

APPENDIX NO. 04-ANNUAL REPORT

(Issued together with Circular No. 96/2020/TT-BTC dated November 16, 2020 of the Ministry of Finance guiding information disclosure on the securities market)

Hanoi, March 21, 2025

ANNUAL REPORT of Vinafood 1 Flour Joint Stock Company Year 2024

To: Hanoi Stock Exchange.

I. General Information

1. General information

- Transaction name: Vinafood 1 Flour Joint Stock Company
- Business registration certificate No.: 0107151097
- Charter capital: 242,000,000,000 VND.
- Investment capital of the owner: 242,000,000,000 VND
- Address: No. 94 Luong Yen, Bach Dang Ward, Hai Ba Trung District, Hanoi City
- Phone: (84 - 24) 6278 2448
- Fax: (84 - 24) 6278 2457
- Website: www.vnf1flour.com.vn
- Stock code: BMV

Formation and development process

In order to meet the needs of production and business development, on 08/04/2003, the Northern Food Corporation issued Decision No. 67/QD-HDQT-TCLD on the establishment of Hung Quang Flour Mill under Thanh Nghe Tinh Food Company.

On 12/10/2004, the Northern Food Corporation issued Decision No. 319/QD-HDQT-TCLD on the separation of Hung Quang Flour Mill from Thanh Nghe Tinh Food Company and officially became a branch of the Northern Food Corporation.

In 2008, after completing the purchase and sale of Bao Phuoc Flour Mill in Dong Hai 2 Ward, Hai Phong City, the Northern Food Corporation issued Decision No. 157/QD-TCTLTMB-HDQT dated 03/09/2008 on the establishment of Vinafood 1 Flour Company – Branch of the Northern Food Corporation on the basis of reorganizing the Branch – Hung Quang Flour Production and Business Company and Bao Phuoc Flour Mill.

In 2015, the Ministry of Agriculture and Rural Development issued Decision No. 4204/QD-BNN-QLDN dated 23/10/2015 converting Vinafood 1 Flour Company - a branch of the Northern Food Corporation into a one-member limited liability company.

Implementing the State's major policy on the equitization of state-owned enterprises and the Prime Minister's direction in Decision No. 1360/QD-TTg dated 17/08/2015 on the adjustment and supplementation of the Scheme on restructuring of the Northern Food Corporation and Official Letter No. 242/BNN-QLDN dated 12/01/2016 of the Ministry of

Agriculture and Rural Development on the equitization of the Company Vinafood 1 Flour Co., Ltd. belongs to the Northern Food Corporation, the Company has carried out procedures related to the equitization process. In particular, the company held an auction of shares to the public at the Hanoi Stock Exchange on October 28, 2016 with the number of shares offered for sale is 8,229,800 million shares, the starting price is 10,000 VND/share. As a result, there were 9 investors (1 organization, 8 individuals) registered to participate in the auction with a purchase volume of 331,000 shares at the price of 10,000 VND/share.

From 04/01/2017, the Company officially operates under the model of a joint stock company under the name of Vinafood 1 Flour Joint Stock Company under the Business Registration Certificate No. 0107151097 dated 04/01/2017 issued by the Department of Planning and Investment of Hanoi City.

Vinafood 1 Flour Joint Stock Company is currently headquartered at 94 Luong Yen, Hai Ba Trung District, Hanoi City and has 02 Flour Mills, Hung Quang Flour Mill (in Vinh City, Nghe An Province) and Bao Phuoc Flour Mill (in Dong Hai 2 Ward, Hai An District, Hai Phong City).

The Formation Process Hung Quang Flour Mill:

Hung Quang Flour Mill was established in April, 2003, with modern production lines, machines and technology of Buhler, Switzerland, with a capacity of 140 tons/day. Every year, the flour mill produces over 30,000 tons of flour of all kinds, quality standards according to European standards. Under the management and operation of a team of specialized engineers and economic managers, over the years, the Flour Mill's products have always been trusted by customers. In 2019, the flour mill stopped production but still leased space, offices, warehouses, parking, service scales, etc. On September 29, 2021, Hung Quang Flour Branch was established – Vinafood 1 Flour Joint Stock Company, branch code: 0107151097-001 to continue leasing space, offices, warehouses, parking, service scales, etc.

