from June 1, 2025 to December 31, 2025: up to 11 billion VND.
- Total remuneration, bonuses, and other benefits for the Board of Directors from January 1, 2026 to December 31, 2026: up to 15 billion VND.

Assign the Board of Directors to estimate and decide the level of remuneration, bonuses and other benefits for each Member of the Board of Directors according to the principle of unanimity.

The Board of Directors respectfully submits it to the General Meeting of Shareholders for consideration and approval.

**Recipients:**

- Board of Directors, Board of Supervisors
- General Director
- AIG Shareholders
- Archived Board of Directors

*Ho Chi Minh City, May ... 2025*  
**ON BEHALF OF THE BOARD OF  
DIRECTORS  
CHAIRMAN OF THE BOARD OF  
DIRECTORS**

**BERNHARD HACKL**



## **PROPOSAL TO THE GENERAL MEETING OF SHAREHOLDERS**

*Re: Implementation of Shares issuance under the Employee Stock Ownership Program*

**To:**

**THE GENERAL MEETING OF SHAREHOLDERS  
AIG ASIA INGREDIENTS CORPORATION**

*Pursuant to:*

- *The Law on Enterprises No. 59/2020/QH14 was passed by the National Assembly of The Socialist Republic Of Vietnam on June 17, 2020;*
- *The Law on Securities No. 54/2019/QH14 was passed by the National Assembly of The Socialist Republic Of Vietnam on November 26, 2019;*
- *Decree No. 155/2020/ND-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Law on Securities;*
- *Circular No. 118/2020/TT-BTC dated December 31, 2020 of the Ministry of Finance guiding a number of Content on offering, issuing securities, public offering, Shares buy-back, registering public companies and canceling public company status;*
- *The Charter of AIG Asia Ingredients Corporation and other relevant legal documents;*
- *Based on the actual situation at the Company.*

The Board of Directors ("BoD") of AIG Asia Ingredients Corporation ("AIG" or "the Company/Corporation") respectfully submits to the General Meeting of Shareholders ("GMS") for approval of the Progress Report on the implementation and the proposed plan for issuing shares under the Employee Stock Ownership Program ("ESOP"), with the following details:

### **A. Progress Report on the Implementation of the Share Issuance**

- The Board of Directors has prepared the Document of Report on Shares issuance under the Employee Stock Ownership Program (ESOP) in 2023-2024 in accordance with the Content approved by the General Meeting of Shareholders and submitted the document to The State Securities Commission of Vietnam (SSC) in March, 2024.
- After explaining the dossier and receiving guidance and support from the Committee, the Company realized that the registration dossier for issuance registration needed to be further completed. The Company's Board of Directors issued a Decision to temporarily suspend the implementation of the dossier for issuing Shares under the Employee Stock Ownership Program (ESOP) in 2023-2024.
- Resolution No. 02/2024/NQ-ĐHĐCĐ dated June 7, 2024, of the 2024 Annual General Meeting of Shareholders approved the continued implementation of the Employee Stock Ownership Plan (ESOP) for 2023–2024, as previously approved under





Resolution No. 02/2023/NQ-ĐHĐCĐ dated June 30, 2023, of the 2023 Annual General Meeting of Shareholders. Accordingly, the 2024 plan includes updates to several provisions (including the implementation timeline and transfer restriction rules) and authorizes the Board of Directors to proceed with the related issuance procedures.

- In light of recent changes to securities regulations and in order to better meet the requirements of the State Securities Commission of Vietnam, as well as to optimize benefits for both shareholders and employees, the Board of Directors deems it necessary to revise the share issuance plan under the ESOP. This updated plan will be formulated based on a comprehensive assessment of market conditions, the Company's financial position, and current legal regulations, while ensuring transparency, fairness, and attractiveness for participating employees.

## **B. Plan to issue Shares under the Employee Stock Ownership Program (ESOP)**

### **I. Purpose**

- Talents are the most valuable asset and the most important resource for businesses to maintain their position. AIG Asia Ingredients Corporation wishes to attract talents and enhance the role, responsibility, and rights of capable employees by encouraging and creating more opportunities and motivation for employees to advance in their work as well as to connect and contribute long-term to the Company and the Company's subsidiaries of AIG.

### **II. Issuance Information**

1. **Stock Name:** AIG Asia Ingredient Corporation Shares

2. **Stock Type:** Common Shares

3. **Stock symbol:** AIG

4. **Par value per share:** VND 10,000 /share

5. **Current charter capital:** 1,706,012,980,000 VND

6. **Total number of shares issued:** 170,601,298 shares

#### **Including:**

- Number of outstanding shares: 170,601,298 shares
- Treasury shares: 0 shares

7. **Expected number of shares to be issued:** 8,530,064 shares.

