



PROGRAM OF THE ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

AN PHU IRRADIATION JOINT STOCK COMPANY

Monday, April 28, 2025

TIME	PROGRAM	HOST
8:00 - 9:00	I. Opening Procedure of the General Meeting	
	1. Register shareholders to attend the General Meeting	Organizing Committee
	2. Check the qualification of shareholders, make a list of shareholders to attend the General Meeting	Shareholder Qualification Inspection Board
9:00 - 9:05	3. Open and introduce delegates	MC
	4. Report the shareholder qualification inspection	Shareholder Qualification Inspection Board
9:05 - 9:15	II. Content of the General Meeting <ul style="list-style-type: none"> - The general meeting introduced and approved the Presidium and the Chairman of the general meeting - Appoint Secretariat - Introduction and approval of the Vote Counting Committee; - Approve the program of the general meeting, the Regulations on organization of the general meeting 	MC
9:15 - 9:50	* Report <ul style="list-style-type: none"> - Executive Board Report. 	Board of Directors
	<ul style="list-style-type: none"> - Board of Directors Report 	Presidium
9:50 - 10:10	* Approval of: <ul style="list-style-type: none"> - The audited financial statements for 2024 - Remuneration, bonus of the Board of Directors 2024 - Plan remuneration, bonus of the Board of Directors 2025 - The business plan for the Company in 2025 - Report on selection of audit unit 2025 - Other matters within the authority of the General Meeting of Shareholders 	Presidium
10:10- 10:40	* Discuss	Presidium
10:40- 11:10	* Break	
11:10 -11:20	* Announce voting results	Vote Counting Committee
11:20 -11:30	III. Summary of the General Meeting <ul style="list-style-type: none"> - Approve the Record and Resolutions of the General Meeting 	Secretariat
11:30 -11:40	- Close the General Meetine	Presidium

**REGULATION ON ORGANIZATION OF THE 2025 ANNUAL GENERAL
MEETING OF SHAREHOLDERS OF AN PHU IRRADIATION JOINT
STOCK COMPANY**

I. GENERAL PROVISIONS

Article 1: Governing scop

This Regulation applies to the organization of the 2025 Annual General Meeting of Shareholders of An Phu Irradiation Joint stock Company.

Article 2: Applicable entities

This Regulation specifies the rights and obligations of Shareholders and parties attending the Meeting; conditions and procedures for conducting the Meeting.

Article 3: Validity

Shareholders, their Representatives and attending parties shall be responsible for complying with the provisions of this Regulation.

**II. CONDITIONS FOR HOLDING THE GENERAL MEETING OF
SHAREHOLDERS**

Article 4: Conditions for holding the General Meeting of Shareholders

The General Meeting of Shareholders is held when the number of shareholders attending the meeting represents more than 51% of the total number of shares with voting rights (*pursuant to the list of Shareholders as of the final registration date, i.e. March 28 th , 2025, provided by the Vietnam Securities Depository and Clearing Corporation*).

**III. RIGHTS AND OBLIGATIONS OF THE PARTIES ATTENDING AT THE
MEETING**

Article 5: Conditions for attending the General Meeting of Shareholders

Shareholders of the Company and authorized representatives of shareholders owning shares with voting rights (*pursuant to the list of Shareholders as of the final registration date, i.e. March 28 th , 2025, provided by the Vietnam Securities Depository and Clearing Corporation*) are entitled to attend the General Meeting of Shareholders.

Article 6: Authorization to attend the Meeting

6.1. The delegation of authority must be made in writing (using the template of power of attorney provided by the Company) and must be signed as following conditions:

- The case where the shareholder is an individual who is the authorizer, it is required to have the signature of that shareholder and the person authorized to attend the meeting;
- In the case where the representative authorized by the shareholder is an organization, which is the authorizing party, the signatures of the authorized representative, the legal representative of the shareholder, and the person authorized to attend the meeting are required;
- In other cases, the signatures of the legal representative of the shareholder and the

person authorized to attend the meeting are required.

6.2. In cases where the power of attorney is written in a format not provided by the company, the chairman of the general meeting will have the full authority to decide on the validity of the power of attorney.

6.3. A person can act as an authorized representative for one or more shareholders.

6.4. The authorized person attending the General Meeting of Shareholders must submit the power of attorney and a notarized copy of the citizen ID card/passport/business registration certificate of the authorizing party before entering the meeting room.