The Formation Process of Bao Phuoc Flour Mill:

Bao Phuoc Flour Mill is equipped with advanced production lines and technologies of Buhler, Switzerland and HBA, China. The initial factory capacity reached 140 tons/day. After being invested in an additional line with a capacity of 160 tons/day in 2013, the flour mill has a total capacity of 300 tons/day, located in Hai An District, Hai Phong City, which is convenient for receiving goods and raw materials as well as transporting semi-finished products by waterway and road.

- Other Events

2. Business scope and business area:

- Business scope:

- + Production and processing of foodstuffs, foodstuffs, wheat flour and wheat flour products;
- + Trading in wheat flour and flour products, trading in food and foodstuffs;
- + Buying and selling agricultural products, feeds and raw materials for animal feed;
- + Office warehouse rental services;

- **Business area:** The company's operating area stretches from the Northern provinces to Ha Tinh province.

3. Information about the governance model, business organization and management apparatus

- Governance model:

General Meeting of Shareholders, Board of Directors and Directors.

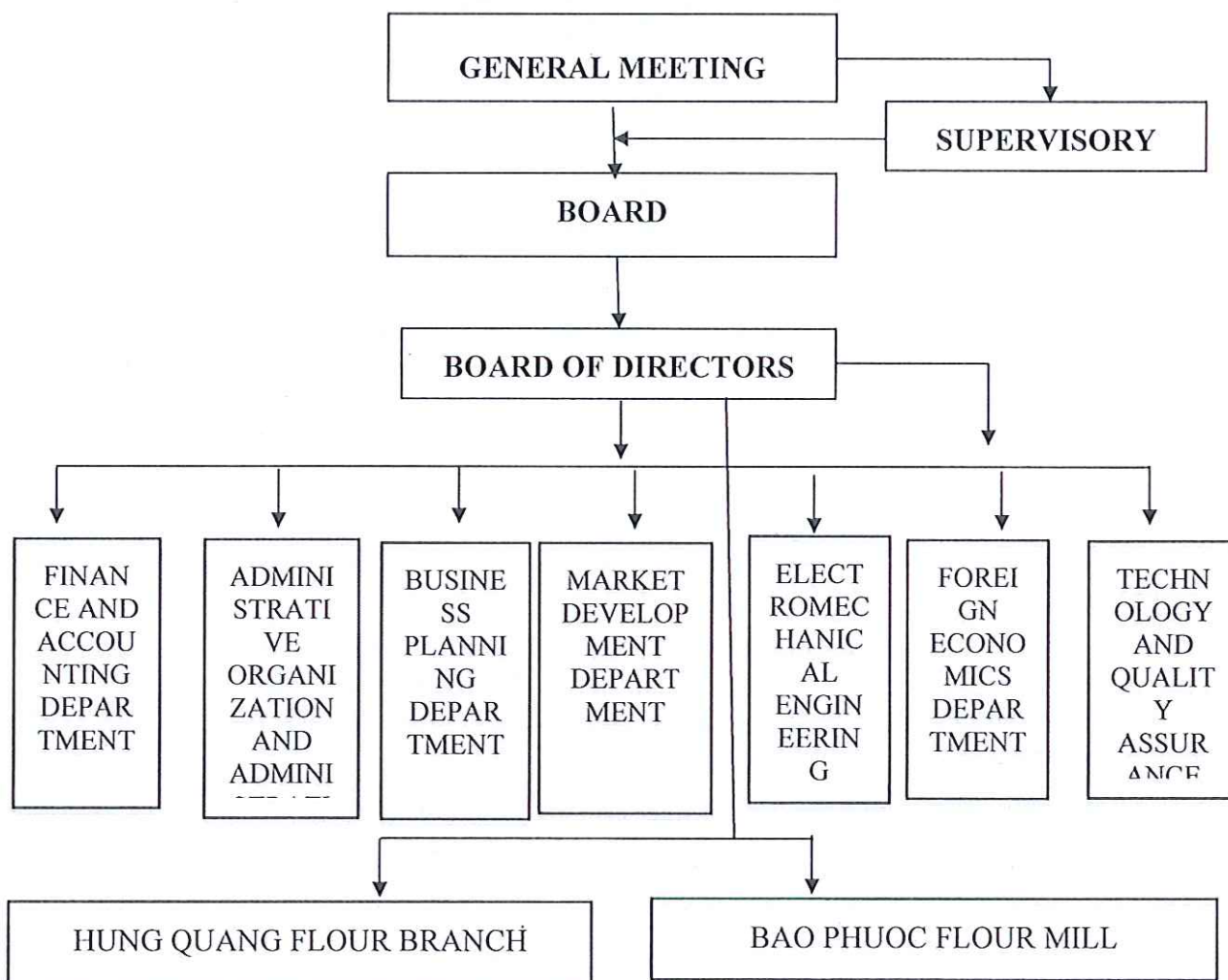
- Structure of the management apparatus.