8. **Total maximum projected issuance value at par value:** 85,300,640,000 VND (In words: Eighty-five Billion Three Hundred Million Six Hundred Forty Thousand Vietnamese dong)

9. **Issuance Percentage (number of shares expected to be issued/number of outstanding shares):** 5%

**10. Issue price:** VND 10,000/share.

**11. Principle for determining issue price:** at par value.

**12. Issuance target:** Member of the Board of Directors, managers, employees of AIG Asia Ingredient Corporation (“Company/ Corporation”) and the Corporation’s subsidiaries.

**13. Criteria:** Are subjects that fully meet the following criteria:

- Members of the Board of Directors, managers, employees of the Company and the Corporation’s subsidiaries including: Board of General Director, Chief Accountant, Block Director, Head of Department, Head of Division, Team Leader, employees of the Company and the Corporation’s subsidiaries.
- Having made significant contributions to the company's business operations in 2024. The operating efficiency coefficient of each manager and employee in 2024 is evaluated and approved by the Board of Directors.
- Still working at the Company and the Corporation’s subsidiaries at the time of implementing the plan to issue shares under the Employee Stock Ownership Program.

**14. Principles for determining the number of shares allocated to each subject:**

$$\begin{array}{c} \text{Number of shares} \\ \text{each employee is} \\ \text{entitled to purchase} \end{array} = \frac{\begin{array}{c} \text{Total Number of ESOP Shares} \\ \text{Issued in 2025} \end{array}}{\begin{array}{c} \text{Total score of all employees} \\ \text{entitled to purchase ESOP shares} \end{array}} * \text{Employee's score}$$

**Including:**

**Employee score** = Rank coefficient \* Operating efficiency coefficient

- Rank coefficient: is specified according to the management position that the Employee is holding at the Company and the Corporation’s subsidiaries, specifically as follows:

Rank by management position	Rank coefficient
C1	10
C2	9
C3	8
C4	7
C5	6
C6	5
C7	4



C8	3
C9	2
C10	1

- Operating efficiency coefficient: The operating efficiency coefficient of each subject in 2024 is evaluated and approved by the Board of Directors.

**15. Transfer restriction:** Shares issued will be restricted from transfer for 2 years from the Date of issuance, specifically: after 1 year from the date AIG issues shares, the Employee is allowed to transfer 50% of ESOP shares; after 2 years from the date AIG issues shares, the Employee is allowed to transfer the remaining 50% of ESOP shares.

The rights and benefits arising from these ESOP shares, including the right to buy additional shares issued to existing shareholders, during the transfer restriction period mentioned in this Article will not be subject to transfer restrictions. Shares received from share issuances to increase share capital from equity and dividend shares arising from shares purchased under the Program that are still subject to transfer restrictions will not be subject to transfer restrictions.

**16. Handling in case employees quit their jobs during the committed transfer restriction period:** During the transfer restriction period, if an Employee quits their job, the number of shares issued to that Employee will be handled according to the Regulations on the program for issuing shares under the employee choice program promulgated by the Board of Directors.

**17. Implementation period:** after The State Securities Commission of Vietnam (SSC) announces the receipt of all issuance report documents, expected from Quarter II/2025.

**18. Plan for using capital:** All proceeds from the issuance will be used to serve investment, business activities, and supplement working capital for the Company.

**19. Handling plan in case of undersubscription:** The number of shares not fully offered as planned will be authorized by the General Meeting of Shareholders to the Board of Directors to offer to other employees at a selling price not lower than VND 10,000/share. In the event that the Board of Directors still cannot find a suitable employee, the General Meeting of Shareholders authorizes the Board of Directors to adjust the total number of shares offered to match the actual number of shares distributed.

**20. Commitment to listing securities on the organized securities market:** After completing the issuance, the General Meeting of Shareholders approves and authorizes the Board of Directors to carry out procedures for additional securities registration with Vietnam Securities Depository and Clearing Corporation and additional securities trading registration with The Hanoi Stock Exchange.

**21. Approving the change of Charter capital:** Approving the change of the Charter (Charter capital section) and adjusting the Business Registration Certificate at the competent state



agency after The State Securities Commission of Vietnam's notification of receiving the complete Report on Issuance Results.