Article 7: Rights and obligation of shareholders attending the general meeting

7.1. The rights of shareholders attending the meeting

- Shareholders have the right to either attend the general meeting in person or authorize another person to attend the meeting on their behalf through a written power of attorney in the company's prescribed format;

- Shareholders/Representatives will receive voting ballots corresponding to the number of shares they hold, with each ballot reflecting the number of votes they are entitled to cast on the issues discussed at the meeting;

- Shareholders/Representatives have the right to discuss and vote on all matters within the authority of the General Meeting, as stipulated by the Law on Enterprises, other relevant legal documents, and the Company's Charter;

- Shareholders/Representatives have the right to be informed by the Organizing Committee about the content and agenda of the General Meeting;

- Issue to Shareholders/Representatives relevant meeting document;

- Late Shareholders/Representatives have the right to register immediately, then have the right to participate and vote at the General meeting. However, Chairperson is not responsible for halting the meeting to allow late shareholders to register, and the validity of the votes already conducted will not be affected.

7.2 The obligation of shareholders attending the meeting

- To strictly comply with provisions of the Enterprise Law, the Company's Charter and this Regulation;

- When attending the Meeting, shareholders and authorized representatives shall complete registration procedures to attend the Meeting with the Organization Board and present the following documents:

- + Meeting invitation (if any).

- + ID Card/Passport and/or Business Registration Certificate.

- + Valid letter of authorization (in case of being authorized to attend the Meeting).

- Strictly comply with internal rules at the General Meeting of Shareholders and respect all results obtained at the Meeting;

- To directly make a speech under the management of the Chairman and make voting rights as instructed by the Organization Board as well as respect the Chairman's control rights at the Meeting;

- To publicize audio and video recordings at the Meeting which are approved by the Chairman of the Meeting;

- To attend the Meeting at their own costs (such as transport vehicles, meals, accommodations etc.).

7.3 Guests at the Meeting:

- These are the management positions of An Phu Irradiation Joint Stock Company, members of the General Meeting Organizing Committee who are not shareholders of the company but are invited to attend the meeting;
- Guests are not allowed to speak at the General Meeting, unless they are invited by the Chairman of the meeting or have registered in advance with the Organizing Committee and received approval from the Chairman of the General Meeting.

Article 8: Rights and obligation of Chairperson and Secretariat

8.1. Rights and obligation of Chairperson

- The Chairman of the Board of Directions is the chairman of the General Meeting of Shareholders;
- The Chairman's decision regarding the order, procedures, or any events arising outside the agenda of the General Meeting of Shareholders will have the highest binding authority;
- The Chairman has the right to take necessary and reasonable measures to direct the conduct of the Meeting in an orderly manner, correctly in accordance with the program as passed, and so that it reflects the wishes of the majority of attendees;
- The Chairman has the right not to respond or only acknowledge the contributions of shareholders if the suggestions or recommendations are outside the scope of the agenda items being discussed at the General Meeting;
- The Chairperson shall appoint one or more persons to act as the Secretariat of the Meeting;
- Without needing the approval of the General Meeting, the Chairman of the General Meeting of Shareholders can postpone the meeting to a later time (in accordance with the Law on Enterprises and the Company's Charter) and at a different location as decided by the Chairman if they find that:
 - + The behavior of attendees hinders or has the potential to hinder the orderly conduct of the meeting.
 - + The postponement is necessary to ensure that the business of the meeting is conducted properly. The maximum postponement time shall not exceed three days from the originally scheduled meeting date.

8.2. Rights and obligation of Secretariat

- Draft the meeting minutes and resolutions on the matters approved at the Meeting;
- Perform such other tasks as may be assigned by the Chairperson in connection with the Meeting.

Article 9: Vote Counting Committee

- The Vote Counting Committee shall consist of one (01) Head and members, as proposed by the Chairperson and approved by Shareholders. Members of the Vote Counting Committee may not necessarily be shareholders of the company.
- The vote counting committee is responsible for checking and supervising the voting process of the shareholders and counting the voting ballots.
- Compiling and announce the minutes of vote counting before the General Meeting of Shareholders; being responsible for handing over the minutes and all voting ballots to the Chairperson.

- Being responsible for the fairness and accuracy of the vote-counting results.

IV. CONDUCTING THE GENERAL MEETING

Article 10: Contents of the Meeting

The Meeting shall discuss in order and approve the items listed in the meeting agenda.

Article 11: Voting method through decisions made at the Meeting

The voting for issues of the Meeting shall be implemented in the following forms, as the case may be:

11.1. Ballot Vote

a. The voting of meeting contents shall be conducted on the principle that a voting share is corresponding to one vote and is conducted by the secret ballot directly at the Meeting. Voting contents as stated in the vote shall be voted by the Shareholder/Authorized Representative by selecting one (01) of the three following (03) options: Aye, No or Abstain.

b. The voting is carried out by Shareholders on the basis of the following principles:

- The voting is began at the order of the Chairman or Leader of the Voting Committee and finished when the last shareholder put the vote in a ballot box or after 30 minutes from the time of voting, whichever comes first. After the voting is completed, the ballot box is sealed and shareholders who don't vote shall be considered to waive their voting rights.