- Subsidiaries and associated companies.

Vinafood 1 Flour Joint Stock Company operates under the organizational model of a Joint Stock Company. This governance model is built based on the goal of developing the Company's business strategy, complying with the provisions of Vietnamese law and the provisions of the Company's Charter. The organizational model of the company is as follows:

ORGANIZATIONAL STRUCTURE DIAGRAM

VINAFOOD 1 FLOUR JOINT STOCK COMPANY



4. Development orientation

4.1. Main objectives of the Company

- ✓ Stable and annual production growth;

- ✓ Ensuring enough jobs, gradually improving working conditions and raising incomes for employees;
- ✓ Fully fulfill obligations to the State;
- ✓ Revenue increased by 8%/year;
- ✓ Profitable business.

4.2. Medium- and long-term development strategy

a. Product and market solutions:

In the coming period, the Company will focus on implementing specific groups of measures and activities as follows:

- Develop a market development strategy in accordance with the Company's capacity in specific fields of operation, focusing on the main areas of production and processing of food, food, flour and flour products.

- Completing the material base, closing the production chain from silos containing raw materials, flour mill and storage warehouses to prevent termites, improving product quality and competitiveness of the Company, striving to reduce the storage time from an average of 60 days of production to 50 days. Reorganize the management at Hung Quang Flour Branch in Vinh city (Nghe An Province) and the flour mill in Hai Phong in the direction of independence and autonomy on the basis of assigning production plans and contracting costs to ensure the promotion of initiative and creativity of employees for the goal of emulation, save costs, improve production efficiency;

- Focus on reducing costs in all fields of production and business activities, strictly implement regulations on thrift practices, anti-waste, minimize management costs; Focus on reforming administrative procedures, strengthening the application of information technology in the administration of production and business activities, ensuring that administrative information is processed in a timely, fast and effective manner. Thoroughly grasp the roles and responsibilities of officials and employees, strengthen the management of working hours, arrange appropriate human resources, the right people, and create conditions for employees to maximize their abilities.

- Taking advantage of the support of the Northern Food Corporation in implementing the company's production and business development strategy and economic and political tasks. Promptly grasp information about strategies and orientations, to gain an advantage in competition.

- Building a system of attractive promotion policies, training a team of capable sales staff, promoting consumption and diversification of products to help the Company's products get closer to consumers in order to catch up with the increasing demand for flour products among the people.

- To study and evaluate the feasibility of investment plans to expand production activities to diversify products such as flour for the production of fresh cakes, high-class confectionery, etc.

- Promote retail activities to consumer households. To develop new markets in the central provinces from Ha Tinh to Thua Thien Hue, find business partners and expand the market for supplying flour and flour products not only in the country. To study the possibility of developing more business lines related to wheat flour in the coming time in order to create a closed value chain.

b. Solutions for the application of technical and technological advances:

- Continue to consolidate the scientific and technological management apparatus, build a contingent of qualified full-time staff to be in charge of research and application of science and technology to the management and production of the Company;

- Building a product quality inspection system;

- Research, access, transfer and proficiently use advanced technologies in production and business activities.

- Transform the powder mixing method to improve the recovery rate.

c. Solutions on finance and capital

- Continue to re-evaluate the financial situation, materials and equipment for production and business of the Company. On that basis, there is a plan to use it effectively and avoid waste. Assets that are not needed will be liquidated and transferred to recover capital or invest in other activities more effectively.

- Improve the efficiency of financial work to meet the requirements for production and business activities and equipment investment; restructure reasonable medium- and long-term capital sources. Search and mobilize credit loan sources to promote the effectiveness of financial leverage combined with money sources from depreciation, capital turnover due to quick debt recovery, inventory reduction in the coming time to reduce bank loan costs

- Reorganize accounting work in the direction of compactness, reasonableness and effectiveness; Closely monitor and manage expenses; Make a full and timely report; Closely manage customers' receivables, strive to reduce the debt collection time from an average of 40 days to 30 days; Effectively use financial instruments to increase financial power; Saving financial costs... contributing to improving the operational efficiency of the unit.

d, Solutions on corporate governance

- On the basis of the approved Charter, the Company will complete professional regulations and processes in accordance with the State's regulations and laws in the direction of encouragement, facilitation and promotion of creativity of management departments and affiliated units. In particular, the Company will prioritize the development of salary payment regulations and internal financial management regulations. Improve the organization and improve the efficiency of the Company's apparatus; Continue to supplement and amend the Charter of organization and operation, the system of management regulations to suit the organizational model of joint-stock companies with dominant State capital, in accordance with the guidelines, policies and laws of the Party and the State and in accordance with the market mechanism.