## **22. Authorization of the Board of Directors:**

The General Meeting of Shareholders authorizes the Board of Directors to perform the following tasks related to the issuance:

- Deciding and issuing regulations on the program for issuing shares under the ESOP for Employees.
- Developing and explaining the application for permission to issue shares to be submitted to The State Securities Commission of Vietnam and other functional agencies. At the same time, proactively adjusting the issuance plan and other related documents according to the actual situation of the Enterprise or at the request of The State Securities Commission of Vietnam and other functional agencies, or for the purpose of complying with relevant legal regulations (if any);
- Approving a plan to ensure that the issuance of shares complies with regulations on the foreign ownership ratio in the event of issuing shares to employees who are foreign investors;
- Approving the list of employees eligible to participate in the program, determining the number of shares allocated to each individual and the implementation time;
- Deciding on the handling of the number of shares issued that are not fully registered for purchase (if any);
- Developing a detailed capital use plan;
- Amending the articles related to Charter capital, Shares, and stocks in the Company's organizational and operational charter after The State Securities Commission of Vietnam's notification of receiving the complete Report on Issuance Results;
- Carrying out procedures to change the Company's business registration content related to the change in Charter capital according to the actual results of the issuance with the competent state agency after The State Securities Commission of Vietnam's notification of receiving the complete Report on Issuance Results;
- Carrying out procedures, tasks and selecting an appropriate time to register additional securities at Vietnam Securities Depository and Clearing Corporation and register additional transactions at The Hanoi Stock Exchange for the number of shares issued according to the plan approved by the General Meeting of Shareholders after The State Securities Commission of Vietnam's notification of receiving the complete Report on Issuance Results;
- Depending on each specific case, the Board of Directors is authorized to re-authorize the General Director to perform one or more of the specific tasks mentioned above;
- Other issues related to the issuance of Shares under the "ESOP" Program.



Submitted to the General Meeting of Shareholders for consideration and approval.

**Recipients:**

- *Board of Directors, Board of Supervisors*
- *General Director*
- *AIG Shareholders*
- *Archived Board of Directors*

*Ho Chi Minh City, May..., 2025*

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

**BERNHARD HACKL**





## PROPOSAL

*(Re: Approving the plan to issue Shares to increase capital from equity in 2024)*

- Enterprise Law No. 59/2020/QH14 was passed by the National Assembly of The Socialist Republic Of Vietnam on June 17, 2020;
- Securities Law No. 54/2019/QH14 was passed by the National Assembly of The Socialist Republic Of Vietnam on November 26, 2019;
- Decree No. 155/2020/NĐ-CP dated December 31, 2020 of the Government detailing the implementation of a number of articles of the Securities Law;
- Circular No. 118/2020/TT-BTC dated December 31, 2020 of the Ministry of Finance Guiding a number of Contents on offering, issuing securities, public purchase offers, repurchasing Shares, registering public companies and canceling public company status;
- The Charter of AIG Asia Ingredients Corporation and other relevant legal documents;
- Based on the actual situation at the Company.

The Board of Directors ("Board of Directors") of AIG Asia Ingredients Corporation respectfully submits to the General Meeting of Shareholders ("the General Meeting of Shareholders") for approval the plan to issue Shares to increase capital from equity in 2024 with the following Content:

1. **Stock name:** Shares of AIG Asia Ingredients Corporation
2. **Type of Shares:** Common Shares
3. **Stock symbol:** AIG
4. **Par value of Shares:** VND 10,000/Share
5. **Current Charter capital:** VND 1,706,012,980,000
6. **Total Number of shares issued:** 170,601,298 Shares

**Among them:**

- Number of outstanding Shares: 170,601,298 Shares
  - Treasury Shares: 0 Shares
7. **Expected Charter capital before issuance:** VND 1,791,313,620,000 (Expected Charter capital after completing the issuance of Shares under the Employee Stock Ownership Program)
  8. **Total number of shares outstanding expected before issuance:** 179,131,362 shares.
  9. **Maximum number of shares expected to be issued:** 35,826,272 shares
  10. **Total estimated issuance value at par value:** VND 358,262,720,000
  11. **Issuance method:** Issuance of shares to increase capital from equity in 2024