- The vote counting is implemented immediately after the voting is completed and the ballot box is sealed.

c. Invalid votes shall not be counted, including:

- Votes are inconsistent with the form issued by the Board and have no stamp of the Company;

- Votes are torn, deleted, erased or corrected;

- Votes contain different opinions in the same voting contents;

d. The voting for a content to be approved as specified in the Vote is separated from each other and the validity of this voting content shall not affect the validity of other voting contents.

e. In case a shareholder makes a mistake in the process of writing down the Vote, provided that it has not been put in the ballot box, such shareholder has the right to directly meet the Leader of the Vote Committee to change the vote to ensure interests for shareholders.

11.2 Roll call vote

Roll call vote is applied to cases other than ones as specified in Clause 11.1 of this Article. In case of roll call vote, the shareholder or the authorized representative shall vote on the issue to be consulted by holding up his/her Vote or by other means under the control of the Chairman. The Vote Committee will record the number of aye, no and abstain votes to announce the voting results to the Meeting.

Article 12: Provisions on vote counting in the form of ballot vote

12.1 Organization of vote counting

The vote counting must be conducted by the Vote Committee in a closed room upon the voting ends. The Vote Committee is not allowed to cross out or modify the vote.

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12.2 Announcement of the voting result

After the vote counting process is completed, the Voting Committee prepares a meeting minutes with signatures of all members of the Voting Committee.

On behalf of the Voting Committee, the Head of the Voting Committee shall read the voting results right at the Meeting.

Article 13: Expression of opinions at the Meeting

Shareholders or their authorized representatives are entitled to express their opinions in discussions of the Meeting, and raise their votes when expressing opinions and must be approved by the Chairman of the Meeting. Shareholders or their authorized representatives can register contents of their speech at the Meeting with the Chairman via the Secretariat of the Meeting by questionnaire. When the Chairman appoints a shareholder or authorized representative, that shareholder or authorized representative is entitled to speak and the Chairman shall have the right to interrupt the presentation of that shareholder or authorized representative, if necessary. Shareholders shall not re-express opinions already expressed by other shareholders and only opinions in accordance with the agenda of the Shareholders' Meeting are recorded in the Meeting Minutes.

Article 14: Approval of decisions at the Meeting

- Issues of the Meeting shall be passed with the approval of the shareholders or authorized persons present at the Meeting at the rate specified in the Company's Charter and provisions of the Enterprise Law;

- Shareholders or authorized representatives shall provide votes of Aye, No and Abstain for issues that must be approved in the Shareholders' Meeting according to provisions of Article 11 of this Regulation.

- If all contents of a vote are blank, that vote is deemed as "Abstain".

V. CLOSURE OF THE MEETING

Article 15: Meeting Minutes of the General Meeting of Shareholders

All contents at the Meeting shall be recorded by the Secretariat in the Minutes of meeting. The Minutes of meeting of the General Meeting of Shareholders must be announced to and approved by the General Meeting of Shareholders before the closing of the Meeting and kept in meeting documents of the General Meeting of Shareholders of the Company.

Article 16: Resolutions of the General Meeting of Shareholders

- Based on the results of the Meeting, the Chairman shall issue a resolution for the General Meeting of Shareholders for issues approved by the Meeting.

- Shareholders, members of the Board of Management, Board of Supervisors, General Director are entitled to require the Court or Arbitration to review or cancel the whole or any part of any decision of the General Meeting of Shareholders in accordance with the Enterprise Law.

VI. OTHER PROVISIONS

Article 17: Cases of unsuccessful organization of the General Meeting of Shareholders

- If the 1st meeting is not eligible to organize according to Article 4 of this Regulation, the 2nd meeting shall be convened within 30 days from the date the 1st meeting is expected to open. The 2nd meeting of the General Meeting of Shareholders shall be organized when the number of attending shareholders represents at least 33% of the voting shares.

- In the case that the 2nd meeting is not eligible to organize according to Clause 1 of this Article, the 3rd meeting shall be convened within 20 days from the date the 2nd meeting is expected to open. In this case, the meeting of the General Meeting of Shareholders is

conducted regardless of the number of attending shareholders.

Article 18: Other provisions

After the meeting, the Chairman of the Board of Management undertakes to successfully implement production and business plans and other issues approved at the Shareholders Meeting and declares the Meeting closed.

VII. IMPLEMENTATION

Article 19: Validity

This regulation consists of 7 sections and 19 articles, and it takes effect immediately upon being approved at the Annual General Meeting of Shareholders on April 28, 2025.

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



HUYNH NGOC HAU

No: 02/BCDH-TGD

MANAGEMENT REPORT

FISCAL YEAR 2024 & STRATEGIC PLAN FOR 2025

AN PHU IRRADIATION JOINT STOCK COMPANY

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Dear Shareholders,

2024 was a challenging yet opportunity-filled year for An Phu Irradiation JSC. Amidst a volatile market, a slowly recovering global economy, rising material costs, and intensifying competition, the Board of Directors and Executive Management proactively implemented a series of strategic initiatives, responded flexibly, and decisively carried out corporate restructuring.