- Strengthen the application of modern business management standards with high efficiency. Consolidate the management apparatus, strengthen training and fostering to improve the qualifications of management and technical staff to improve management and administration efficiency.

- Implement production contracting and apply new criteria for evaluating working efficiency.

- Develop a system of internal rules and regulations to ensure that the Company's production and business management is closely organized, transparent, clearly define the responsibilities of each organization and individual in all stages of the production and business process in order to create conditions for promoting full autonomy, creativity and dare to bear the factors in the process of organizing the unit's activities.

- Building and developing a corporate culture with a systematic system of core values that create a driving force for people to work, the nucleus that connects everyone in the business with each other, links the business with customers, partners of the business, links

the business with society, etc contributing to brand development, as a foundation for the sustainable development of the Company.

e. Solutions for investment in production development:

- Increase investment in key business sectors, operate efficiently, have great potential and advantages. Make a plan to invest in facilities, machinery and equipment towards the goal of improving technological level, expanding production and expanding market share.

- Review existing resources (equipment, technology, land,...), develop plans for effective management, use and exploitation, and maximize all existing resources.

- Regularly clean production lines and machinery to ensure production safety according to the highest standards.

- Looking for product and market solutions in the field of flour production and processing and flour products. Striving to build a product line affirming the position of Vinafood 1 Flour Joint Stock Company in the market.

f. Solutions for human resource development:

- Improve the efficiency of personnel planning, planning for training and fostering cadres to meet the requirements of the Company's development strategy. Improve the quality of the contingent of leading officials, ensure enough high-quality human resources with professional and foreign language abilities to be able to meet the requirements in the field. Build and improve the personnel evaluation system, regularly organize the re-evaluation of the management staff from time to time. After officially switching to the model of a joint-stock company, the Company's Board of Directors will review existing human resources, based on the production and business plan, make a detailed plan for personnel arrangement to ensure inheritance with the addition of new factors in order to more effectively exploit the unit's human resources.

- Make a plan to arrange officials to attend classes to improve professional qualifications, send technical staff to attend intensive courses on flour processing, etc. in order to better meet the increasingly strict requirements of customers; Develop reasonable remuneration policies to attract human resources with appropriate expertise to strengthen the production management of the unit;

- Improve effective mechanisms and policies to encourage and encourage employees; Develop a scientific, open and transparent mechanism for evaluation, appointment and remuneration to create a civilized and comfortable working environment in order to maximize the capacity of each officer and employee while maintaining the development of existing human resources and attracting human resources from outside. Annually, arrange and arrange labor in a reasonable manner in accordance with regulations and in accordance with production and business plans. In particular, employees with a high sense of responsibility, attachment to the business, employees who have bought shares in the Company and are shareholders of the Company will be given more priority when the Company implements labor policies.

- Constantly improve the material and spiritual income of employees: Ensure that there is an appropriate wage policy, meet the legitimate needs of employees to maintain a qualified and enthusiastic workforce; implement the fair distribution of wages according to work efficiency, dedication of employees and in accordance with market conditions

II. Operational situation in 2024

1. Production and business activities in 2024

- Results of production and business activities in 2024

- Total revenue: 658,202 million VND, reaching 80% of the plan;
- Profit before tax: VND 4,310 million, reaching 106% of the plan;
- Budget contribution: 36,087 million VND, reaching 88% of the plan, fully and on time;

2. Organization and personnel

- List of Executive Board:

STT	Full name	Title
1.	Pham Van Son	Chairman of the Board of Directors
2.	Phung Thanh Long	Director, member of the Board of Directors
3.	Le Thi Thuyen	Member of the Board of Directors
4.	Pham Binh Nguyen	Deputy Director
5.	Tran Duc Thang	Deputy Director
6.	Pham Thanh Tung	Deputy Director
7.	Le Dinh Hiep	Chief Accountant

Changes in the executive board: In 2024, 01 more deputy director was appointed from December 3, 2024.