- 12. Offering recipients:** Existing shareholders whose names are on the list on the final registration Date to close the list of shareholders to exercise the right to receive shares issued due to the increase of charter capital from equity. The time to close the list is authorized by the General Meeting of Shareholders to the Board of Directors to decide.
- 13. Percentage of shares issued (number of shares expected to be issued/ number of shares outstanding expected before issuance):** 20%.
- 14. Rights exercise ratio:** 5:1. Each shareholder holding 5 shares will have the right to receive 1 additional new share.
- 15. Plan to handle fractional shares, odd shares:** The number of shares each shareholder receives when issuing shares to increase capital from equity will be rounded down to the unit according to the rounding down principle. Decimal fractions (if any) will be cancelled.
- Example: Shareholder A owns 109 shares on the Date of closing the shareholder list. With a rights exercise ratio of 5:1, shareholder A is entitled to receive  $(109/5 \times 1 = 21.8)$  21 new shares. According to the above calculation principle, shareholder A is entitled to receive 21 new shares. The fractional share of 0.8 shares will be cancelled and not issued.
- 16. Issuance capital source:** Undistributed after-tax profit as of December 31, 2024, according to the audited 2024 consolidated Financial Statements of AIG Asia Ingredients Group Joint Stock Company.
- 17. Implementation period:** After completing the issuance of shares under the Employee Stock Ownership Program "ESOP" and after the State Securities Commission of Vietnam (The State Securities Commission of Vietnam;) announces the receipt of all issuance report documents, it is expected to be implemented since Quarter III, IV/2025.
- 18. Securities registration and additional transaction registration:** After completing the issuance, the General Meeting of Shareholders approves and authorizes the Board of Directors to carry out procedures for additional securities registration with Vietnam Securities Depository and Clearing Corporation (VSDC) and additional securities transaction registration with the Hanoi Stock Exchange (HNX).
- 19. Approving the change of Charter capital:** Approving the change of the Articles of Association (Charter capital section) and adjusting the Business Registration Certificate at the competent state agency after the State Securities Commission of Vietnam notice on receiving the report on the results of the issuance.
- 20. Authorization of the Board of Directors:**
- The General Meeting of Shareholders authorizes the Board of Directors to carry out the following tasks related to the issuance:
- Deploying the issuance of shares to increase capital from equity in 2024 after completing the issuance of shares under the employee stock option program "ESOP" and after the State Securities Commission of Vietnam announces the receipt of all issuance report documents.



- Proactively develop and explain the application for issuance permit to be submitted to The State Securities Commission of Vietnam; and other functional agencies. At the same time, proactively adjust the issuance plan and other related documents according to the actual situation of the Enterprise or at the request of The State Securities Commission of Vietnam; and other functional agencies, or for the purpose of complying with relevant legal regulations (if any);
- Decide the time to finalize the list of shareholders to exercise rights, other timelines related to the implementation of the issuance, and carry out procedures to finalize the list of shareholders as prescribed;
- Amend the articles related to the Charter capital, Shares, and stocks in the organizational and operational Regulations of the Company after receiving notification from the SSC of receiving the Report on the results of the offering;
- Carry out procedures to change the business registration Content of the Company related to the change in Charter capital according to the actual results of the issuance with the competent state authority after receiving notification from the SSC of receiving the Report on the results of the offering;
- Carry out procedures, tasks, and select appropriate timing to register additional securities at VSDC and register for additional securities trading at HSX the number of Shares issued according to the plan approved by the General Meeting of Shareholders after receiving notification from the SSC of receiving the Report on the results of the offering;
- Proactively develop a plan to ensure the ownership Percentage of foreign investors in accordance with the law;
- Depending on each specific case, the Board of Directors is authorized to re-authorize the General Director to perform one or more of the specific tasks mentioned above;
- Decide on other issues related to the process of issuing Shares to increase capital from equity.

Sincerely.

**Recipients:**

- *Board of Director, Board of Supervisors*
- *General Director*
- *AIG Shareholders*
- *Archived Board of Directors.*

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

**BERNHARD HACKL**





**DRAFT**

**PROPOSAL**

*(Dismissal of Member of the Board of Directors)*

- Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly of The Socialist Republic of Vietnam on June 17, 2020;
- Pursuant to the Charter on organization and operation of AIG Asia Ingredients Corporation;
- Pursuant to the resignation letter dated ..... of Mr. Nguyen Quoc Binh – Member of the Board of Directors of the Company;

The Board of Directors respectfully submits to the General Meeting of Shareholders for approval of the dismissal of the title of Member of the Board of Directors of AIG Asia Ingredients Corporation for Mr. Nguyen Quoc Binh from May 30, 2025.

Submitted to the General Meeting of Shareholders for approval.

Thank you very much.