Thanks to these concerted efforts, the Company achieved positive outcomes: a revenue growth of 11.2% compared to 2023, and a reduction in after-tax loss by over 41% - demonstrating the effectiveness of our cost management, financial restructuring, and operational enhancements.

With a commitment to sustainable development, strategic investment in technology, and strong alignment across all levels of the organization, 2025 is poised to become a pivotal year, marking our return to profitability and a stable growth trajectory.

On behalf of the Board of Directors and the Executive Management, we extend our sincere appreciation to our valued shareholders for your continued trust and support. We remain steadfast in our commitment to transparency, long-term development, and responsible governance.

1. 2024 REVIEW: RESILIENT PERFORMANCE - FOUNDATION FOR BREAKTHROUGH.

❖ **Market context:**

2024 remained a volatile year. Input costs rose due to unstable energy and material prices, and the irradiation service sector saw increased competition as new entrants emerged. However, this also presented an opportunity for An Phu to reaffirm our market position through superior service quality and operational capacity.

❖ **Key financial highlights:**

- Net revenue: VND 131.1 billion (+11.2% YoY), reaching 88.6% of the annual target.
- Net loss after tax: VND -20.86 billion, reducing losses by 41.4%.
- Interest expense savings: Over VND 11.9 billion.
- Maintained market share, while beginning to expand into higher-margin product segments.

2. FINANCIAL ANALYSIS: RESTRUCTURING FOR A STRONGER FOUNDATION.

(Unit: VND billion).

Financial Indicator	2023	2024	Change
Total Assets	890,5	814,2	(8,57%)
Long-term debt	185,8	112,0	(39,72%)
Owner's equity	590,6	569,8	(3,52%)

- The Company strategically converted a portion of long-term debt into short-term liabilities to prepare for debt servicing while securing a VND 170 billion credit line from ACB Bank to support key investment and restructuring initiatives.
- While a modest reduction in equity reflects accounting losses, our liquidity and solvency ratios remain at safe levels, ensuring financial resilience for upcoming expansion phases.

3. 2025 BUSINESS PLAN: TURNING POINT FOR GROWTH.

❖ Target for 2025:

- Revenue: VND 152 billion.
- Net profit after tax: VND 955 million (returning to profitability).

❖ Strategic focus areas:

- Optimize operations to improve margins.
- Invest in advanced irradiation technology (E-beam, X-ray) to reduce reliance on traditional sources.
- Expand service portfolio into medical equipment and biologicals, tapping into high-growth, low-competition sectors.
- Digitize the organization via ERP and align governance with ISO 9001:2015 and ISO 13485:2016.

4. LONG-TERM VISION: PIONEERING POSITION IN IRRADIATION TECHNOLOGY.

An Phu aims to become a leading provider of high-tech irradiation solutions and build a comprehensive ecosystem for applications in:

- Agriculture: Preservation, sterilization, and shelf-life extension.
- Healthcare: Disinfection of medical equipment and pharmaceutical products.
- Research & Technology: Innovation and R&D in irradiation applications.

Strategic direction:

- Complete the Irradiation Technology Research Center in HCMC High-Tech Park.
- Promote green growth with a focus on high-value, eco-friendly product lines.
- Develop a lean, highly skilled workforce with modern management practices.

5. MESSAGE TO SHAREHOLDERS:

We understand that short-term profits are important, but long-term sustainable value is what sets a company apart. With a restructured financial base, clear strategy, and disciplined investment in technology, An Phu is firmly positioned to deliver:

- Enhanced financial performance.
- Expansion into high-margin markets.
- Leadership in high-tech irradiation services in Vietnam and beyond.

We are deeply grateful for the continued support and trust of our shareholders — your partnership is the cornerstone of our journey toward resilient and responsible growth.

Sincerely,

EXECUTIVE MANAGEMENT

VO THUY DUONG

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**REPORT ON ACTIVITIES OF THE BOARD OF DIRECTORS IN 2024
AND ORIENTATION FOR ACTIVITIES IN 2025**

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The Board of Directors (BOD) of An Phu Irradiation Joint Stock Company (the Company) would like to report to the General Meeting on the performance results, the work of the BOD in 2024 and the business orientation in 2025.

I- Activities of the Board of Directors in 2024:

1- Information about Board of Directors:

The current Board of Directors consists of 05 members:

- 1- Mr. Huynh Ngoc Hau - Chairman
- 2- Mrs. Vo Thuy Duong - Member
- 3- Ms. Le Thi My Duyen - Member
- 4- Ms. Huynh Thi Bich Loan - Member
- 5- Mrs. Tran Ngoc Tram - Member

The Board of Directors has issued a decision assigning specific tasks to members in charge of each field to review the contents under the authority of the Board of Directors, and at the same time supervise, direct and urge the Company to implement the resolutions and decisions of the Board of Directors according to the assigned fields.