2.1. Chairman of the Board of Directors:

- Full name: **Pham Van Son** - Gender: Male
- Birthday: 1967
- Birthplace: Hai Duong
- Nationality: Vietnam
- Permanent address: , Hai Duong Province
- ID Number ; Issued date: 25/8/2021; Place of issue: Police Department for Administrative Management of Social Order
- Contact number: (84 – 4) 936656999
- Qualifications: Bachelor of Economics.
- Position held at the Company: Chairman of the Board of Directors of Vinafood 1 Flour Joint Stock Company
- Positions held at other organizations: No
- Violations of the law: No
- Ownership of securities of individuals and related persons in the company: 5,000 shares
- Individual ownership: 5,000 shares
- Owning representatives of the Northern Food Corporation: 9,465,080 shares, accounting for 39.11% of the Company's charter capital.
- Ownership of related persons: No

2.2. Director and Member of the Board of Directors:

- Full name: **Phung Thanh Long** - Gender: Male

- Birthday: 1976
- Birthplace: Hanoi City
- Nationality: Vietnam
- Permanent address: Dong Da District,
Hanoi City
- ID number: ; Issued date: 05/02/2015; Place of issue: Police Department
for Residence Management of the Ministry of Public Security
- Contact number: (84 – 4)
- Qualifications: Master's degree.
- Position held at the Company: Member of the Board of Directors Director of Vinafood 1
Flour Joint Stock Company
- Positions held at other organizations: No
- Violations of the law: No
- Owning securities of individuals and related persons in the company:
- Personal Ownership: No
- Owning representatives of the Northern Food Corporation: 14,197,620 shares,
accounting for 58.67% of the Company's charter capital.
- Ownership of related persons:

2.3. Board Member

- Full name: **Le Thi Thuyen** - Gender: Female
- Birthday: 1979
- Birthplace: Nghe An Province
- Nationality: Vietnam
- Permanent address: Nghe An
province.
- ID number: ; Issued date: 05/02/2015; Place of issue: Police Department
for Residence Management of the Ministry of Public Security
- Contact number: (84 – 4)
- Qualifications: Bachelor's degree.
- Position held at the Company: Member of the Board of Directors of Vinafood 1 Flour
Joint Stock Company
- Positions held at other organizations: No
- Violations of the law: No
- Owning securities of individuals and related persons in the company:
- Individual ownership: 1,300 shares, accounting for 0.01% of the Company's charter
capital
- Ownership of related persons: No

2.4. Deputy Director of the Company

- Full name: **Pham Binh Nguyen** - Gender: Male

- Birthday: 1970
- Birthplace: Bac Ninh Province
- Nationality: Vietnam
- Permanent address: , Thanh Xuan District, Hanoi City
- ID card: 027070003975 Issued date: 12/18/2021 Place of issue: Police Department for Residence Management of the Ministry of Public Security
- Contact number: (84 – 4) 902121489
- Qualifications: Master of Economic Management
- Position held at the Company: Deputy Director, Chairman of the Trade Union of Vinafood 1 Flour Joint Stock Company
- Positions held at other organizations: No
- Violations of the law: No
- Owing securities of individuals and related persons in the company:
- Individual ownership: 6,300 shares, accounting for 0.026% of charter capital
- Representative Ownership: No
- Ownership of related persons: No
- Debts to the Company: No

2.5. Deputy Director of the Company

- Full name: **Tran Duc Thang** - Gender: Male
- Birthday: 1972
- Birthplace: , Nam Dinh
- Nationality: Vietnam
- Permanent address: , Hai Phong City
- ID card: Issued date: 25/10/2022 Place of issue: Director of the Police Department for Administrative Management of Social Order
- Contact number: (84 – 4)
- Qualifications: Bachelor of Economics
- Position held at the Company: Deputy Director of Vinafood 1 Flour Joint Stock Company
- Positions held at other organizations: No
- Violations of the law: No
- Owing securities of individuals and related persons in the company:
- Individual ownership: 0 shares, accounting for 0.0% of charter capital
- Representative Ownership: No
- Ownership of related persons: No
- Debts to the Company: No