**Recipients:**

- BOD, BOS;
- General Director;
- AIG Shareholders;
- Archived Board of Directors

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

**BERNHARD HACKL**

DRAFT



## PROPOSAL

*(Additional election of Member of the Board of Directors for the term of 2023-2027)*

*Pursuant to the Enterprise Law No. 59/2020/QH14 passed by the National Assembly  
of The Socialist Republic of Vietnam on June 17, 2020;*

*- Pursuant to the Charter on organization and operation of AIG Asia Ingredients Corporation;*

The Company's Board of Directors respectfully submits to the 2025 Annual General Meeting of Shareholders for approval of the following contents:

***1. Electing additional members to the Board of Directors for the term of 2023 – 2027:***

- Number of Board of Directors' members to be added : 01 person
- Maximum number of Board of Directors' candidates : Unlimited
- Standards for candidates participating in the Board of Directors (According to Article 155 of the Enterprise Law 59/2020/QH14 and Article 275 of Decree 155/2020/ND-CP)

***2. Approving the list of candidates for additional election of members of the Board of Directors for the term of 2023 – 2027:***

1. Mr. ....

Submitted to the General Meeting of Shareholders for approval. Thank you very much.

***Recipients:***

- BOD, BOS;
- General Director;
- AIG Shareholders;
- Archived Board of Directors

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

**BERNHARD HACKL**



**DRAFT**

**AIG ASIA INGREDIENTS  
CORPORATION**

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

No. S./2025/NQ-ĐHĐCĐ

*Hồ Chí Minh City, May ..., 2025*



Pursuant to

**RESOLUTION**  
**Annual the General Meeting of Shareholders in 2025**

- *The Law on Enterprises No. 59/2020/QH14 was passed by the National Assembly of Vietnam on June 17, 2020;*
- *The Charter of AIG Asia Ingredients Corporation ("The Company");*
- *Business Registration Certificate No. 0314524981 was first issued by the Department of Planning and Investment on July 19, 2017, and subsequent changes; and*
- *Minutes of the 2025 Annual the General Meeting of Shareholders held on May 30, 2025.*

The General Meeting of Shareholders of AIG Asia Ingredients Corporation ("AIG" or "The Company") unanimously approved the following contents:

**Article 1: Approve the report contents and the Proposal to the Congress:**

**01. Report on summarizing business activities in 2024, operating direction for 2025**

The General Meeting of Shareholders approved the Report on summarizing business activities in 2024, operating orientation in 2025

**02. Report on the activities of the Board of Directors in 2024**

The General Meeting of Shareholders approved the Report on the activities of the Board of Directors in 2024

**03. Report on the activities of the Board of Supervisors in 2024**

The General Meeting of Shareholders approved the Report on the activities of the Board of Supervisors in 2024

**04. Proposal on the audited Financial Statements for 2024**

The General Meeting of Shareholders approved the Proposal on the audited Financial Statements for 2024

**05. Proposal on profit distribution in 2024**

The General Meeting of Shareholders approved the Proposal on profit distribution in 2024.

**06. Proposal on appropriation for funds in 2025**

The General Meeting of Shareholders approved the Proposal on appropriation for funds in 2025

**07. Proposal on selection of an audit firm for the semi-annual 2025 Financial Statements review and the annual 2025 Financial Statements audit**



The General Meeting of Shareholders approved the Proposal on selection of auditing firm for 2025

**08. Report on remuneration and other benefits of the Board of Directors, Board of Supervisors, General Director and other managers in 2024**

The General Meeting of Shareholders approved the Report on remuneration of the BOD, the BOS, General Director and other managers in 2024

**09. Report on transactions with related parties in 2024**

The General Meeting of Shareholders approved the Report on transactions with related parties in 2024

**10. Proposal on remuneration, bonuses and other benefits of the BOD from June 01, 2025**

The General Meeting of Shareholders approved the Proposal on remuneration, bonuses and other benefits of the BOD from June 01, 2025

**11. Proposal on implementation of Shares issuance under the Employee Stock Ownership Program**

The General Meeting of Shareholders approved the Proposal on implementing the issuance of shares under the Employee Stock Ownership Program.

**12. Proposal on the plan to issue shares to increase capital from the owner's equity in 2024;**

The General Meeting of Shareholders approved the Proposal on the plan to issue shares to increase capital from the owner's equity in 2024.

**13. Proposal on the dismissal of BOD members for the term of 2023-2027;**

The General Meeting of Shareholders approved the Proposal on the dismissal of BOD members for the term of 2023-2027.

**14. Proposal on additional election of BOD members for the term of 2023-2027.**

The General Meeting of Shareholders approved the Proposal on additional election of BOD members for the term of 2023-2027.

**15. Results of additional election of Members of the Board of Directors for the term of 2023-2027**

List of successful candidates	Title of successful candidate	Number of votes	Election Percentage
1.	Member of BOD		





**Article 2:** The shareholders, Board of Directors, Board of Management/ Board of General Directors, Board of Supervisors, Legal Representative of the Company are responsible for implementing this Resolution.

**ON BEHALF OF THE GENERAL MEETING OF SHAREHOLDERS**  
**Chairman of the meeting**

**BERNHARD HACKL**