2- Regular meetings:

Pursuant to the Law on Enterprises, the Company's Charter and the Resolution of the 2024 Annual General Meeting of Shareholders, the Board of Directors held 05 regular meetings to direct and operate the Company's operations. In addition, some meetings required reports from the Company's Executive Board, the Board of Directors invited the General Director and Chief Accountant to attend. The Board of Directors also regularly exchanged and discussed among members, and coordinated to resolve issues arising outside of official meetings.

3- Summary of meetings and Resolutions of the Board of Directors:

- * **Resolution No. 01/NQ-HĐQT-API dated February 21, 2024:**
 - Organize the 2024 Annual General Meeting of Shareholders
- * **Resolution No. 02/NQ-HĐQT-API dated May 27, 2024:**
 - Adjusting production and business plan targets for 2024
- * **Resolution No. 03/NQ-HĐQT-API dated June 6, 2024**
 - Approval of the loan repayment restructuring plan
- * **Resolution No. 04/NQ-HĐQT-API dated September 17, 2024**
 - Approval of business results for the first 8 months of 2024 and business plan targets for the last 4 months of 2024
- * **Resolution No. 05/NQ-HĐQT-API dated November 18, 2024**
 - Appointment of Deputy General Director and change of legal representative of the Company

4- Supervisory activities of the Board of Directors over the General Director and other managers:

- The Board of Directors always creates the most favorable conditions for the General Director and the executive apparatus to carry out their duties in accordance with the Company's Charter, resolutions of the General Meeting of Shareholders and the Board of Directors of the Company.

- The Board of Directors regularly monitors the activities of the Board of Directors and other management departments to ensure that the Company's operations are safe, in compliance with the law, and implemented in accordance with the Board of Directors' resolutions. Regularly and fully receive reports from the General Director.

- The Board of Directors and managers always pay attention to and closely follow the production and business situation, financial situation, basic construction investment and especially human resources work at the Company. Regularly discuss work and manage the Company through meetings. Directly direct and participate in the preliminary and final meetings and important meetings of the Company. The Company's governance work is also focused on building new, perfecting the organization, management regulations and gradually applying modern management tools.

5- The Company's business results in 2024 are as follows:

*** Favorable:**

- The company has been operating in the field of irradiation for many years, the quality of irradiation services is relatively stable, creating prestige in the market. Increasingly attracting customers, the brand is affirmed.

- The Company's management team has made many changes in all aspects to bring the company's image to be increasingly innovative and developed for investors.

- An Phu Irradiation Joint Stock Company - Branch 01 operating in the Mekong Delta region has helped An Phu Irradiation Joint Stock Company continue to be stable and develop firmly, competitive enough in the integration trend.

- An Phu Irradiation Joint Stock Company - Branch 02 in VSIP Bac Ninh Industrial Park was accepted in the second quarter of 2021 and has come into operation, which will help the company expand its business activities in the Northern region, with many opportunities to develop new product lines, bringing a stable source of income and continuing to grow in the following years.

- Make good use of human resources, capital, machinery and equipment to increase business efficiency and competitiveness.

*** Hard:**

- Irradiation output depends largely on the export market as well as the quality of products produced in the seafood industry. In recent years, the source of seafood raw materials has not been stable, not meeting the growth rate of exports.

- The company has made efforts to diversify its product structure, product types and target different customer groups to overcome dependence on a small group of products, ensuring revenue for the business.

*** Results achieved in 2024:**

✦ Regarding business results in 2024:

ST T	INDICATORS	Plan 2024	Implementatio n 2024	Implementatio n 2023	Compar e with KH 2024	Increase/ decrease compare d to 2023
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1	Sales and service revenue	148.044.107.996	131.101.428.097	117,910,322,495	88.56%	11.19%
2	Profit before tax	(16,301,000,000)	(20,359,327,376)	(34,943,736,177)	124.90%	41.74%

The 2024 performance results in terms of revenue reached VND 131,101,428,097, equivalent to 88.56% of the plan, pre-tax profit recorded a loss of VND 20,359,327,376. Compared to the 2023 business results, revenue increased by VND 13,191,105,602, equivalent to an increase of 11.19% and pre-tax profit increased by VND 14,749,177,590, equivalent to an increase of 41.74% over the same period and narrowed the company's loss. Although the 2024 business results have not yet met the set business plan, there have begun to be positive highlights.

Revenue began to grow by 11.19% over the same period last year, which is also the same growth rate as the growth rate of the country's seafood export turnover in 2024. According to the report of the Ministry of Agriculture and Rural Development of Vietnam, seafood export turnover in 2024 increased by more than 12% compared to 2023. This shows a positive change in the company's business activities when the seafood export situation improved. In addition, the company's financial cost burden has also begun to decrease gradually, specifically, the interest expense in 2024 also decreased significantly by VND 11,902,856,405, equivalent to a decrease of 37.37% compared to 2023.