2.6. Deputy Director of the Company

- Full name: **Pham Thanh Tung** - Gender: Male
- Birthday: 1973
- Birthplace: Thai Binh Province
- Nationality: Vietnam
- Permanent address: Ha Long City, Quang Ninh Province.
- ID card: Issued date: 27/4/2021 Place of issue: Director of the Police Department for Administrative Management of Social Order
- Contact number: (84 – 4)
- Qualifications: Bachelor of Economics
- Position held at the Company: Deputy Director of Vinafood 1 Flour Joint Stock Company
- Positions held at other organizations: No
- Violations of the law: No
- Owning securities of individuals and related persons in the company:
- Individual ownership: 2,700 shares, accounting for 0.01% of charter capital
- Representative Ownership: No
- Ownership of related persons: No
- Debts to the Company: No

2.7. Chief Accountant

- Full name: **Le Dinh Hiep** - Gender: Male
- Birthday: /1971
- Birthplace: Nghe An
- Nationality: Vietnam
- Permanent address: , Thanh Xuan District, Hanoi City
- ID Card: Place of issue: Police Department for Administrative Management of Social Order Issued date: 24/7/2021
- Contact number: (84 – 4)
- Qualifications: Master of Economics
- Position held at the Company: Chief Accountant
- Positions held at other organizations: No
- Violations of the law: No
- Owning securities of individuals and related persons in the company:
- Individual ownership: 2,800 shares, accounting for 0.012% of charter capital
- Representative Ownership: No
- Ownership of related persons: No
- Number of officers and employees. Summary of policies and changes in policies for employees.

3. Investment situation, implementation of projects

a) **Large investments:** State the large investments made in the year (including financial investments and project investments/), the implementation of major projects. For cases where the company has offered securities for the implementation of projects, It is necessary to clearly state the progress of the implementation of these projects and analyze the causes leading to the meeting/failure to meet the announced and committed schedule.

b) **Subsidiaries and associated companies:** (A summary of the operation and financial situation of the subsidiaries and associated companies)

4. Financial situation

a) Financial situation

Quota	In 2024 Amount: vnd	Year 2023 Amount: vnd	% increase decrease
Total Asset Value	476.333.033.011	483.280.845.110	99%
Net sales	649.783.859.237	667.804.525.529	97%
Net profit from business activities	3.655.581.558	1.852.475.343	197%
Other Profits	654.553.729	1.578.661.522	41%
Profit before tax	4.310.135.287	3.431.136.865	126%
Profit after tax	1.953.398.906	3.430.974.602	57%
Dividend payout ratio	50,79%	59,25%	86%

- Other indicators: (depending on the specific characteristics of the industry and the company to clarify business results in the last two years.

b) Major financial indicators:

Quota	In 2024	In 2023	Notes
<i>1. Solvency norms</i>			
+ Short-term payment ratio:			
Short-term assets/Short-term liabilities	1,69	1,65	
+ Fast payment coefficient:			
<u>Short-Term Assets - Inventory</u>	1,24	0,92	
Short-term debt			
<i>2. Indicators of capital structure</i>			
+ Ratio: Debt/Total assets	0,48	0,49	
+ Ratio: Debt/Equity	0,93	0,95	
<i>3. Indicators of operational capacity</i>			
Inventory Turnover			
+ Average cost of goods sold/Inventory	5,93	3,68	
+ Net Revenue/Total Assets	1,36	1,38	
<i>4. Indicators of profitability</i>			

+ Coefficient: Profit after tax/Net revenue	0,0030	0,0051
+ Ratio: Profit after tax/Equity	0,0079	0,0139
+ Coefficient: Profit after tax/Total assets	0,0041	0,0071
+ Coefficient: Profit from business activities/Net revenue	0,0056	0,0028

5. Shareholder structure, change of owner's investment capital.

a) Shares: Stating the total number of shares and types of shares in circulation, the number of freely transferable shares and the number of shares restricted from transfer in accordance with law, the company's charter or the owner's commitment. In case the company has securities traded abroad or sponsors the issuance and listing of securities abroad, it is necessary to clearly state the trading market, the number of securities traded or sponsored and important information related to the company's rights and obligations related to securities traded or sponsored abroad.

- Total number of shares: 24,200,000 ordinary shares;

b) Shareholder structure: Specify the shareholder structure divided according to the criteria of ownership ratio (major shareholders, small shareholders); institutional shareholders and individual shareholders; domestic and foreign shareholders, state shareholders and other shareholders.

- Major shareholder: Northern Food Corporation: 23,662,700 shares, 97.78% of charter capital;

- The remaining shareholders own 537,300 shares, accounting for 2.22% of charter capital.

c) Changes in the owner's investment capital: Specify the increases in share capital in the year, including public offerings, private placements, bond conversion, warrant conversion, issuance of bonus shares, payment of dividends in shares, etc.

No change.

d) Transactions of treasury stocks: Indicate the current number of treasury stocks, list the treasury stock transactions carried out in the year, including the time of transaction, transaction price and transaction subjects.

Without.

e) Other securities: state other securities issuances conducted during the year. State the quantity and characteristics of other types of securities currently in circulation and the company's unfulfilled commitments to other individuals and organizations (including officials and employees of the company) related to the issuance of securities.

Without.

6. The company's environmental and social impact report.

6.1. Impact on the environment

Total greenhouse gas (GHG) emissions

Initiatives and measures to reduce greenhouse gas emissions.

6.2. Raw material source management:

a) The total amount of raw materials used for the production and packaging of the organization's main products and services in the year.

The total amount of raw materials used to produce wheat and wheat bran in the year: 60,700 tons of wheat.

b) Report on the percentage of recycled raw materials used for the production of the organization's main products and services.

6.3. Energy Consumption:

a) Energy consumed directly and indirectly.

b) Energy savings are achieved through energy efficiency initiatives.

c) Reports on energy-saving initiatives (provision of energy-saving products and services or use of renewable energy); report on the results of these initiatives.

6.4. Water Consumption:

Water consumption of business activities in the year

a) Water supply and water consumption.

b) Percentage and total amount of recycled and reused water.

6.5. Compliance with the law on environmental protection:

a) The number of times the violation is sanctioned for non-compliance with laws and environmental regulations.

b) The total amount of money sanctioned for violations due to non-compliance with laws and environmental regulations.

6.6. Policies related to employees

a) The number of employees and the average salary for employees.

- Average number of employees in the year: 130 people.

- Average salary per person/month: 11,020,000 VND.

b) Labour policies to ensure the health, safety and welfare of employees.

c) Training of laborers

- Average number of training hours per year, by employee and by employee classification.

- Skills development and continuing learning programs to support workers in securing employment and career development.

6.7. The report relates to responsibility to the local community.

Community investment and other community development activities, including financial support to serve the community

6.8. Reports related to green capital market activities under the guidance of the SSC.

III. Reports and evaluations of the Board of Directors (The Board of Directors reports and reviews the situation in all aspects of the company)

The report and evaluation of the Board of Directors must include at least the following contents:

1. Evaluation of production and business results

- Analyze the overview of the company's operations compared to the plan/estimate and previous production and business results. In case the production and business results do not meet the plan, clearly state the reasons and responsibilities of the Board of Directors for the failure to complete the production and business plan (if any).

Total revenue reached VND 658 billion/ plan of VND 822 billion, reaching 80% of the year plan

Profit before tax reached VND 4.31 billion/ plan VND 4.08 billion, reaching 106% of the year plan.

Contribution to the implementation budget reached 36.09 billion VND/plan 41.13 billion VND, reaching 88% of the year plan.

- The progress the company has made.

2. *Financial situation*

a) Asset situation

Analyze the asset situation, fluctuations in the asset situation (analyze and evaluate the efficiency of using assets, bad debts, bad assets affecting business results)

Total assets reached VND 476 billion, down VND 7 billion compared to the beginning of 2024.

Equity of VND 246.5 billion, down 0.8 billion compared to the beginning of the year.

b) The situation of liabilities

- The current debt situation, large fluctuations in debts.

Liabilities of VND 230 billion, down 9 billion compared to the beginning of 2024.

- Analysis of bad debts, the effect of the difference of the exchange rate on the company's production and business results, affecting the interest difference.

3. *Improvements in organizational structure, policies and management.*

4. *Future development plans*

5. *Explanation of the Board of Directors for the audit opinion (if any) - (In case the audit opinion is not a full approval opinion).*

Without

6. *Assessment report related to the company's environmental and social responsibility*

a. Assessment related to environmental indicators (water consumption, energy, emissions, etc.).

b. Assessment related to employee issues

c. Assessment related to the responsibility of the enterprise to the local community

IV. Evaluation of the Board of Directors on the Company's operation (for joint-stock companies)

1. Evaluation by the Board of Directors on all aspects of the Company's activities, including assessments related to environmental and social responsibility.