If other factors remain unchanged and the company continues to maintain its current positive revenue growth rate and financial cost reduction, the goal of profitable business results will be achieved soon in the coming years.

✦ On the implementation of investment projects:

*** Project to build An Phu irradiation plant - Branch 02 in Bac Ninh:**

- On May 18, 2018, the Company was granted a certificate of registration for Branch 02 in Bac Ninh.

- On October 23, 2018, the People's Committee of Bac Ninh Province and the Management Board of Industrial Parks granted an investment registration certificate for the An Phu Irradiation Plant project.

- On December 28, 2018, the Ministry of Science and Technology and the Department of Radiation and Nuclear Safety granted a license to conduct radiation work (Construction of radiation facilities) to the Company in Bac Ninh province.

- According to project progress:

+ From October 2018 to June 2020: construction of office and factory

+ July 2020 to December 2020: installation of machinery and equipment and trial operation

+ January 2021: officially put into operation.

However, since December 2020, due to the complicated developments of the Covid-19 pandemic, the progress of the Irradiation Plant project in Bac Ninh has been affected.

The irradiation line has completed the installation of equipment and is expected to be tested and put into operation on April 1, 2021. This is a modern, highly automated line, so apart from experts from Europe, engineers from other countries cannot be replaced in this warm-up and official operation phase.

Accordingly, due to the Covid-19 pandemic, Italy issued a lockdown policy, Vietnam also stopped Visa exemption from March 2, 2020. High-tech experts cannot come to Vietnam, so the production line is behind schedule compared to the overall progress of the project.

Immediately after the Covid-19 pandemic was controlled, experts came to operate and put the irradiation line into operation.

- In May 2021, the cold storage project was completed and put into use. Officially received goods for storage.

- In the second quarter of 2021, Bac Ninh Irradiation Plant was accepted and put into operation to exploit the Northern market.

- From 2023, Bac Ninh Irradiation Plant will begin to make significant contributions to business results in the following years and will continue to grow.

*** Project of Research and Development Center for Irradiation Technology Application (APIRA) :**

- On November 22, 2020, the Management Board of Ho Chi Minh City High-Tech Park granted an Investment Registration Certificate.

- On December 27, 2020, officially signed a Land Lease Contract with the Management Board of Ho Chi Minh City High-Tech Park.

- March 2021: Established An Phu Irradiation Joint Stock Company - Branch 03 at High-Tech Park, Thu Duc City, Ho Chi Minh City.

- Currently implementing and completing necessary procedures. Implementing according to the policy approved by the 2018 Shareholders' Meeting.

- The operating lease payment includes the total land lease amount of 29,616.5 m2 of land at locations No. 9570-1/GD-TNMT for Lot E6-6, Road D9, High-Tech Park, Long Thanh My Ward, Thu Duc City and location No. 9570-2/GD-TNMT for Lot E6-7, Road D1, High-Tech Park, Long Thanh My Ward, Thu Duc City with the rental price of VND 21,735/m2/year. The lease contract is signed for a term of 49 years and 11 months from December 26, 2019 to November 21, 2069.

- Due to the impact of the Covid-19 epidemic, which delayed the progress of the investment project, the Company's capital mobilization has been adjusted according to the project implementation period (from the third quarter of 2023 to the fourth quarter of 2027).

- To achieve the above results, the Board of Directors has directed, inspected and supervised the Company's executive apparatus to fully comply with the provisions of law in business. Correctly implement the Resolution of the General Meeting of Shareholders, the Charter of Operations and the Company's regulations, specifically as follows:

- Regularly organize direct meetings to review and approve reports, evaluate business results and provide operational directions for the Company. The Board of Directors has issued policies and decisions to promptly direct and create favorable conditions for the Executive Board to complete its tasks on the basis of high consensus among the Board of Directors members.

- The members of the Board of Directors have actively coordinated and supported the management of business activities. Regular meetings were held directly to check and evaluate business performance in order to provide timely guidance to help the Company's Executive Board successfully complete assigned tasks.

- The Board of Directors directly discusses, directs, and proposes specific measures to resolve business difficulties.

- Always update new information, analyze, forecast the situation, development trends, direct the General Director on investment and business policies to take full advantage of the Government's support for businesses in terms of interest rates and taxes. The Board of

Directors has directed the Company to make a plan to use capital reasonably between borrowed capital and equity capital, gradually consolidating a solid financial system.

- The Board of Directors has strictly implemented financial supervision according to the Company's Charter, financial reports are prepared on time and audited by an independent auditing company qualified by the State Securities Commission. Ensuring transparency, clarity and accuracy in the Company's operations.

- Strictly implement the Company's governance situation report and periodic annual report to the State Securities Commission, Hanoi Stock Exchange and disclose information in accordance with the provisions of the Law.

- Board of Directors meetings have full minutes and resolutions, ensuring the principle of majority approval. Board of Directors' resolutions are disclosed in accordance with the law.

II- Operational direction in 2025:

The Board of Directors' goal in 2025 is to continue to maintain stable production and business activities by effectively operating the irradiation service structure to suit different times. Accordingly, the Board of Directors agrees with the 2025 business plan targets of the Company's General Director submitted to the Shareholders' Meeting as follows:

- Sales and service revenue: 152,078,000,000 VND
- Profit before tax: 1,194,100,000 VND

III- Orientation plan of the Board of Directors:

- Seek opportunities to diversify business lines in areas where the Company has strengths, combined with improving the quality of service provision to meet the increasing demands of customers.

- Maximize benefits for shareholders, combine with appropriate policies to retain employees for a long time with the Company, especially experts in the fields of energy, nuclear, irradiation with ensuring income and taking care of legitimate rights for employees. Continuously seek solutions to increase the value of shares and the reputation of the Company in the stock market.

- Building the Company towards sustainable development, complying with legal regulations, harmonizing the interests of investors and employees.

IV- Board of Directors' remuneration:

1- Board of Directors' remuneration in 2024:

Pursuant to the Resolution of the 2024 Annual General Meeting of Shareholders, the remuneration of the Board of Directors is implemented according to regulations, specifically as follows:

- Chairman of the Board of Directors: 16,000,000 VND/month.
- Board member: 14,000,000 VND/month.

2- Proposed remuneration level 2025:

Based on the actual operating conditions of the Company, the Board of Directors respectfully submits to the General Meeting of Shareholders a proposal for remuneration in 2025.

To achieve the 2025 targets and plans for the following years, the Board of Directors needs to resolutely implement the following solutions:

- The Board of Directors makes every effort to orient the Company's business development strategy, strengthen governance, and support the business activities of the

Executive Board so that all activities of the Company continue to improve with the goal of sustainable development.

- Closely monitor and promptly direct the activities of the Executive Board. Maintain a healthy financial situation, research and apply financial risk management tools, ensure effective implementation of resolutions and complete targets approved by the 2025 General Meeting of Shareholders.

- Promote investment expansion activities, brand promotion, trade promotion, market expansion to increase APC stock value on the stock market through revenue and profit indicators.

- Have a suitable, diverse and dynamic pricing strategy to suit different customer situations and the Company's efficiency. Take advantage of every opportunity to increase revenue and profit in key business segments.

- Further enhance professionalism in customer service, improve traditional service quality, be dedicated to after-sales customer care services..., expand the market by providing new irradiation services, in order to achieve the highest possible efficiency from shareholders' investment capital.

- The Board of Directors would like to send to all shareholders wishes for health, happiness and prosperity, and wish the Congress a great success./.

TM. BOARD OF DIRECTORS

CHAIRPERSON



HUYNH NGOC HAU

REPORT

Re.: Ratify the Audited Finance Statement of the fiscal year 2024

To: ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

Pursant to point a, clause 1, Article 14 of the Charter of An Phu Irradiation Joint Stock Company, which outlines the rights and duties of the General Assembly of Shareholders regarding the approval of the Company's annually audited financial statements.

The Board of the Directors pf Purduant to the Charter of organization and operation of An Phu Irradiation Joint Stock Company respectfully submits to the Annual General Meeting of Shareholders for approval of the audited financial statements for 2024 by A&C Auditing and Consulting Co., Ltd (*Attached report*)

Kindly submit the Report to the General Meeting of Shareholders for ratification.

ON BEHALF OF THE BOARD OF DIRECTORS

CHAIRMAN



HUYNH NGOC HAU

REPORT

Re.: Remuneration, bonus of the Board of Directors 2024

To: ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

- Pursuant to Charter of An Phu Irradiation Joint Stock Company;
- Pursuant to the results of production and business activities in 2024.

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

1 – Remuneration in 2024

Unit: VND

No.,	Title	Planning	Actual	Change
1	Chairman of the Board	192.000.000	192.000.000	0
2	Member of the Board	672.000.000	609.777.778	+62.2222.222
3	Admin Manager	144.000.000	144.000.000	0
	Total	1.008.000.000	945.777.778	+62.2222.222

2 – Bonus in 2024:

No.,	Title	Bonus proposed	Bonus actually paid in 2024
1	BOD and Admin Manager	84.000.000	77.000.000
	Total	84.000.000	77.000.000

Kindly submit the Report to the General Meeting of Shareholders for ratification.