2. Evaluation of the Board of Directors on the activities of the Board of Directors of the company

3. Plans and orientations of the Board of Directors

V. Corporate governance (Organizations other than listed organizations are not

required to disclose the information in this Section)

1. Board of Directors

a) Members and structure of the Board of Directors: (list of members of the Board of Directors, percentage of ownership of voting shares and other securities issued by the company, clearly stating the independent members and other members; number of titles of members of the Board of Directors held by each member of the Board of Directors of the company at the other companies)

1. Pham Van Son – Position: Chairman of the Board of Directors
2. Phung Thanh Long – Position: Member of the Board of Directors
3. Le Thi Thuyen – Position: Member of the Board of Directors

b) Subcommittees of the Board of Directors: (List of subcommittees of the Board of Directors and members of each subcommittee).

c) Activities of the Board of Directors: evaluate the activities of the Board of Directors, specify the number of meetings of the Board of Directors, contents and results of meetings.

In 2024, the Board of Directors has held quarterly meetings and extraordinary meetings to approve issues under the jurisdiction of the Board of Directors, issued 15 Resolutions, 13 Decisions and other documents related to important issues of the Company.

d) Activities of independent members of the Board of Directors. Activities of subcommittees in the Board of Directors: (evaluate the activities of subcommittees of the Board of Directors, specify the number of meetings of each subcommittee, the content and results of the meetings).

e) List of members of the Board of Directors who have certificates of training in corporate governance. List of members of the Board of Directors participating in corporate governance programs in the year.

2. Supervisory Board

a) Members and structure of the Supervisory Board: (list of members of the Supervisory Board, percentage of ownership of voting shares and other securities issued by the company)

1. Nguyen Thi Hieu – Head of the Supervisory Board
2. Bui Thi Thu Huong – Member of the Supervisory Board
3. Nguyen Thi Thu Hoan – Member of the Supervisory Board

b) Activities of the Supervisory Board: (evaluate the activities of the Supervisory Board, specify the number of meetings of the Supervisory Board, contents and results of meetings).

3. Transactions, remuneration and benefits of the Board of Directors, Board of Directors and Supervisory Board

a) Salaries, bonuses, remunerations and benefits: (Salaries, bonuses, remunerations, other benefits and expenses for each member of the Board of Directors, members of the Supervisory Board, directors or general directors and managers. The value of these remuneration, benefits and expenses must be disclosed in detail to each person, clearly stating the specific amount. Intangible benefits or benefits that cannot be quantified/cannot be quantified in money should be fully listed and accounted for).

The remuneration of the Board of Directors and the Supervisory Board in 2024 is VND 40,800,000, of which:

- The remuneration of the Board of Directors of the Company for 02 people is 24,000,000 VND, corresponding to 1,000,000 VND/person/month for members – Chairman of the Board

of Directors who operate full-time without remuneration.

- The remuneration of the Supervisory Board of the Company for 02 people is 16,800,000 VND, corresponding to 700,000 VND/person/month for members of the Supervisory Board who operate full-time without remuneration.

b) Stock transactions of internal shareholders: (Information on stock transactions of members of the Board of Directors, members of the Supervisory Board, directors, chief accountants, managers, company secretaries, major shareholders and persons related to the above-mentioned subjects).

c) Contracts or transactions with internal shareholders: (Information about contracts or transactions that have been signed or executed during the year with the company, subsidiaries, companies under the control of members of the Board of Directors, members of the Supervisory Board, Directors (General Directors), managers and people related to the above-mentioned subjects).

d) The implementation of regulations on corporate governance: (Clearly stating the contents that have not been implemented in accordance with the law on corporate governance. Causes, solutions and remedial plans/plans to increase efficiency in corporate governance activities).


VI. FINANCIAL STATEMENTS

1. Audit opinion

The financial statements have honestly and reasonably reflected, on key aspects, the financial situation of Vinafood 1 Flour Joint Stock Company as of December 31, 2024 as well as the results of business operations and cash flow for the fiscal year ended on the same day. in accordance with Vietnam Accounting Standards, the Enterprise Accounting Regime and legal regulations related to the preparation and presentation of financial statements.

2. Audited financial statements

The audited financial statements for 2024 include: Balance sheet; Report on the results of production and business activities; Cash flow statements; The explanation of the financial statements in accordance with the regulations issued by the law on accounting and auditing, is published on the Company's website at the following link:

<http://vnf1flour.com.vn/bao-cao-tai-chinh-nam-2024> 

CONFIRMATION OF THE LEGAL REPRESENTATIVE OF THE COMPANY



Director

Phung Thanh Long