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



HUYNH NGOC HAU

Binh Duong, April 28, 2025

REPORT

Re.: Remuneration, bonus of the Board of Directors 2025

To: ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

- Pursuant to Charter of An Phu Irradiation Joint Stock Company;
- Pursuant to the production and business plan for 2025.

The Board of Directors kindly puts forth to the General Meeting of Shareholders to ratify the remuneration of the Board of Directors in 2025, as follow:

No.,	Title	Number of member	Remuneration/ month	Total remuneration in 2025
1	Chairman of the Board	1	16.000.000	192.000.000
2	Member of the Board	4	14.000.000	672.000.000
3	Admin Manager	1	12.000.000	144.000.000
Total				1.008.000.000

2. The bonus of the Board of Directors: *The Board of Directors will develop a plan to submit to the next General Meeting of Shareholders for approval.*

Kindly submit the Report to the General Meeting of Shareholders for ratification.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



HUYNH NGOC HAU

Binh Duong, April 28, 2025

REPORT

Re.: Approval the business plan for the Company in 2025

To: ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

- Pursuant to Charter of An Phu Irradiation Joint Stock Company;
- Pursuant to the results of the audited financial statements for 2024 by A&C Auditing and Consulting Co., Ltd;
- Based on the current actual business operations of the company.

The Board of Directors submits to the General Meeting of Shareholders for approval the business plan for the Company in 2025 as follow:

The revenue and profit targets:

- | | |
|-------------------------------|---------------------|
| - Expected revenue: | 152.078.000.000 VND |
| - Expected before tax profit: | 1.194.100.000 VND |
| - Expected after tax profit: | 955.280.000 VND |

Kindly submit the Report to the General Meeting of Shareholders for ratification.

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



HUYNH NGOC HAU

Binh Duong, April 28, 2025

REPORT

Re.: To assess and select an auditing company to audit the Financial Statements of the Company in 2025

To: ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025

- Pursuant to the current Laws and Documents on Securities;
- Pursuant to Charter of An Phu Irradiation Joint Stock Company.

The Board of Directors respectfully requests the General Meeting of Shareholders to ratify the authorization granted to the Board of Directors to assess and select an auditing company that is on the list of qualified auditors for public companies in Vietnam recognized by the State Securities Commission to audit the Financial Statements of the Company in the fiscal year of 2025.

Kindly submit the Report to the General Meeting of Shareholders for ratification.

ON BEHALF OF THE BOARD OF DIRECTORS
CHAIRMAN



HUYNH NGOC HAU

Số: 01/NQ-ĐHĐCĐ-API

Binh Duong, April 28, 2025

DRAFT

RESOLUTION
ANNUAL GENERAL MEETING OF SHAREHOLDERS 2025
AN PHU IRRADIATION JOINT STOCK COMPANY

- Pursuant to the Law on Enterprises No. 59/2020/QH14 dated June 17, 2020;
- Pursuant to Charter of An Phu Irradiation Joint Stock Company;
- Pursuant to the Minutes of the Annual General Meeting of Shareholders No 01/BB-ĐHĐCĐ-API dated April 28, 2025.

DECIDES

Article 1: The General Meeting of Shareholders approves the following contents:

- 1.1.** Ratify the Report of the Board of Management 2024
- 1.2.** Ratify the Report of the Board of Directors 2024
- 1.3.** Approval of 2024 production and business results
 - Total revenue : 131.101.428.097 VND
 - Profit before tax : (20.359.327.376) VND
 - Profit after tax : (20.859.878.771) VND
- 1.4.** Ratify the Audited Financial Statements for 2024
- 1.5.** Ratify the remuneration, bonus of the Board of Directors (BOD) 2024
 - Total remuneration of BOD and Admin Manager: 1.008.000.000 VND
 - Bonus of BOD and Admin Manager : 84.000.000 VND
- 1.6.** Ratify the remuneration, bonus of the BOD 2025.
 - Total remuneration of BOD and Admin Manager: 1.008.000.000 VND
 - Bonus of BOD and Admin Manager: The Board of Directors will develop a plan to submit to the next General Meeting of Shareholders for approval.
- 1.7.** Approval the business plan for the Company in 2025
 - Expected revenue : 152.078.000.000 VND
 - Expected before tax profit : 1.194.100.000 VND
 - Expected after tax profit : 955.280.000 VND

1.8. Ratify to assess and select an auditing company to audit the Financial Statements of the Company in 2025

The authorization granted to the Board of Directors to assess and select an auditing company that is on the list of qualified auditors for public companies in Vietnam recognized by the State Securities Commission to audit the Financial Statements of the Company in the fiscal year of 2025.

Article 2: The 2025 Annual General Meeting of Shareholders assigns the Board of Directors and the Board of Management to be responsible for implementing the items approved at the meeting in accordance with the law and the Charter of An Phu Irradiation Joint Stock Company.

Recipients:

- As Article 2 above;
- Relevant organizations and agencies;
- Company Archives.

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

